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Guru Nanak Vidyak Society's

**GURU NANAK COLLEGE OF  
ARTS, SCIENCE & COMMERCE**

# NATIONAL CONFERENCE

## EQUALITY & INCLUSION



Organized by  
SFC Department  
Guru Nanak College of Arts, Science and Commerce  
Mumbai

Saturday, 8th September 2018



Publication Partner  
Indian Academicians and Researcher's Association



The college is permanently affiliated to the University of Mumbai

The college is UGC Recognition under 2(f) and 12(b)



## **ABOUT GURU NANAK COLLEGE OF ARTS, SCIENCE AND COMMERCE**

Guru Nanak College of Arts, Science and Commerce is one of the prestigious institutions affiliated to the University of Mumbai and was established in 1989, with a mission of providing equal opportunities to one and all so as to include weaker sections of society in the development process. The institution aims at providing students an opportunity to develop an integrated personality, to foster a spirit of free thinking and above all to inculcate love for humanity and love for truthful living. We celebrated our 25th anniversary in 2014 which was inaugurated by Dr. APJ Abdul Kalam.

## **ABOUT IARA**

Indian Academicians and Researchers Association ( IARA ) is an educational and scientific research organization of Academicians, Research Scholars and practitioners responsible for sharing information about research activities, projects, conferences to its members. IARA offers an excellent opportunity for networking with other members and exchange knowledge. It also takes immense pride in its services offerings to undergraduate and graduate students. Students are provided opportunities to develop and clarify their research interests and skills as part of their preparation to become faculty members and researcher.

## **ABOUT THE CONFERENCE**

The conference is organized with a view to bring together people from diverse fields and provide a common forum to disseminate the knowledge of academic and industries excellence. The principle of Equality is having a revolutionary effect on life in contemporary society. The law of the land ensures equality, freedom, justice and dignity to all individuals and implicitly mandates an inclusive society for all. In the recent years there has been a broadly positive change in the perception of the society towards the equality and inclusion. We invite the participants to discuss and research the aspects of equality and inclusion from the depth of their areas of expertise.



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## **Preface**

The SFC Department of Guru Nanak College of Arts, Science and Commerce have organized a National Conference on “Equality & Inclusion” on 8<sup>th</sup> September, 2018. This conference is organized with a view to bring together people from diverse fields and to provide a common forum to disseminate the knowledge of academic and industries excellence.

Equality and Inclusion has received considerable attention at the State and National level. More than 40 full length papers covering the main themes of the conference were received. The papers to be presented during the conference were selected after a thorough review process and a few have been selected for being published in this UGC Approved Journal. The papers were selected on the basis of originality, clarity and relevance to the themes of the conference.

The objective of this conference is to highlight the ideal inclusive society. The principle of Equality is having a revolutionary effect on many lives in this contemporary society. The law of the land ensures equality, freedom, justice and dignity to all individuals and implicitly mandates an inclusive society for all. In the recent years there has been a broadly positive change in the perception of the society towards the equality and inclusion.

We have confronted a different emerging theoretical and practical perspective of Inclusive society.

We express our sincere gratitude to the college authorities for their support in organizing this conference. We thank the Principal, Faculty and other staff members of the college for their motivation and support.

Last but not the least we thank and appreciate the contributions of energetic scholars.

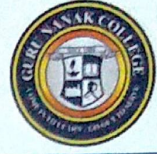
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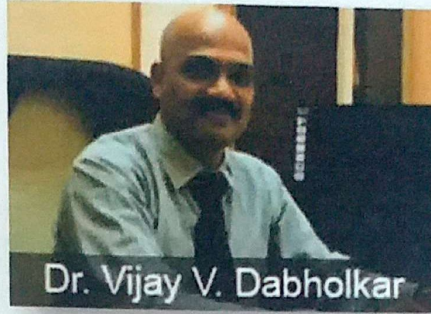
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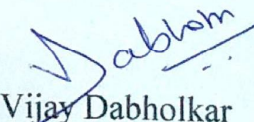
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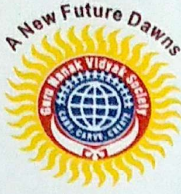
I am happy that SFC Department of our college is organizing conference on "Equality and Inclusion" which is very relevant topic in today's times. I am glad that we are able to provide a platform to teachers and researchers from various disciplines to present their research findings and gain from interactions with other participants during the conference.

I thank our management for their support and all the teaching, non-teaching staff and students for organizing this conference.

I wish the conference all success.

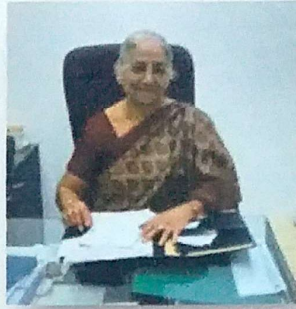
  
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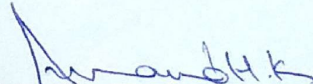


### Managements' Desk

I am happy to know that SFC Department of our Guru Nanak College of Arts, Science and Commerce is organizing a National Conference on 8<sup>th</sup> September, 2018 with a view to bring together people from diverse fields and provide a common forum to disseminate the knowledge of academic and industries excellence.

I hope that this National Conference will provide new dimensions for inculcating equality towards our society.

I commend my best wishes to our principal and teachers.

  
Ms. Harbhajan Kaur Anand

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**GENDER DISCRIMINATION IN BOLLYWOOD**

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**Naik Sameer**Assistant Professor, Akbar Peerbhoy College of Commerce & Economics, Mumbai

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**ABSTRACT**

*Movies are a medium of communication and entertainment which bind a very diverse class of audience from various strata of society. Irrespective of the quality, people flock to Bollywood films week after week. But in a country like India where more than 1000 films are churned out every year, the amount of influence that film industry wields on society is unimaginable. Since the relationship is mutual i.e. films reflect societal attitudes and society is influenced by films, gender bias which is prevalent everywhere is also projected in films. Though most of the films are entertaining, but there is a big problem in projection of woman. From the early days of Bollywood, women have been portrayed in stereotypes that promote inequality between the sexes. In the paper effort has to been made to study the effect of gender discrimination reflected in movies. It is an attempt to comment on biased portrayal of women, item songs, misogyny, male gaze, etc. depicted through movies. A comparison is also made between opportunities available in Bollywood for both the sexes and disparity in payments made to them.*

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**GENDER DISCRIMINATION IN BOLLYWOOD**

Biologically gender is based on chromosomes, brain structure and hormonal differences. From sociological perspective it refers to the definition of man and woman by societies which distinguishes and assigns them different roles in society. Gender inequality refers to disparity shown by the society between individuals due to gender. The basic cause of gender inequality in India is based on pre-existing social norms and perceptions which create differences in economic endowments between women and men. The practice of gender inequality which dwells both inside and outside the household, blocks women from participating in social, political and economic activities as well as religious practices. This results in gaps in basic rights, education level, employment opportunities, wage rates as well as high mortality rate amongst girls. As per 2011 census report the sex ratio stands at 940 females per 1000 males. Gender disparity is clearly visible in literacy rates (males – 82.14% and females – 65.41%) and employment opportunities (males – 51.7% and females – 25.6%). The deaths of young girls in India exceed that of young boys by over 2.75 lakhs every year and every 6<sup>th</sup> infant death is related to gender discrimination. Gender inequality in India is so wide spread, complex and deep rooted that almost all women want a son from God.

Films are not only a medium of providing information like the other mass media, but also vehicles of social reforms. Films help in depicting the social, political & economic scenario and also reflect the changes in the society. To most people, movies are a source of entertainment but a good film will provide enjoyment and relaxation along with enlightenment. Indian cinema has today earned the pride of being world's largest cinematographic industry with almost 1000 movies being made in different languages every year. Out of which hindi film industry popularly termed as Bollywood has a powerful role in shaping mindsets and behaviors in India. Bollywood movies have reflected the aspirations of Indians for decades. Bollywood has always reflected the general mood of the Indian mass starting from mythologicals in the 1940s, soft romances in the 1950s & 60s, anger against society in 1970s, confusion in parallel and masala movies of 1980s and the NRI minded progressive cinema post globalization. The role of the male protagonist (hero) has changed through the ages from being a family man (50s) to lover boy (60s) to angry young man (70s) to anti-hero (90s) to a confident global Indian now. Similarly the male antagonist (villain) has also changed from zamindars to rich dads to smugglers to corrupt politicians to anti nationals to terrorists and so on. But the female counter parts have not been that lucky, since Bollywood has always portrayed its women in stereotypical roles either as a support to the hero's journey or as a vamp doubling up as an item girl. Bollywood has always been criticized for almost ignoring issues of gender and giving second tier status to women. Through the decades Bollywood has always cast women into two broad categories i.e. *Damsel in Distress* and *The Vamp*. The damsel in distress had very little to do with the actual plot, serving as romantic foil for the heroes and the object that he would save in the end to prove his bravery and manhood. These damsels in distress were supposed to be moral, proper as per culture, quiet, kind, loyal to traditions, respect elders and treat husbands as God. The vamps were scantily clad seductresses assigned with the task to momentarily take the hero's mind off the prize and inevitable victory. These disrespectful stenotype portrayals do not represent the individuality of women in real life. The only positive aspect being that the damsels in distress gave a notion that women can be strong and supportive, while the vamps expressed freedom in looks and action.

Recently a study of 4000 Wikipedia pages and 880 trailers of movies released between 2008 and 2017 conducted jointly by *Nishtha Madaan* and *Sameep Mehta* of *IBM* along with researchers from the *Indraprastha Institute of Information Technology* and *Delhi Technology University* highlighted the gender based disparities. Some of which were as follows:

- a. On Wikipedia pages of the films, on an average the males were mentioned 30 times whereas the females were mentioned only 15 times. Which suggests that an actress's role is not given importance.
- b. In most films males had superior occupations like lawyers, CEOs, police officers whereas female characters were restricted to popular careers like teachers and secretaries. Nearly 32% of male characters were shown as doctors as compared to merely 3% female doctors.
- c. 80% of the movie plots on Wikipedia pages have more mention of males as compared to females, but the posters of more than 50% movies feature actresses. This shows that in the storyline women are sidelined but are prominently used to publicise the movie, using women as bait to lure audiences.
- d. The soundtrack analysis of the film songs also revealed that women are consistently singing fewer songs than men.
- e. The percentage of women centric movies (with females as the central characters) which was only 7% in 1970s has now gone up only to 11.9% in almost 50 years.

Even though Indian cinema is as old as world cinema and it has progressed in all other aspects like techniques, production values, distribution, etc. but the representation of women has been more or less stagnant over the years. The discrimination towards women characters can be highlighted from the basic fact that on an average a hindi film has 1 women character for every 3 male characters in the storyline. Gender discrimination is also reflected through less screen time, fewer dialogues, powerless and male dependent characters. Discrimination against women in Bollywood is also represented in various ways, some of which have been highlighted as below:

### **QUALITIES ASSOCIATED WITH FEMALE CHARACTERS**

Women characters are mostly described with surface-level qualities like beauty, attractive, etc. whereas the males are shown as strong, successful, etc. Generally males are introduced as honest officers, aspiring singers, army officers, successful businessman, etc. whereas the female characters are introduced as beautiful girl, daughter/wife/sister of some male character, stage dancer, etc. The demarcation between women is also somewhat standardized; ideal women are portrayed as submissive, self-sacrificing, chaste and controlled whereas the bad woman is always individualistic, sexually aggressive, westernized, etc. Bollywood doesn't identify the real woman who can have a mixture of both these set of qualities at the same time. Bollywood only tries to represent women as decorative objects that dance, pose and seduce men. But even the physical qualities are objectified by focusing on her legs, breast and buttocks rather than whole human being. Bollywood has completely ignored the achievements of woman in general, since very few woman are shown as professionals or successful entrepreneurs or independent woman characters and even if they are shown it is merely a trick in the storyline which will help to accommodate the meeting of the hero & heroine after which the achievements of the woman are totally ignored even by the woman character as she has to be now a mere support to the hero's quest and journey. In addition to being powerless a woman is also shown as carrier of traditions. An apt example being Karan Johar's *Kuch Kuch Hota Hai* wherein Rahul (Shahrukh Khan) falls for the older Anjali (Kajol), after she has become traditional, caring and shy, whom he had ignored as his college friend, when she was outspoken and a good sportsperson. In the same movie the other female character Tina (Rani Mukherjee) even though presented as a modern woman has to prove that she can uphold religious & cultural traditions by signing a bhajan much to the shock of the other characters.

### **MALE-GAZE V/S FEMALE-GAZE**

Male gaze is the act of depicting women and the world, in the visual arts and literature, from a masculine, heterosexual perspective that presents and represents women as sexual objects for the pleasure of the male viewer. The women on screen are shown as object of desire, signifying a psychological relationship of power in which the gazer is superior to the object. The so called item songs in Bollywood movies are an apt example of male gaze which are completely demeaning to women. Scantly-clad beautiful actresses, oddly referred to as items, dance to vulgar lyrics with provocative gestures, which is nothing but objectification of women. The item girl is shown naughty, sexually alluring, immodest women and erotic in her dance performance. The item songs are specifically accommodated in the storyline to attract male audiences to the theatre. But the objectification is not restricted only to the bad girls, even the damsel in distress is conveniently projected as an item in song &

dream sequences. Justified examples can be of heroines in Raj Kapoor movies, who even though were shown as strong traditional women had to dance under a waterfall in white sarees (Zeenat Aman in *Satyam Shivam Sundaram* and Mandakini in *Ram Teri Ganga Maili*). There are also numerous examples of leading heroines dancing in the rains in transparent sarees just to lure the hero in reel and masses in real. This objectification of women also defies all logics and attributes of the so called strong women like in *Mohra* wherein Raveena Tandon, playing an independent journalist breaks into a rain dance number in a yellow saree. The male gaze is not restricted only to visualisation of songs but is also propagated through dialogues and lyrics which objectify women and their body parts, one of the reasons being presence very few female writers and lyricists. Another problem with Bollywood is perpetuation of misogyny right from Shammi Kapoor to Salman Khan movies wherein it is conveniently assumed that the hero can harass and mistreat the heroine to win her heart. Bollywood movies spread the wrong idea that it is okay to stalk women and that by persevering one can win over the women successfully. Rather than inspiring social change for women, movies like *Ranjhana*, *Wanted*, etc. promote eve-teasing and misogyny, which has shackled the Indian woman for years in form of acid attacks, rapes, murders, etc. committed out of one-sided love.

Over the decades, Bollywood movies have been abundant with male gaze but the female gaze has been conveniently ignored. Female gaze, in one sense, legitimation of women as subjective, who are capable of sexual desire, and looking at the world from female perspective. While over the years females have been presented as object of attraction for men, the same has not been the case for males, who are presented in a macho way that men would love to see them right from bare chested Dara Singh, Dharmendra to Salman Khan. The attributes of a man from a female perspective have always been ignored. In recent years the towel song in *Saawariya* (Ranbir Kapoor) and the beach scene in *Dostana* (John Abraham), which gained immediate stardom and huge female fan following for both the actors, is a proof that Bollywood has ignored the desires of its female audiences over the years. But movies which try to take cognizance of the women perspective and feelings have to face strong opposition and hurdles from patriarchal institutions. Like *Lipstick Under My Burkha*, a movie depicting sexual liberation of 4 female protagonists, was refused certification by CBFC (Central Board of Film Certification) by citing that it was a 'women-centric' movie. Even though movies like *Queen*, *Mardani*, *Mary Kom*, etc have a strong female characters, Bollywood likes to capitalize off feminist ideology but never ignores the hetero-male supremacy. And there is a long way to go in terms of recognizing women as sexual beings free to act with their body as they please, without a stigma attached to it.

### **FINANCIAL DISPARITY**

Gender discrimination is visible within Bollywood in opportunities and financial matters also. There are only a few women directors in the movie making circuit, emphasizing on the fact that Bollywood doesn't trust women to command the ship. In the other departments of film making like production, writing, sound, music, graphics, etc. also the presence of women is very negligible. It might come as a shocker to know that for almost 6 decades up to 2014; women were not allowed as make-up artists by Costume Make-up Artists and Hairdressers Association of Bollywood. When challenged in Supreme Court, the judges expressed shock over the primitive rule, wherein women could be hairdressers but not make-up artists, and adjudged it to be unconstitutional. The whimsical rule clearly shows that women were purposefully kept away to avoid competition by the male make-up artists. Even when opportunities are made available there is great disparity in wage rates paid to them. As per a recent study by Forbes, pay disparity in Bollywood is worst then Hollywood, wherein males are paid almost 3 times of what their female counterparts get for the same job. This clearly shows that payments are not being made on basis of jobs or skills, but on basis of gender. The discrimination is not restricted only to junior artist or technical crew but also visible in the remuneration received by the stars. As per Forbes 2016 list of highest paid celebrities, Salman Khan topped in India with earnings of Rs. 270.33 crores, whereas Deepika Padukone managed to earn only Rs. 69.75 crores with the same number of films. Actresses are paid fixed remuneration per film even though they are crowd pullers, whereas actors have share in profits and distribution rights claiming that they shoulder the film. It is not surprising when movies like *Dangal* and *Secret Superstar*, which was meant to emphasize women empowerment as termed as Aamir Khan movies. One can argue that due to the male dominated mindset of society women are not seen as heroes and male actors pull crowd hence are paid more. But then this needs to change since the same heroes need the female face & body on the posters to attract the crowd.

### **CONCLUSION**

Although the hindi movies have been successful in depicting the societal and economic changes in India through their medium, the same cannot be said about their portrayal of women. The image of women portrayed by Bollywood, is not found in real life and is in fact damaging the women in real life. There is an urgent need for Bollywood to change and refrain from portraying women as commodities and sex objects. Filmmakers

should concentrate on portraying women impartially without any gender bias and glorification of attributes like fair-skin, sculpted figures, etc. Studies and research should be made before making a film, to present a film from both male and female perspective. We need more female storytellers so that we can have a proper representation of women's perspective in movies instead of half-baked version of women empowerment. Films should aim at educating women and society in general about laws, women empowerment, etc. There is also a need for the film makers to understand that only 30% of India's population is urban and for the remaining the portrayal of women through item songs, etc. can be sexually frustrating, since they have never seen women around them with such mannerisms, resulting in offences like rapes. Bollywood needs to understand that by objectifying and over-sexualizing women on screen, they are sabotaging progress made by women in their personal and professional spectrum. Bollywood needs to shoulder some responsibility for the sake of India, which they are helping to shape.

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**CHANGING ROLES AND CHALLENGING RESPONSIBILITIES OF SINGLE FATHERHOOD**

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**ABSTRACT**

*Single fatherhood is a difficult transition to be sure but becoming a single father as a result of the divorce or death of your spouse is emotionally charged and has a significant series of challenges that can never be anticipated. Dealing with grief and loss while helping their children is not easy, and sometimes the impacts of it is unbearable. Thus, the objectives obtained from single fathers and their dependent children were as follows: To elicit from single father the challenges faced and dealing with those challenges in relation to; a) handling dependent child; b) handling household activities; c) handling single parenthood. The study was conducted on 40 participants (20 single fathers and 20 their dependent children) using the snowball technique. Most of the single fathers were of middle adults age ranging from 40-60 years and their children between the ages 9-25 years. Results revealed handling their dependent child the challenges the single father faced were providing the love of a mother and making the child feel secure (45%), managing absence of spouse (30%) and managing household activities with office work (30%). The challenges that the dependent child feels their single fathers faced were management of work and household activities (65%). The strategies used by single fathers to manage the household activities were to take help from their child (45%), and to spend time with their child (55%). The strategies the dependent child thinks their single father use were to support their single father (40%). Single fathers can also handle single parenting as effectively as single mother. Today's single father is no longer always the traditional married breadwinner and disciplinarian in the family. He is more than capable caregiver to children facing physical or psychological challenges. Psychological research across families from all ethnic backgrounds suggests that single father's affection and increased family involvement help promote children's overall development.*

*Keywords: Single Father, Dependent Children, Roles and Responsibilities of a Father, Coping Strategies*

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**INTRODUCTION**

Single parents have a unique position in their children's lives because they have to play the role of both mother and father in situations where the other parent has passed away, is divorced, has neglected the child, or never was involved in the child's life. The modern-day father comes in various forms. Today's father is no longer always the traditional married breadwinner and disciplinarian in the family. He is more than capable caregiver to children facing physical or psychological challenges. (<https://www.families.com/blog/an-introduction-into-this-single-fathers-life>)

**CHALLENGES FACED BY SINGLE FATHERS**

**Difficult for single fathers to prove their right on their dependent children:** First and foremost, it is already difficult to prove their right on the child, as courts traditionally favour mothers. And even if men win, their exes often don't leave them in peace, as they are more natural to be with a kid. The society has much less trust and approval for men. Nevertheless, "men can be essential for developing language skills, developing awareness of rules and boundaries and being a positive male role model in the child's life" (Risman, 1986 p. 96).

**Financial Problems:** It is considered that financial problems are less spread among men, but in fact they receive much less flexibility at their workplace and face negative attitude of supervisory. A lone father has to balance between financial obligations and emotional relations of the child. (Philby, 2010).

**Manage Emotional Distress of children:** Sole fathers should be ready to cope with emotional distress of children who can have low self-esteem, feel different from others and consequently have problems with socialization. (Ehrlich 2008, p. 18)

**Societal Acceptance:** More and more men these days find themselves single fathers, and have to face new reality, while the society is not actually ready to accept them appropriately. This problem is attracting more and more attention of public and specialists, but still there is not enough research of the matter and fathers still essentially take pains to prove their rights (Gruescu 2010, p. 19)

**STRATEGIES AND SUGGESTIONS OF OVERCOMING CHALLENGES**

**Surviving Life as a Newly Widowed Father:** Single fatherhood is a difficult transition to be sure, but becoming a single father as a result of the death of your spouse is emotionally charged and has a significant series of challenges that we could never have anticipated. Dealing with your own grief and loss while helping your children through theirs is not easy, and sometimes the impacts of it all are debilitating (Parker, 2017)



Try to Remain Calm in Challenging Circumstances Wake up early in the morning, spend your days working hard at job and then spend time taking care of the children in the evening. Remaining calm in front of the children will help keep everyone happy. Speak with friends or family members on a regular basis.

Set Goals for Yourself By setting specific objectives on a day-to-day basis, one can build a schedule that becomes a foundation for success in the future. Whether the goal is a long-term objective, such as going back to school, or a short-term goal such as writing in a journal twice a week, building this type of schedule will help improve the life.

Have Fun! Probably the most simple yet important tip when it comes to parenting of any sort. Have fun with the child and spend quality time together. Visit the library, make a trip to the science centre, take a walk in the park or go watch a movie. (<https://goodmenproject.com/families/tips-becoming-successful-single-dad-jvinc/>)

### **OBJECTIVES OF THE STUDY**

1. To elicit from the single father and their dependent child, the challenges faced by single father and dealing with those challenges in relation to
  - a. handling the dependent child;
  - b. handling household activities and
  - c. handling single parenthood.

### **RESEARCH DESIGN AND SAMPLE SIZE**

Research design applicable to the current study was exploratory research design. Exploratory research is typical when the researcher is examining a new interest, when the subject of study is relatively new or unstudied. (Babbie, 2009) the current study is an exploratory research because it seeks to study relatively unexplored area that is 'Single fathers and their dependent children'. The total sample consisted of 40 participants, 20 single fathers and 20 dependent children.

### **SAMPLE TECHNIQUE**

The sampling technique used in the study was purposive sampling (snowball technique).

Snowball sampling is a technique for developing a research sample where existing study subjects recruit future subjects from among their acquaintances.

**Rationale:** Single father is a delicate issue and it will be difficult to locate single fathers. The researcher feels that it will be easier to locate single fathers with dependent children by using snowball technique.

### **INCLUSION AND EXCLUSION CRITERIA**

#### **Inclusion Criteria**

- Only biological fathers:
- Single fathers of dependent children
- Single fathers from Mumbai and Thane district
- Two or more than two years of single fatherhood

#### **Exclusion Criteria**

- Single fathers who have adopted children
- Single step fathers
- Single fathers who have children through surrogacy
- Less than 2 years of single fatherhood

### **SAMPLING CHARACTERISTICS OF THE PARTICIPANTS**

The sample characteristic was as follows: a) little more than quarter of the participant (single fathers) were of the age of 46-50 [30%] b) marital status of single fathers was little more than quarter of the participants i.e. (divorced [30%]) while large majority was due to death of spouse [70%] c) occupational status of single fathers were (service [65%]) i.e. majority of the participants. d) the single father's Family income range (10,000 to 20,000 [25%] i.e. quarter of the participants e) educational qualification of single fathers SSC/X th pass was little more than quarter of the participants [30%]. f) half of the participants had two children i.e. [50%] g) the type of family in which single fathers live in are (nuclear[60%]) i.e. majority of the participants h) the No. of years experienced as a single father (two to five [40%] i.e. little more than one third of the participant i)

majority of the participants dependent child's age ranged from 16-20 [60%]) j) few of the participants were (male [15%]) substantial majority of the participants were female [85%])

### PROCEDURE OF DATA COLLECTION

A review of literature was made referring to the articles, the review was submitted to the guide for correction. After receiving the feedback and corrections from the guide changes were made in the review of literature. After that, the researcher formulated the objective of study. The tool for participants was unstructured and acculturated questionnaire where there were same questions for single fathers and their dependent children. The tool was submitted to the guide. A list of participants was generated through snowball technique. The participants were contacted through phone calls and were briefed about the research and the time they will have to give. Their consent was taken. Before starting the actual interview a pilot study was conducted on two single father and two dependent children, it took 20-30 minutes. Based on the responses from the pilot tested participants required modifications were made. After the verification, appointments were made on phone for the meeting. The interview took around 20-30 minutes. Data collection followed by data entry. Data was analysed both quantitatively and qualitatively. The plan of analysis was done for different objectives of the study. The responses of single fathers and their dependent child were qualitatively analysed, quantitatively- frequency, percentages.

### RESULT AND DISCUSSION

Challenges faced by single fathers: When the participants were asked regarding the challenges of single father, the following responses were obtained: (a)handling dependent child- Making the child feel secure and taking care. providing love of mother, handling financial problems, dual responsibilities of being a father and mother, managing time, etc.(single father[15%]); (b)handling single fatherhood- managing loss of spouse, handling feelings like being alone, sad and stressful, handling children as well as office, giving time, managing financial problems etc.(single father[14.16%]); (c)Managing household activities-balancing household activities and office work, cleaning, managing children, washing clothes, etc.(single father[15%]); (d) no challenges(single father[50%]) [Refer to Table 1]

Perception of Dependent Child/Children In Relation To the Challenges Faced By Their Single Father: When the participants were asked regarding the challenges faced by the single father, the following responses were obtained: (a)managing household work- feeling exhausted and tired, not much problem(dependent child[23.33%]); (b)handling single fatherhood- getting stubborn, handling us alone, feeling lonely/sad, doing everything alone, managing time, etc.(dependent child[8.12%]); (c)handling your dependent child – managing finances such as fees, handling us alone, providing whatever we need, taking care of our need, keeping us on right track, spending time with us, etc.(dependent child[6.87%]); (d)no challenges(dependent child[25%]). [Refer to Table 2]

**Table-1: Challenges faced by single father (n=20)**

Challenges faced by single fathers		f(n=20)	%
<b>Handling dependent children</b>	Making the child feel secure and taking care. providing love of mother	9	45
	Handling financial problems	3	15
	Dual responsibilities of being a father and mother	2	10
	Managing time	2	10
	Managing school and college work	1	5
	Saying no to child's wish	1	5
<b>Handling single fatherhood</b>	Managing loss of spouse	6	30
	Handling feelings like being alone, sad and stressful	4	20
	Handling children as well as office	3	15
	Understanding feelings of children	2	10
	Giving time	1	5
	Managing financial problems	1	5
<b>Managing household activities</b>	Balancing household activities and office work	6	30
	Cleaning	3	15
	Managing children	3	15
	Washing clothes	2	10
	Organizing works in systemize way	1	5
<b>No challenges</b>		10	50

Note: Multiple responses were obtained.

**Table-2: Perception of dependent child/children in relation to the challenges faced by their single father**

Perception of dependent children in relation to the challenges faced by their single father		F (n=20)	%
<b>Managing household activities</b>	Managing cleaning, washing, cooking and office work	13	65
	Feeling exhausted and tired	1	5
<b>Handling single fatherhood</b>	Timing issue	3	15
	Feeling lonely/sad	3	15
	Handling us alone	2	10
	Doing everything alone	1	5
	Getting stubborn	1	5
	Proper attention	1	5
	Financial issues	1	5
	Family issues	1	5
<b>Handling the dependent child</b>	Looking after the child	3	15
	Managing finances such as fees	2	10
	Providing whatever they need	1	5
	Taking care of our health	1	5
	Keeping us on right track	1	5
	Spending time with us	1	5
	Handling us alone	1	5
	Getting exhausted	1	5
<b>No challenges</b>		5	25

Note: Multiple responses were obtained

**Strategies used by single fathers to deal with conflicts:** When the participants were asked about the strategies to deal with conflicts, the following responses were obtained. The areas were further subdivide into sub categories : a) handling dependent child such as spending time with children, explaining and making them understand, taking loans, etc.(single fathers [8.18]); (b)managing household activities such as taking help from children, keeping maid, planning and scheduling work, etc. (single fathers [11.25]); (handling single fatherhood such as spending time with children, taking help from children, making time table, etc. (single fathers [11.42]) [Refer to Table 3]

#### **Perception of Dependent Child In Relation to Strategies their Single Fathers use to Solve above Mentioned Challenges.**

When the participants were asked about the strategies their fathers use to deal with conflicts the following responses were obtained. The areas were divided into sub categories : (a) handling you such managing everything was with children's support, spending time with children , etc. (dependent child [8.18]); (b) managing household activity such as taking help from children, keeping maid, etc. (dependent child [11.66]); (c) handling single fatherhood such as children support their father, etc. (dependent child [10.62]). [Refer to Table 4]

**Table-3: Strategies used by single fathers to deal with conflicts (n=20)**

Strategies used by single fathers to deal with conflicts.		Single fathers (n=20)	
		f	%
<b>Handling dependent child</b>	Spending time with children	11	55
	Taking loans	1	5
	Trying best to fulfil all needs	1	5
	Enplaning and making children understand	1	5
	Working extra time	1	5
	Taking help from neighbour	1	5
	Staying in constant contact with children	1	5
	Praying	1	5
	Building good relationship with children	1	5
	Children manage every thing	1	5

<b>Manage household activities</b>	Taking help from children	9	45
	Planning and scheduling work	3	15
	Doing yoga to keep calm so that he will be able to relax and do the work peacefully	1	5
	Doing the work in the same manner as wife us to do	1	5
	Making adjustment such as waking up early and keeping maid	3	15
<b>Handling single fatherhood</b>	Praying to God	2	10
	Behaving strong	1	5
	Staying calm	1	5
<b>No challenges</b>		2	10

Note: Multiple responses were obtained.

**Table-4: Strategies Dependent children think their Single Fathers use to Solve above Mentioned Challenges. (n=20)**

<b>Strategies Dependent children think their Single Fathers use to Solve above Mentioned Challenges.</b>		<b>Dependent child (n=20)</b>	
		<b>f</b>	<b>%</b>
<b>Handling your dependent child</b>	Managing everything well with children's support	7	35
	Spending time with us by helping us in our work and explaining many things to us	6	30
	Taking financial help such as savings and taking loans	2	10
<b>Managing household activity</b>	Keeping maid	4	20
	Dividing work	3	15
	Thinking about family to get motivated	1	5
	Inspired by the way the mother would handle things in her presence	1	5
<b>Handling single fatherhood</b>	Children support their father	8	40
	Handling everything smartly by working extra time and praying, etc.	5	25
	Helping and supporting children	2	10
	Recalling past memories	1	5
<b>No challenges</b>		3	15

Note: Multiple responses were obtained.

## DISCUSSION

As stated in the review of literature, 'single fatherhood is a difficult transition and has significant series of challenges. Dealing with your own grief and loss while helping your children is not easy through theirs is not easy' (Parker 2007). The current study also enumerates that single father experience difficulty in managing loss of spouse, handling themselves and their dependent children. Single fathers make all the decision on their own for their children (Nicole, 2015) Children recognize the value of their contribution and take pride in their own work. (Wolf, 2017) Single fatherhood is a difficult transition and has significant series of challenges. Dealing with your own grief and loss while helping your children is not easy through theirs is not easy' (Parker 2007). In the current study Single fathers give more opportunities to their children to be free to take decisions on their own. The dependent children helped their single fathers in every possible situation. Single father experience difficulty in managing loss of spouse, handling themselves and their dependent children.

Research on single fathers has been infrequent, so this study is contributing in paving new territory in the exploration of the myths and realities associated with this growing newer family form. While attention has usually been focused on the emotional costs of traditional female gender roles, the costs of traditional male gender roles have been largely ignored (Kimbrell 1992, Lindsey 1990). Roberts (1998) notes that up until the mid1700s, when most fathers worked in or near the home and took a much greater hand in child rearing, western culture regarded them and not mothers as the more competent parent and ultimately held them more responsible for how their children turned out. Fathers were routinely awarded custody of children in cases of divorce and books and manuals on parenting were chiefly written for men. It was not until the feminist movement of the 1970s that researchers thought to ask whether fathers could be as nurturing as mothers (Roberts 1998). By the mid 1980s, it had become apparent that patterns of family formation in the United States

had undergone quite dramatic changes. The divorce rate had nearly tripled, and the number of children living in single-parent homes had doubled. The courts making custody arrangements no longer used a father's work outside the home against them since both parents often were working (Gilbert 1998). Although the role of single father parenting is becoming more common than ever before, assuming that role may be difficult for many because men are rarely socialized to be the primary caregivers for children. Fathers have few male role models for balancing the conflicting demands of work, socializing, housekeeping, and childcare (Greif and DeMaris 1990). Individual single fathers are left essentially to themselves to define their roles, and expectations on the part of others are reflected in a wide range of behaviors and attitudes.

The role of tradition in terms of norms, values, and performance expectations are lacking for single fathers. Yet, tradition is potentially a powerful factor in determining problems that face the single father. Because single father status is not institutionalized, allowances and accommodations are not made by institutions to provide for the father's and his children's social, psychological, and financial support. Lack of cultural and institutional support systems will influence adjustment of single fathers to their roles, their help seeking behavior, and their willingness to use external resources. While many studies show that in general many single fathers are adjusting successfully to their role, apparent in literature is the lack of congruence between society's perceptions of the single father and his perceptions of himself.

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**PERSPECTIVE DIFFICULTIES OF THIRD GENDER AND PERCEPTION OF SELECTED COMMUNITIES (HINDU, MUSLIM, CHRISTIAN, JAIN) REGARDING CHALLENGES ENCOUNTERED**

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**ABSTRACT**

*The eunuch is a figure with a diverse history, spanning centuries, crossing religious boundaries and dwelling within the borders of countless countries. Eunuch is a person who doesn't fall in the sex category of male or female solely, lives in a group of such persons, of sexual deformities and wears female attires. The objectives of the study were: Objectives for the third gender: 1. to ascertain the challenges faced by the third gender/ hijras/ eunuchs from the third genders themselves 2. to ascertain the challenges faced by the third gender from the selected communities ( Hindu, Muslim, Christian, Jain ). The total sample size consisted of 80 participants. Of which 40 participants were from the selected communities i.e. Hindu (25%), Muslim (25%), Christian (25%) and Jain (25%) and 40 were from the third gender community, i.e. Hindu (85%), Muslim (12.5%) and Christian (2.5%). The tool used was self-structured which included 2 open ended questions. The responses obtained from the third gender when asked about the challenges faced were a. Harassment (mental and physical) (60%); prostitution (52.5%); c. no social acceptance or support (47.5%); d. No basic necessities (food and shelter) (20%). Various responses were obtained from the selected communities were a. They are not accepted (42.5%); b. No constitutional rights (30%); c. Unemployed (22.5%); d. No education provisions (12.5%); f. Harassment (mental & physical) (12.5%). Third gender (eunuchs) may get government backing to own a house in urban areas with a plan proposed to ease the interest burden (Dash, 2014). However, according to the current study, the third gender (eunuchs) participants responded that the third gender (eunuchs) do not have a proper house to stay, their income goes in paying rents and they live in remote areas.*

*Keywords: Third Gender, Challenges Faced, Hijra, Selected Communities*

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**INTRODUCTION**

The eunuch is a figure with a diverse history, spanning centuries, crossing religious boundaries and dwelling within the borders of countless countries. As castrated humans, typically males, eunuchs emerge frequently in Eastern and Western culture as servants, religious figures, guardians and even singers, having been purposely aimed at a young age. In many instances, eunuchs appear as staples of Western representation of Eastern cultures, oftentimes as servants of royalty and protectors of prized women. In such cases, they introduce a critical power dynamic between leader and servant, power and powerlessness. Their obvious lack necessarily renders them submissive to whole, able-bodied men and thus deems them ideal servants. The sexual nature of this lack calls into question gender dynamics, since that power is inextricably linked to male genitalia specifically. In a very obvious way, eunuchs are physically freaks: they lack the necessary body parts that essentially define their gender (Rodriquez, 2013) Retrieved on 29<sup>th</sup> June, 2017 The eunuchs or hijras have been an integral part of Indian society since time immemorial. Eunuchs were prized as guards of harems, and as companions, by kings and emperors. An estimated 5–6 million eunuchs live in India. In modern day India, eunuchs often live a ghetto-like existence, in their own communities. They make a living by dancing and celebrating in births and marriages but often have to resort to other means to make both ends meet. Yet, the community is beginning to make a mark in the national mainstream as well. Eunuchs are given a homogenous social identity, irrespective of their physical or endocrine status. The Sanskrit term “tritiya prakriti,” or third nature, is used to classify them. They are considered infertile persons, with a female gender identity, with masculine secondary sexual characteristics, with or without male external genitalia, with feminine gender role, with predominantly homosexual identity (Kalra, 2012) Retrieved on 29<sup>th</sup> June, 2017. ([https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3354843/#\\_\\_ffn\\_secitile](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3354843/#__ffn_secitile))

**CHALLENGES FACED BY THE THIRD GENDER**

Society does not accept eunuchs as the third gender. They are mostly uneducated and have no rights to participate in any government policies. No rights in decision making in family affairs. At Dera, they have no right to spend money on themselves without the guru's permission and if done so, they would be punished by physical torture, abuse and discriminative behavior in front of the other chelas. (Afzal) Retrieved on 28<sup>th</sup> June, 2017. ([www.academia.edu](http://www.academia.edu)). They are rarely employed in regular jobs. All eunuchs must pay hafta (certain amount of cash every week) to the police or risk being beaten up. They are pushed away by their families. Retrieved on 28<sup>th</sup> June, 2017. ([www.indiatomorrow.net](http://www.indiatomorrow.net)). Discrimination and severe harassment from the society and the police, in cities high rates of flats have reduced opportunity to collect money to buy a house. As



they work as sex workers they are also at risk for contracting HIV and other sexually transmitted diseases. (Urmila Chanam) Retrieved on 28<sup>th</sup> June, 2017. ([www.lawctopus.com](http://www.lawctopus.com)). They are not well informed about the problems and the diseases that are transmitted in the sex industry. Every type of violence is underreported as they usually lack knowledge and access to the services and privileges. When they raise their voices they are brutally ignored. (Bhaskar and Vadarevu) Retrieved on 28<sup>th</sup> June, 2017. ([www.hera-single.de/hijras](http://www.hera-single.de/hijras)). In many public places hijras face harassment in terms of abusive language or become targets of violence like sexual assault and rape. Hijras face first and foremost discrimination in health and violence due to police harassment. Sometimes, doctors force them to show their genitals to medical students without their consent. (Milena Koch) Retrieved on 28<sup>th</sup> June, 2017

**Challenges faced by third gender in their families:** The third gender face many challenges, even in their families. They face indifference, fear, rejection, poverty, sexual abuse, violence, displeasure of family. In some cases there is pressure to marry a girl. Also the families show open discrimination towards their identity. This discrimination is also manifested by inflicting violence like literally beating, scolding, verbal abuse, locking up in doors, etc. (Anita Chettiar) Retrieved on 12<sup>th</sup> July, 2017

**Challenges faced by third gender from their own community:** Due to money related issues third gender face challenges in their own community. The give and take of money often causes conflicting situations with their community. Greed at the place of soliciting clients during sex work, jealousy especially if one earns more than the other, or one is more beautiful than the other also causes conflicts between them. (Anita Chettiar) Retrieved on 12<sup>th</sup> July, 2017

## **RATIONALE OF THE STUDY**

### **Why the perception of third gender/hijras/eunuchs?**

As the research topic is about third gender/hijras/eunuch it was necessary to take into account their perception. To gain information/facts about their lifestyle in a deeper sense, i.e. about their rituals like birth, death, the traditions they follow, etc.

### **Why the perception of the selected communities (Hindu, Muslim, Christian, Jain)**

In spite of the large population of the third gender community prevailing in our country there is dearth of knowledge about them and every community has different perception towards the third gender/hijras/eunuch. To gain knowledge about the myths/facts pertaining the third gender/hijras/eunuch. Also perception of both the genders are taken into consideration so as to maintain homogeneity in the group.

### **Why Challenges of third gender/hijras/eunuch ?**

There are a lot of unknown challenges faced by the third gender/hijras/eunuch. To know about their rituals, types, mode of income, marital status, religion, region, family background, community acceptance, how they satisfy their sexual urges, how they satisfy their motherhood urges

## **OBJECTIVES OF THE STUDY**

**Objective 1:** To ascertain the challenges faced by the third gender/ hijras/ eunuchs from the third genders themselves

**Objective 2:** To ascertain the challenges faced by the third gender from the selected communities ( Hindu, Muslim, Christian, Jain )

## **RESEARCH DESIGN**

The research design applicable to the current study was exploratory research design. Exploratory research is typical when a researcher is examining a new interest, when the subject of the study is relatively new and understudied, or when a researcher seeks to test the feasibility of undertaking a more careful study or wants to develop the methods to be used in a more careful study (Babbie, 2009) the current study is an exploratory research as it seeks to study a relatively unexplored area that is knowledge regarding the lifestyle of third gender: perception of selected communities (Hindu, Muslim, Christian, Jain) and third gender themselves.

## **SAMPLING TECHNIQUE AND SAMPLE SIZE**

The total sample size consisted of 80 participants. Out of which 40 participants were from the selected communities that were Hindu (5 males and 5 females), Muslim (5 males and 5 females), Christian (5 males and 5 females), Jain (5 males and 5 females) and 40 participants were from third gender/hijra/eunuch community. The sampling technique employed was snowball and purposive sampling.

## MEASUREMENTS AND TOOL

The study made use of a self-constructed questionnaire, to study the awareness of the knowledge regarding the lifestyle of the third gender and the perception of selected communities that is Hindu (5 males and 5 females), Muslim (5 males and 5 females), Christian (5 males and 5 females), Jain (5 males and 5 females) and third gender/hijra/eunuch (40 eunuchs) themselves.

### Inclusion Criteria

- Third gender/hijra/eunuch living in Mumbai. The researchers lived in Mumbai hence there wasn't any possibilities that they would travel to any other part of the state.
- Selected Communities (Hindu, Muslim, Christian, Jain): The researchers included selected communities (Hindu, Muslim, Christian, Jain) for ease of exposure. Initially they tried to obtain the ratio of college boys, college girls, working men and working women but due to limited exposure and uneven ratio they switched to four selected communities (Hindu, Muslim, Christian, Jain).
- It was not possible to know the perception of every community hence the researchers narrowed it down to four selected communities (Hindu, Muslim, Christian, Jain).
- The participants from the selected communities (Hindu, Muslim, Christian, Jain) who knew English were chosen by the researchers.

### Exclusion Criteria

- LGBT Community: Gay: A man whose sexual orientation is primarily to other men (Zastrow, 2004)
- People of the communities who did not know English.
- Individuals with special needs, psychological problems or chronic illness:
- A disability, psychological or an uncontrollable chronic medial illness in an individual was likely to elicit an additional set of stressors for the person to cope up with. Hence such individuals were not included in the study.

## SAMPLE CHARACTERISTICS

### Selected communities (Hindu, Muslim, Christian, Jain) and third gender are as follows

The age of the selected community participants ranged from 16-74 years. The age of the eunuch participants ranged from 20-68 years. Half of the selected community participants were male (50%) and half of the participants were female (50%). Each quarter of the selected community participants were Hindu (25%), Muslim (25%), Christian (25%) and Jain (25%). Substantial majority of the eunuch participants were Hindu (85%), very few of the participants were Muslim (12.5%) and Christian (2.5%). Little less than half of selected community participants were married (47.5%) and half of the participants were single (50%) whereas very few of the participants were widow (2.5%) and engaged (2.5%). Almost all of the eunuch participants were single (92.5%) whereas very few of the participants were married (2.5%). Little more than half of the selected community participants belonged to nuclear family (60%), little more than quarter of the participants belonged to extended family (30%) and very few of the participants belonged to joint family (5%) or lived alone (2.5%). Majority of the eunuch participants lived with their guru (67.5%) and very few of the eunuch participants lived alone (10%). Little than half of the participants were graduated (45%), quarter of the participants had done HSC (25%), few of the participants had completed SSC (17.5%) and very few of the participants didn't specify their qualification and were post graduated or had done diploma in post-graduation (2.5%).

Large majority of the eunuch participants were not educated and little less than quarter of the eunuch participants had done Thier HSC (22.5%) and very few of the participants had done Thier post graduation degree/diploma (2.5%). Little more than quarter of the selected community participants were students (27.5%), quarter of the participant's occupation was business (25%), little less than quarter of the participants occupation was service (22.5%) or were homemaker (22.5%). Substantial majority of the eunuch participants earn Thier living my begging (87.5%) and very few of the eunuch participants had their business (7.5%). More of the selected community participants had no children (57.5%), few of the participants had two children (17.5%) and one child (15%), very few of the participants had three children (5%) and had not mention (2.5%). Substantial majority of the eunuch participants had no children (87.5%) and very few of the eunuch participants had only one child (2.5%) or had adopted (10%). Little less than half of the selected community participants income was between 40,000 – 50,000 (45%), few of the participants income was between 20,000 – 30,000 (15%), 10,000-20,000 (15%), 30,000 – 40,000 (15%) and very few of the participants income was between 50,000 and above (5%) and some had not mention (2.5%). Little less than half of the eunuch participants were earning less than

10,000 per month, little more than quarter of the participants were earning between the range of 10,001-20,000 per month, very few of the participants earned between 30,001-40,000 per month (2.5%) or 50,001 and above per month (2.5%) per month. Few of the participants had their family income less than 10,000 per month and very few of the participants had their family income between 10,001-20,000

### PROCESS OF INITIATING THE RESEARCH

We were divided by our guide into groups of 4. We were then asked to think of some topics which we would like to do research on. We generated a list of research topics after searching for ideas from internet, previous thesis, articles etc from which one broad category was selected. We thought of a specific area from the broad category with the help of our research guide on which we would carry our research. After the topic selection we started working on collecting articles and information on our topic for making the review of literature

### DEVELOPMENT OF TOOL

**Pre-screening proforma:** The proforma was prepared based on the inclusion as well as exclusion criteria of the study. It was obtained with the third gender and the selected communities (Hindu, Muslim, Christian, Jain), contact, email, age, address, gender, religion, marital status, family type, educational qualifications, job profile, no. of children and details of income.

**Questionnaire:** The questionnaire consisted of open ended questions. The self structured questionnaire was formed to interview and know how many number or percentage of the third gender and selected communities (Hindu, Muslim, Christian, Jain) knew about the lifestyle of the the third gender. There were 6 open ended questions which included the meaning, types, rituals such as birth, tradition, occupation, religion and death rituals, challenges, expectations and contributions. The reason for using open ended questions was that these questions would provide a greater variety and depth of responses and could detect regarding the lifestyle of third gender.

### STEP BY STEP DATA COLLECTION

Our sample size was 80 (40 third gender and 40 selected communities), so each one of us had taken 10 forms of third gender and 10 forms of selected communities. For the data collection we had used the snowball technique, this helped us to get the participants easily. We had used a lot of method for collecting the data i.e mail questionnaire, telephone questionnaire, in house survey and self-administered questionnaire. After the data collection was over, we arranged the forms category wise i.e Hindu males and females, Muslim males and females, Christian males and females and Jain males and females and numbered the forms accordingly. After numbering the forms we started with our evaluation process. For the evaluation also we four of them had divided our work question wise. After evaluation was done we started with our result chapter.

### RESULT AND DISCUSSION

#### Challenges faced by the third gender/hijras/eunuchs

Various responses were obtained from the selected communities (Hindu, Muslim, Christian and Jain) such as a. They are not accepted (42.5%); b. They do not have any constitutional rights such as equality and freedom (30%); c. They are unemployed (22.5%); d. They have difficulty in leading a normal life (15%); e. They are not provided with education (12.5%); f. They experience harassment mental as well as physical (12.5%). [Refer to Table 1].

Various responses were obtained from the third gender/hijras/eunuchs when asked about the expectations of the third gender from the society such as a. physical abuse and mental harassment like teasing (60%); b. financial crisis like paying fine hence forced into prostitution (52.5%); c. no support and no social acceptance because people are scared of them (47.5%); d. they do not get basic necessities like food and shelter (20%); e. they have government issues (10%); f. they face medical health (7.5%); g. not aware (5%). [Refer to Table 1].

**Table-1: Title: Perception regarding the challenges faced by the third gender/hijras/eunuchs (n=40) themselves and the selected communities (n=40)**

Challenges of the third gender/hijras/eunuchs	Selected community (n=40)										Eunuch (n=40)	
	Hindu (n=10)		Muslim (n=10)		Christian (n=10)		Jain (n=10)		Total (n=40)			
	f	%	f	%	f	%	f	%	f	%	f	%
No support and no social acceptance because people are scared of them			4	40	5	50	8	80	17	42.5	19	47.5
Physical abuse and mental harassment like teasing					4	40	1	10	5	12.5	24	60

Crisis like paying fine and forced into prostitution											21	52.5
They are not provided with employment and education	3	30	1	10	3	30	7	70	14	35		
They do not have any constitutional rights such as equality and freedom	7	70	3	30	1	10	1	10	12	30		
They do not have basic necessities such as food and shelter			1	10					1	2.5	8	20
They have difficulty in leading a normal life	1	10	3	30			2	20	6	15		
Pushed/forced into prostitution					3	30	1	10	4	10		
They have government issues											4	10
They face medical issues											3	7.5
Not aware	1	10							1	2.5	2	5

Note: Multiple responses were obtained.

## DISCUSSION

In the review of literature, challenges faced by the third gender are that society does not accept eunuchs as the third gender. They are mostly uneducated and have no right to participate in any government policies. No right in decision making in family affairs (Afzal, 2014). However according to the current study, the third gender participants stated that the challenges they face were teasing, no support and no social acceptance, financial issues and no food. Similarly selected communities also mentioned that the third gender face challenges are that they are not accepted, are not given constitutional rights and challenge of unemployment. In the review of literature, third gender (eunuchs) may get government backing to own a house in urban areas with a plan proposed to ease the interest burden (Dash,2014). However, according to the current study, the third gender (eunuchs) participants responded that the third gender (eunuchs) do not have a proper house to stay, their income goes in paying rents and they live in remote areas.

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**SOCIAL MEDIA****Almas Shaikh**Assisstant Teacher, Commerce, Saket College of Arts, Science and Commerce, Kalyan

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**ABSTRACT**

*Social media, which have almost become part of our daily lives, have established new communication structures and behaviours in society. While citizens and businesses have already extensively used social networks for years, governments continuously increase their interest in the new communication technologies. Sites such as Facebook, Twitter, and LinkedIn provide a mechanism for individuals to come together based on a variety of factors such as existing friendships, common interests, or work. People have discovered how the use of social networks can facilitate communication and the exchange sharing of thoughts and ideas. Governments have also discovered the potential for these sites to aid in government information sharing and outreach. At the same time, there are various issues surrounding such networks, including privacy, information leakage, blurred boundaries, and online addiction that must be addressed when discussing social networks. Social Media has revolutionised the way people seek information share their experience and communicate with each other, in the recent times. It has made a massive impact on the lives of people. Online Social networking has become extremely popular with adolescents and young adults. Using social networking sites is among the most common activity of today's generation mostly to youths. Any website that allows social interaction is considered a social networking site such as Facebook, Google+, Instagram, Twitter etc. such site offer today's youth portal for entertainment and communication and have grown exponentially in recent years. In this research It was found out that using survey which includes some open and close ended questions. It have found out from this study that everyone of them has facebook, Instagram account and most of them use 3-4 social sites. According to various reserch studies in the field of online social networks it has been revealed that these sites are impacting the lives of youth greatly. When using these sites such as facebook, Instagram, Twitter there are both positive and negative impact .Overall most of them agreed that impact of social networking sites is positive because it helps to communicate with their friends in easiest way and to meet new people.*

*Keywords: Extensively, Massive, blurred boundaries, revolutionised, exponentially.*

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**INTRODUCTION**

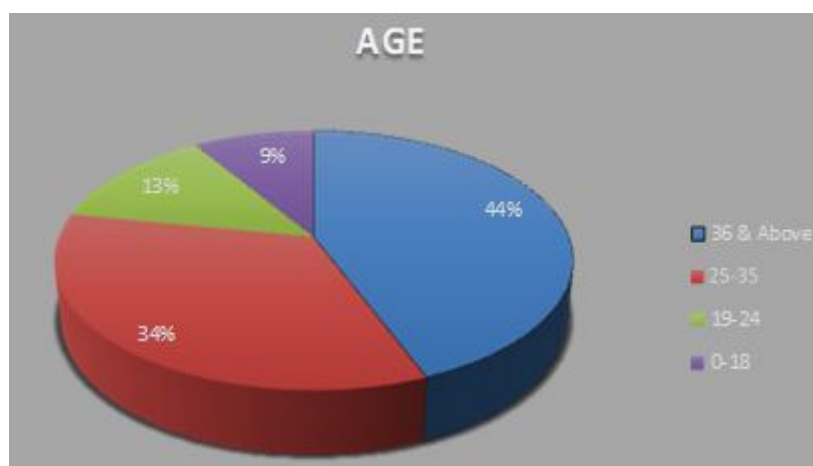
Social media are interactive computer-mediated technologies that facilitate the creation and sharing of information, ideas, career interests and other forms of expression via virtual communities and social networking services. The variety of stand-alone and built-in social media services currently available introduces challenges of definition. social media is the collective of online communications channels dedicated to community-based input, interaction, content-sharing and collaboration. Social media is becoming an integral part of life online as social websites and applications proliferate. Most traditional online media include social components, such as comment fields for users. In business, social media is used to market products, promote brands, connect to current customers and foster new business.

Social media analytics is the practice of gathering data from blogs and social media websites and analysing that data to make business decisions. The most common use of social media analytics is to mine customer sentiment to support marketing and customer service activities. Social media is a computer-based technology that facilitates the sharing of ideas and information and the building of virtual networks and communities. By design, social media is internet based and offers users easy electronic communication of personal information and other content, such as videos and photos. Users engage with social media via computer, tablet or smartphone via web-based software or web application, often utilizing it for messaging.

Social media originated as a tool that people used to interact with friends and family but was later adopted by businesses that wanted to take advantage of a popular new communication method to reach out to customers. The power of social media is the ability to connect and share information with anyone on Earth (or multitudes of people) as long as they also use social media.

**Social Networking Sites (SNS):** Communicate, share, exchange: ideas, knowledge, information, interest, opinion music, opportunities, product promotions, activities, resources, and; hold discussions for developing their social relations

**Current scenario and trends:** Indian internet statistics identification of various social networking sites in India. India Internet user demographics focus on major players and organizations participating in Social media.

**INDIAN INTERNET USERS DEMOGRAPHICS****STATUS OF SOCIAL NETWORKING SITE IN INDIA**

WEBSITE	INDIAN VISITORS
Facebook.com	15.5
Orkut.co.in	10.5
Bharatstudent.com	2.42
LinkedIn.com	2.24
Ibibo.com	1.97
Twitters.com	1.43

**USES OF SOCIAL MEDIA**

There are lots of positive and negative uses of social media in our daily life. The positive uses can lead people to productive use of time, peace of mind and happiness, healthy conversations in which people like and enjoy by sharing personal and professional activities with a wide variety of people, groups, and communities.

The negative uses of social media start when we don't have an alternative to spending time. When people are bored with work when students are bored with the study when they feel low or even highly confident they go on social media. Sometime to show the confidence by sharing their latest achievements with friends. Sometimes to evoke empathy by sharing something sentimental with the world. Everyone uses it differently. And many of us are using social media as per our priorities and knowledge to achieve our means.

Social Media is a time pass platform for most people, especially the younger population. The content on social media is so much engaging that people even forget about the time and their sense of purpose and goals. Today, social media networking websites and apps create captivating content to make people excited and conversational, but this happens to such an extent that people find themselves being addicted to it.

In this essay on social media, we will cover the positive uses and methods that not only make you productive but also prevent you from becoming addicted to social media.

**ADVANTAGES OF SOCIAL MEDIA**

- **Connectivity** – The first and main advantage of the social media is connectivity. People from anywhere can connect with anyone. Regardless of the location and religion. The beauty of social media is that you can connect with anyone to learn and share your thoughts.
- **Education** – Social media has a lot of benefits for the students and teachers. It is very easy to educate from others who are experts and professionals via the social media. You can follow anyone to learn from him/her and enhance your knowledge about any field. Regardless of your location and education background you can educate yourself, without paying for it.
- **Help** – You can share your issues with the community to get help and giddiness. Whether it is helping in term of money or in term of advice, you can get it from the community you are connected with.
- **Information and Updates** – The main advantage of the social media is that you update yourself from the latest happenings around in the world. Most of the time, Television and print media these days are biased and does not convey the true message. With the help of social media, you can get the facts and true information by doing some research.

- **Promotion** – Whether you have an offline business or online, you can promote your business to the largest audience. The whole world is open for you, and can promote to them. This makes the businesses profitable and less expensive, because most of the expenses made over a business are for advertising and promotion. This can be decreased by constantly and regularly involving on the social media to connect with the right audience.
- **Noble Cause** – Social media can also be used for the noble causes. For example, to promote an NGO, social welfare activities and donations for the needy people. People are using social media for donation for needy people and it can be a quick way to help such people.
- **Awareness** – Social media also create awareness and innovate the way people live. It is the social media which has helped people discover new and innovative stuffs that can enhance personal lives. From farmers to teachers, students to lawyers every individual of the society can benefit from the social media and its awareness factor.

### DISADVANTAGES OF SOCIAL MEDIA

- **Cyberbullying** – According to a report published by PewCenter.org most of the children have become victims of the cyberbullying over the past. Since anyone can create a fake account and do anything without being traced, it has become quite easy for anyone to bully on the Internet. Threats, intimidation messages and rumours can be sent to the masses to create discomfort and chaos in the society. Check out the 6 cyberbullying stories that turned into suicide stories.
- **Hacking** – Personal data and privacy can easily be hacked and shared on the Internet. Which can make financial losses and loss to personal life. Similarly, identity theft is another issue that can give financial losses to anyone by hacking their personal accounts. Several personal twitter and Facebook accounts have been hacked in the past and the hacker had posted materials that have affected the individual's personal lives. This is one of the dangerous disadvantages of the social media and every user is advised to keep their personal data and accounts safe to avoid such accidents.
- **Addiction** – The addictive part of the social media is very bad and can disturb personal lives as well. The teenagers are the most affected by the addiction of the social media. They get involved very extensively and are eventually cut off from the society. It can also waste individual time that could have been utilized by productive tasks and activities.
- **Fraud and Scams** – Several examples are available where individuals have scammed and commit fraud through the social media. For example, this list contains the 5 social media scams that are done all the time.
- **Security Issues** – Now a day's security agencies have access to people personal accounts. Which makes the privacy almost compromised. You never know when you are visited by any investigation officer regarding any issue that you mistakenly or unknowingly discussed over the internet.

### CONCLUSION

Social media are the online means of communication. Like traditional media, social media, include several channels. Social networking is used for the business and social purposes depending on the types of person. Social media addiction will rise in future. More networking websites like facebook, and youtube will develop in future. Internet users will increase in future because it will be much cheaper and accessible.

Social networking sites such as Twitter and Facebook have become a raging craze for everyone nowadays the negative effects of these social networking sites outweigh the positive ones.

Students become victims of social networks more often than anyone else. The excessive use of these sites affects the mental as well as physical health. It is more of a waste of time than social interaction with friends and family.

Disadvantages of social media addiction on health, workplace, education and social life will increase by end of 2020.

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**A STUDY ON THE IMPACT OF SOCIAL MEDIA USE BY UNIVERSITY STUDENTS ON THEIR ACADEMIC ACHIEVEMENT**

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**ABSTRACT**

*This study explored the Impact of Social Media use by University students on their Academic Achievement. The objective of the study is to study the meaning of social media and positive and negative impact of social media use by university students on their Academic Achievement. The researcher has collected information required for the study from various sources by using secondary data. The researcher has explained positive and negative impact of social media use by university students on their academic achievement and also given solutions for guiding university students. So the findings of the study is to mention that social media has its positive outcomes and has its drawbacks as well. As it have been relived in this article at the end it is viewer/user choice to either use social media in a positive way and benefit from it in their social and academic life, or fall as victim of social media's negative impacts.*

*Keywords: Social Media, Academic Achievement, Positive Impact, Negative Impact, Individual's choice*

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**1. INTRODUCTION**

**Social media** are computer-mediated technologies that facilitate the creation and sharing of information, ideas, career interests and other forms of expression via virtual communities and networks. The variety of stand-alone and built-in social media services currently available introduces challenges of definition; however, there are some common features:

1. Social media are interactive Web 2.0 Internet-based applications.
2. User-generated content, such as text posts or comments, digital photos or videos, and data generated through all online interactions, is the lifeblood of social media.
3. Users create service-specific profiles for the website or app that are designed and maintained by the social media organization.
4. Social media facilitate the development of online social networks by connecting a user's profile with those of other individuals or groups.

Users typically access social media services via web-based technologies on desktops and laptops, or download services that offer social media functionality to their mobile devices (e.g., smartphones and tablets). When engaging with these services, users can create highly interactive platforms through which individuals, communities, and organizations can share, co-create, discuss, and modify user-generated content or pre-made content posted online. They "introduce substantial and pervasive changes to communication between organizations, communities, and individuals. Social media changes the way individuals and large organizations communicate. These changes are the focus of the emerging fields of self-studies. Social media differ from paper-based media (e.g., magazines and newspapers) to traditional electronic media such as TV broadcasting in many ways, including quality, reach, frequency, interactivity, usability, immediacy, and performance. Some of the popular social media in India are Facebook, Instagram, Twitter, Youtube, Whatsapp etc.

**Academic achievement** has long been recognized as one of the important goals of education the world over. However, it is general observation that learners placed in an identical set of academic situations vary in their scholastic achievement. Research conducted to prove into the academic achievement phenomenon, has convincingly, demonstrated that the academic achievement is product of a number of factors operating within the individual and outside him. Broadly speaking the factors which influence academic achievement can be categorized into three types, namely, intellectual, emotional and environmental.

**2. OBJECTIVES OF THE STUDY**

1. To study the meaning of Social Media in general.
2. To study the positive impact of Social Media use by university students on their Academic Achievement.
3. To study the negative impact of Social Media use by university students on their Academic Achievement.



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**3. RESEARCH METHODOLOGY**

The researcher has collected information required for the study from the different sources. The secondary data of the above study is collected by referring to various books, journals, relevant articles of newspaper, magazines, published reports and research papers.

**4. LIMITATION**

Since the present study is based on Secondary Data, hence the accuracy and reliability is not so comparable with the primary data.

**5. THEME OF THE PAPER**

To Study the “Impact of Social Media Use by University Students on their Academic Achievement.”

**6. POSITIVE IMPACT OF SOCIAL MEDIA USE BY UNIVERSITY STUDENTS ON THEIR ACADEMIC ACHIEVEMENT****1. It Facilitate Online Learning**

The use of social media has helped the students to learn through various online learning platforms available to them. The use of YouTube to watch educational videos has helped the students to gain wider knowledge.

**2. Access to Information**

There are many groups that students can join through online platforms, that are related to their course of study, demographic, school, environment and much more. Joining this group on Whatsapp, Twitter, Facebook and others will help the students to have access to quality information as at when needed.

**3. It helps to Gain Wider Knowledge**

Social media helps to enhance student academic performance and increase their knowledge through data and information gathering. When students are been given an assignment in school, they go through various online platforms to gather information so as to find solutions to their assignment.

**4. It helps to build Relationship**

Students can get to know each other better through social media networks. It helps to bring together two or more people, where they can share their problem, which it can get solve by their fellow colleagues. If a student's finds out that he or she is having a problem in a particular course, he or she can open up through chat and finds a genius who can provide a solution to the problem.

**7. NEGATIVE IMPACT OF SOCIAL MEDIA USE BY UNIVERSITY STUDENTS ON THEIR ACADEMIC ACHIEVEMENT****1. It Waste Time**

Many students find it difficult to go about their normal life without making use of social media. It has been observed that student does not listen in class, they are busy chatting and reading stories online. They waste their

**2. It Causes Distraction**

Many students stick to their gadget without concentrating on their study. It is a bad idea to waste away judicious time on social media platforms without gaining anything from it. Students should not be carried away by social media platforms because it will affect their academic performance.

**3. It causes social problems**

Social media has created many social problems in the society. In these modern days, many students tend to choose online communication rather than having real time conversation, and this leads to students becoming an introvert.

**4. It Causes Health Problems**

The use of computers, mobile phones, and various gadgets to access online platforms by students may harm the user if they use it for long hours frequently. Students may be exposed to bad posture, eye strain, physical and mental stress. Too much use of education technology tools for accessing social media by students is harmful and there must be a limit.

**8. SOLUTION****Parents**

Parents should guide their children to make right use of social media and also explain about its positive and negative impact and how it can affect their future.

**University**

University should properly define social media and spread awareness among students about positive and negative impact of social media and how it can affect their career.

**Government**

The Government should form some relevant provisions in order to guarantee the authenticity of network information.

**9. CONCLUSION**

To be fair and honest we need to mention that social media has its positive outcomes and has its drawbacks as well. As it have been relived in this article at the end it is viewer/user choice to either use social media in a positive way and benefit from it in their social and academic life, or fall as victim of social media's negative impacts.

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**NEED FOR INCULCATING GENDER EQUALITY IN EDUCATION**

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**ABSTRACT**

*The term Gender Equality has been in limelight for quite some time now. Especially in Indian context though the term seems to appear everywhere every now and then, it is not clear whether it has been construed in the right sense. There is a lot of research done on the various aspects of Gender Equality at the National as well as the International Level. But what needs to be answered is whether Gender Equality should be inculcated in the education system or not and how far the current education system covers the topic of Gender Equality. This paper analyzes and understands the percolation of Gender Equality among the students at under graduate level. Also it focuses on the reach of Gender Equality in current education system and need for improvement therein.*

*Keywords: Gender, Equality, Education*

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**INTRODUCTION**

**Sex** refers to the biological and physiological characteristics that define men and women (WHO). At the same time, it may not always be possible to define sex along the dichotomous lines of male-female only, as is made evident by inter-sexed individuals (MWIA 2002).

**Gender** refers to the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for men and women (WHO). While sex and its associated biological functions are programmed genetically, gender roles and power relations and the power relations they reflect are a social construct – they vary across cultures and through time, and thus are amenable to change. (MWIA 2002)

**Gender roles** are the particular economic, social roles and responsibilities considered appropriate for women and men in a given society. Gender roles and characteristics do not exist in isolation, but are defined in relation to one another and through the relationship between women and men, girls and boys (MWIA 2002).

**Gender equality** refers to the *equal rights, responsibilities and opportunities of women and men* and girls and boys. Gender equality implies that the interests, needs and priorities of both, women and men are taken into consideration, recognizing the *diversity of different groups women and men* (for example: women belonging to ethnic minorities, lesbian women or women with disabilities). Gender equality is both, a human rights principle and a precondition for sustainable, people-centered development (adapted from UN Women).

**GENDER EQUALITY AS A BASIC HUMAN RIGHTS PRINCIPLE - GENERAL HUMAN RIGHTS TREATIES**

The principle of equality of women and men and the corresponding prohibition of discrimination is a fundamental principle of international human rights law. The **Universal Declaration of Human Rights (UDHR)** adopted by the United Nations General Assembly in 1948 proclaims that:

*Article 1: All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.*

*Article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. (...)*

Similar anti-discrimination provisions can be found in the **International Covenant on Civil and Political Rights** (Articles 2 (1) and 3) and the **International Covenant on Economic, Social and Cultural Rights** (Articles 2 (1) and 3), which were adopted in 1966 and, together with the UDHR, constitute the "International Bill of Human Rights".

At the time when these documents were adopted, the concepts of gender and gender-based discrimination were not yet on the international agenda – therefore, reference is made to discrimination on basis of sex.

**GENDER EQUALITY IN INDIAN CONTEXT**

Since its independence, India has made significant strides in addressing gender inequalities, especially in the areas of political participation, education, and legal rights. Policies and legal reforms to address gender inequalities have been introduced by the government of India. For instance, the Constitution of India contains a clause guaranteeing the right of equality and freedom from sexual discrimination. The Constitution of India gives equal rights and freedom to all, irrespective of their Gender. India is also signatory to the Convention for

the Elimination of All Forms of Discrimination Against Women, or CEDAW. However, the government maintains some reservations about interfering in the personal affairs of any community without the community's initiative and consent. A listing of specific reforms is presented below.

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
- Prenatal Diagnostic Testing Ban
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- Hindu Succession Act, 1956 (Amended in 2005; Gives equal inheritance rights to daughters and sons – applies to Hindus, Buddhists, Jains and Sikhs)
- Muslim Personal Law (Shariat) Application Act of 1937, (The inheritance rights are governed by Sharia and the share of females are less than males as mandated by Quran)

## RESEARCH METHODOLOGY

### Hypothesis:-

Ho: Students are aware of the term Gender Equality and it is inculcated in our education system.

H1: Students are not aware of the term Gender Equality and it is not inculcated in our education system.

### Methodology

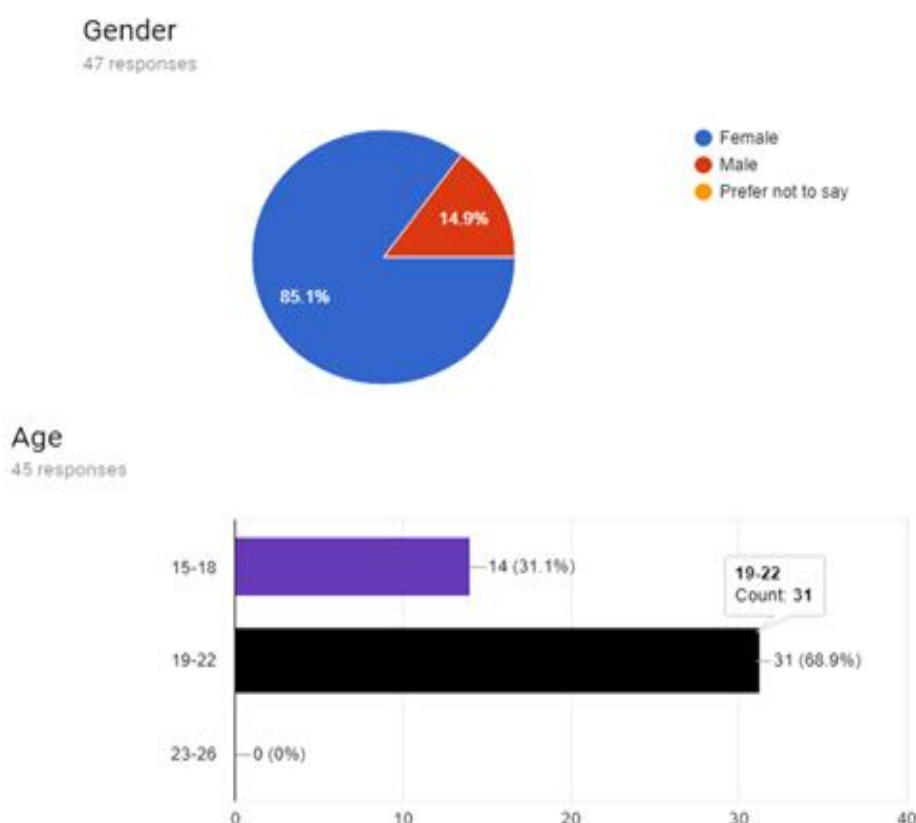
- 1) It is an exploratory research.
- 2) Primary and secondary data both were collected and analyzed.
- 3) Simple Random sampling has been used to collect the primary data.
- 4) Sample size is 47 respondents, which consists of both boys and girls. All of these respondents are students.

### Limitations

- 1) The study is limited to 47 respondents. It consists of both boys and girls, all of whom are students.
- 2) The study is limited to Mumbai city only.

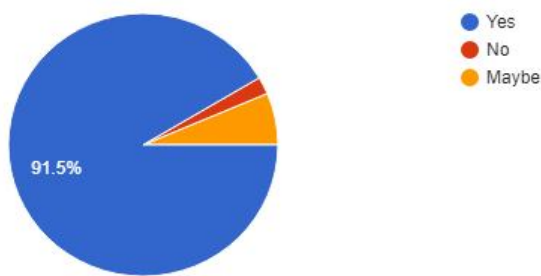
## DETAILS AND ANALYSIS OF THE STUDY

Questionnaire was given to 47 Respondents – Boys & Girls



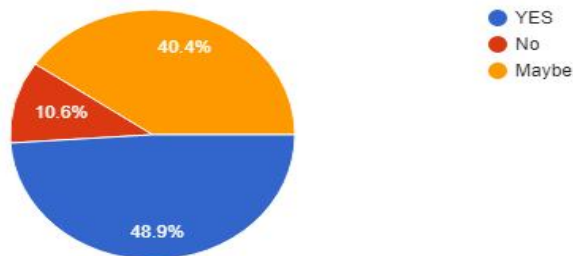
Are you aware about the term "Gender Equality "?

47 responses



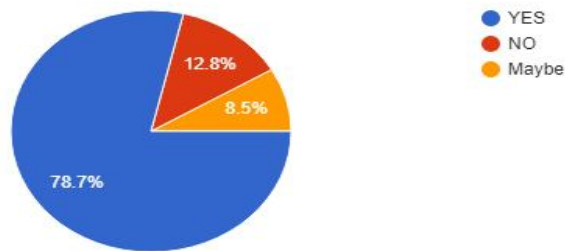
Is Gender Equality covered in your current Curriculum ?

47 responses



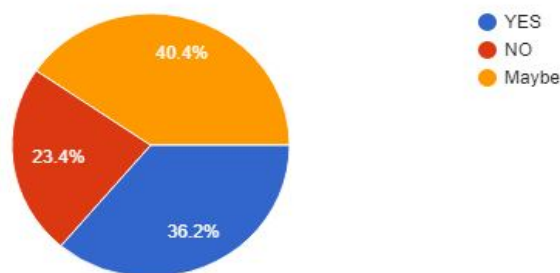
Do you think Gender Equality should be inculcated in our Education system ?

47 responses



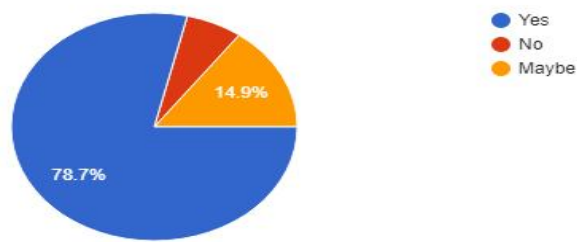
Do you think that students in general are aware about issues related to Gender Equality ?

47 responses



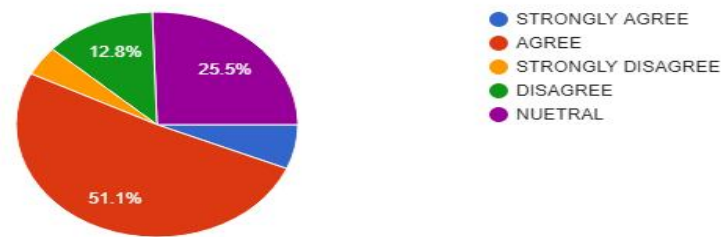
Do you think Gender Equality should be included in the Curriculum for all Students and all courses ?

47 responses



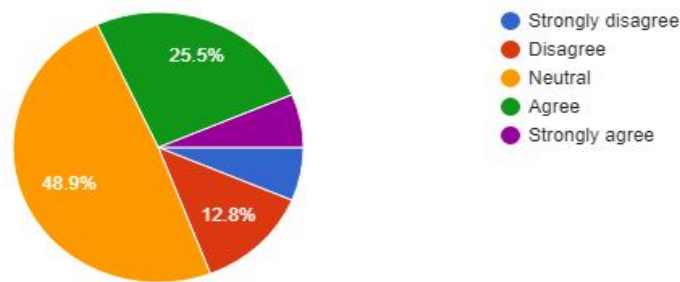
Has Gender Equality has been given the required focus in current curriculum ?

47 responses



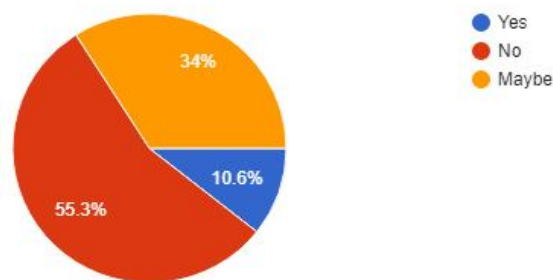
Is Gender Equality given too much importance in curriculum ?

47 responses



Do you feel that the general public has enough knowledge about Gender Equality ?

47 responses



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**ANALYSIS & INTERPRETATIONS**

Majority of the Respondents were females / girls and in the age group of 19-22 years. Most of the respondents were apparently aware of the term Gender Equality. And most of the respondents agreed that Gender Equality is covered in their current Curriculum. Most of the respondents agreed that Gender Equality should be inculcated in our education system. Most respondents were doubtful whether the students are really aware of the issues relating to Gender Equality. Maximum respondents agreed that Gender Equality should be made part of the Curriculum for all the students in all the courses. Most respondents agreed though, not strongly agreed, that Gender Equality has been given the required focus in current Curriculum. Majority of respondent were neutral to the question on Gender Equality is being given too much importance in Curriculum. Majority of the respondent felt that the general public does not have enough knowledge about the term Gender Equality.

From the above analysis it can be construed that the Null Hypothesis can be accepted that : The Students are in general aware of the term Gender Equality and it is inculcated in our current education system.

Thus it can be concluded that though Gender Equality is a part of the current Curriculum for most of the students / courses, the reach and understanding of the term cannot be generalized and taken for granted. And we the common people along with the Government need to put more efforts in this direction. This is to ensure that the term Gender Equality is understood by the Public in general at the grass root level too. And that too in the right context and frame.

**CONCLUSION****Equality or equity?**

Gender equality also does not mean that males and females must always be treated the same. Given the existence of biological sex differences, it is reasonable for males and females to have different legal rights in some instances. For example, only females can ever require maternity leave specifically for pregnancy and birth.

In cases such as these, what is required is not equal treatment, but equitable treatment. Equity means recognizing that differences in ability mean that fairness often requires treating people differently so that they can achieve the same outcome. At times equity is necessary to achieve gender equality, but there are many instances where this is not the case.

Most of the time, women and girls are at no inherent disadvantage due to a lack of ability that warrants differential treatment. Gender equality can often be achieved just by holding everyone to the same standard. The problem, as highlighted by the evidence reviewed in various studies, is the irrational gender bias that women and girls are routinely subjected to.

The purpose of affirmative action policies to increase female representation is to counteract systemic discrimination against women. Affirmative action creates gender equity by overcoming the barriers women face simply because of their gender. If we can eliminate this gender-based discrimination, no such action will be necessary.

**Achieving gender equality - So if gender equality does not mean that males and females must be identical or always require the same treatment in order to achieve fairness, what does it mean?**

Gender equality is seeing males and females as being of equal status and value. It is judging a person based on their merit, and not viewing them as inferior or superior purely based on their gender.

Unfortunately, the evidence reviewed in various studies suggests this prejudice is still widespread, and we often aren't aware of our own biases. We cannot say that we have gender equality until this prejudice is overcome and we have eliminated the irrational bias that people have against somebody just because they are female.

Equal rights are not enough. Inequality exists in our minds, in our biases and prejudices, and that remains to be fixed. Unless we change our mindset in the true sense Gender Equality / Equity will exist only on paper and rules and not in actual practice.

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**THE CULTURE OF DISCRIMINATION IN GENDER**

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**ABSTRACT**

*Discrimination in Gender refers to health, education, economic and political inequalities between men and women. Gender inequality has been a historic worldwide phenomenon. It is linked to kinship rules rooted in cultures and gender norms that organises human social life, human relations, as well as promotes subordination of women in a form of social strata. The culture of suppression of women and the dehumanization of women is one that is universally shared. People from different culture differ in their belief. Research shows gender discrimination mostly in favour of men in many realms including the workplace. Reasons for gender discrimination includes, patriarchal society, son preference, discrimination against girls, dowry, marriage laws, etc. Discrimination affects many aspects in the lives of women from career development and process to mental health disorder. Gender inequalities, and their social causes, impact sex ratio, women's health over their lifetimes, their educational attainment, and their economic conditions.*

*When India's population is examined as a whole it was found out that women are at disadvantage in several important ways. India was scored at 0.66 by the World Economic Forum and ranked 101 out of 136 countries in 2013 in a global Gender Gap Index score. Some measures which can be taken to avoid gender discrimination are compulsory education for women's, gainful employment, credit facilities, action against women violence, formation of self-help group, mental revolution, policies and legal reforms to address gender inequalities. The following study focuses on the cultural discrimination which is going on in today's era.*

*Keywords: Gender Gap Index, Discrimination in Gender, Culture of Suppression, Gender Inequality.*

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**INTRODUCTION**

The culture of gender discrimination is the serious problem which the world is facing today. Gender discrimination happens to both men and women in individual situations, discrimination against women is an entrenched, global pandemic. Gender inequality is a result of the persistent discrimination of one group of people based upon gender and it manifests itself differently according to race, culture, politics, country, and economic situation. Gender discrimination most of the time is caused by the cultural practices and traditions which are followed from centuries by group of people. The value of equality is not shared in all cultures to the same extent. The traditions and practices of some cultures do not treat men and women equally. This discrimination is often part of traditions rooted in cultural values. Thus, individuals who share the ideal of social equality and freedom must then decide between protecting the downtrodden of all cultures and respecting the cultural systems in which a particular social group receives systematically different treatments. Infact, there has long been a debate as to whether one should respect cultural traditions regarding the unequal treatment of women or protect women's right to be treated equally against cultural traditions. Cultural rights and women's rights frequently impinge upon each other.

**MAIN BODY**

Culture is never static but constantly evolving. Cultural practice evolves or is discarded as community perceptions shifts and alternatives are pursued.

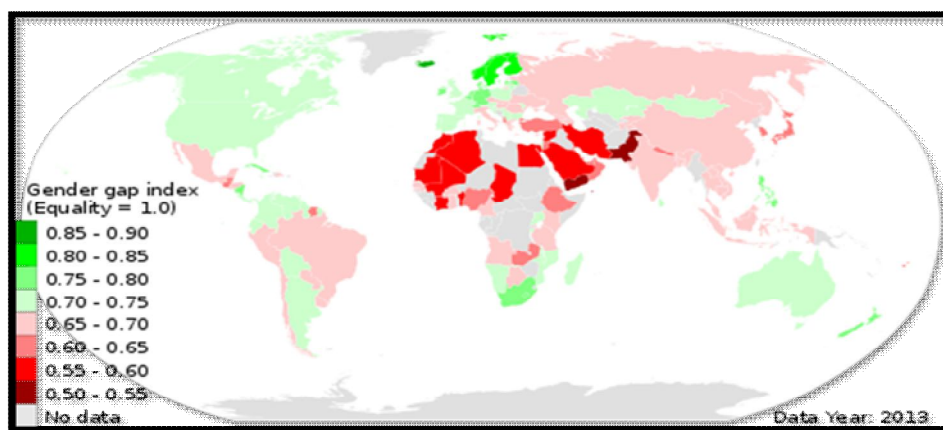
Gender discrimination is due to the beliefs that women seek to gain power over men in underhanded ways (and are therefore less capable or deserving of equal status) are less prevalent. Gender inequality easily existed to limit the rights and opportunities of women. Different cultures have beliefs about the appropriateness of some social groups occupying different roles and higher status than others.

**DIFFERERNT CULTURE PRACTICES**

1. In Asian culture, there is a stereotype that women usually have lower status than men because males carry on the family name and hold the responsibilities to take care of the family. Females have a less important role, mainly to carry out domestic chores, and taking care of husbands and children.
2. In China, females are perceived as less valuable for labor and unable to provide sustenance." Moreover, gender inequality also reflected in educational aspect in rural China. Gender inequality existed because of gender stereotypes in rural China.
3. In Asia there is "missing girls" phenomenon. "Many families desire male children in order to ensure an extra source of income.

4. A Cambodian said, "Men are gold, women are white cloth", emphasizing that women had a lower value and importance compared to men.
5. In the Democratic Republic of the Congo, rape and violence against women and girls is used as a tool of war.
6. In many cultures menstruation is considered as taboo. Menstruating woman is considered to be impure; she is treated differently from others.
7. In India there is a tradition of "*Devdasi*" or "*jogini*" is a girl "dedicated" to worship and service of a deity or a temple for the rest of her life. The age group of a girl to be converted as *devadasi* is 7–36 years.
8. There is a custom of Child marriage in some communities.
9. There is also a custom of dowry in some communities.
10. During ancient times in India the widows were not allowed to marry again and there used to be a "*Sati Pratha*", in which a widow was burnt alive with the dead body of her husband. There was also a "*Parda System*" in India.

The reason for these customs and traditions is the belief that this is how things work and they have always worked and must keep on working in a society and that the communities who perpetuate the traditions are doing nothing wrong but they are safeguarding the transmitting the valuable heritage. India ranking remains low in gender equality measures by the World Economic Forum, although the rank has been improving in recent years. When broken down into components that contribute the rank, India performs well on political empowerment, but is scored near the bottom with China on sex selective abortion. India also scores poorly on overall female to male literacy and health rankings.



## EFFECTS

Consequently the perception of gender inequality could have a different psychological implication for women of different culture. It is a multifaceted issue that concerns men and women alike.

Western women have expectations and desires for equal treatment given this expectation, when women in Western cultures experience gender inequality or perceive that gender inequality is prevalent, violating their fundamental right, the perception often leads to reduced emotional well-being and life satisfaction. Gender inequalities impact India's sex ratio, women's health over their lifetimes, their educational attainment, and economic conditions. Women employed in predominantly male workplaces are more likely to face gender discrimination than those in mostly female or evenly mixed workplaces. When women are not equally represented in the workforce, they are more likely to be treated as incompetent (37%) and less likely to receive support from senior managers (24%). Forty-nine percent say sexual harassment is a problem, and 28% have experienced it first-hand.

## CONCLUSION

At present gender discrimination is defended by reference to culture religion and traditions that it seems safe to conclude that no social group suffered greater violation of human rights in the name of culture than women. Considerable focus has been given to the issue of gender inequality at the international level by organizations such as the United Nations (UN), the Organisation for Economic Co-operation and Development (OECD), and the World Bank, particularly in developing countries. Although there is no one-size-fits-all remedy for gender discrimination, there are a few solutions that can be implemented to help improve the situation:

1. There is a need to speak up or "talk back" in a constructive way to expose gender discrimination in wherever occurring.
2. There should be right to all to equally determine and interpret the cultural heritage and decides which cultural traditions and practices are to be kept intact, which are to be retained but modified and which are to be discarded altogether.
3. There should not be any participation in any rituals or customs which lowers the dignity of girls and women's regardless of any justification.
4. It is vital to tackle social norms and taboos those results in discrimination.
5. Communities involved in any customs and traditions should be aware of what they are in- order to address them appropriately and they should be acceptable to all the people.
6. Strategies promoting gender equality in culture inclusive of all people in a society.
7. Focus on education and an overarching understanding of gender by encouraging "social interactions can reduce gender difference.
8. Another solution is to hold seminars and sessions for male employees, so that they understand the signs and consequences of gender discrimination. This can help the men at company become allies of female employees, thereby creating a more collaborative, positive work environment.
9. Solution to work segregation by sex and discrimination in the arts world and cultural industries should be found in education and employment policies.
10. Address the stereotypes in media.
11. Campaign against the gender stereotype and discrimination.
12. Facilitate women access to funding sources and schemes.

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## GENDER-EQUAL SOCIETY

(A society where the word 'gender' does not exist: where everyone can be themselves.)

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## ABSTRACT

***"Our development and progress are based on building meaningful, enduring and respectful relationships across different cultures. We cannot do this without a strong commitment to Equality and Inclusion."****Though above statements are known to all, yet the term inequality is a well-known one.... Here inequality means 'gender inequality.' Gender inequality is an evil that plagues the society in India even today. Gender inequality is the idea and situation that women and men are not equal and the 'Third Gender' is/was not considered at all.**Gender inequality refers to unequal treatment or perceptions of individuals wholly or partly due to their gender. It arises from differences in gender roles. Gender systems are often dichotomous and hierarchical. Gender inequality stems from distinctions, whether empirically grounded or socially constructed. Women lag behind men in many domains, including education, labour market opportunities and political representation and pay..... but I repeat..... the 'Third Gender' is/was not considered at all.**Further my question is: Who is this Third Gender?**'Third Gender' or the third sex is a concept in which individuals are categorized, either by themselves or by society, as neither man or woman. It is also a social category present in societies that recognize three genders.**Thus, this paper is an attempt to throw light on the issues arising out of an intersection of several academic debates which have followed more or less independent trajectories in the past, but have now begun to be seen in relation with each other. I attempt a parallel examination of the debates around the sex-gender systems in the Indian context. One of the common grounds for these debates is the 'Third Gender'. I concentrate here on several aspect of this community.... **'The Third Gender'**, to arrive at a meaningful understanding of gender.**Keywords: Equality, Inclusion, Gender inequality, Third Gender.*

An obvious answer to the question, 'How many genders prevail in the society'?

There are two genders, Male and Female.....

But then where is the 'third gender'???

Third Gender is been traced from time immemorial ..... Indian society at large had continued its long-lasting relationship with the third gender which is proved from the stories of Hindu mythology.

The stories are ....

- When Lord Rama was exiled from Ayodhya and his entire kingdom began to follow him into the forest, he told his disciples: "Men and women, please wipe your tears and go away."

So, they left. Still, a group of people stayed behind, at the edge of the forest, because they were neither men nor women. They were 'Others'. Those people waited in the woods for 14 years until Lord Rama returns, deeply touched by their devotion, and being aware about the kind of status they enjoyed in the society, Lord Ram granted them a boon: The Hijras would be able to give blessings to people during auspicious and inaugural occasions, such as childbirth and marriage and won them a special place in Hindu Mythology.

- To take another instance, in the ancient text Mahabharata, during the near-end days of exile period of the five sons of Pandu, their most talented warrior Arjun, took the name of Brihannala, transforms his identity as a Eunuch to avoid being caught. He would dance during weddings and perform rites during childbirths. In fact, it is this activity of Arjun that present-day Transgenders carry out. Also, it is said that Brihannala was actually a teacher of fine arts such as dance to Princess Uttara, daughter of the King Virat of Matsya kingdom.
- One of the forms of Lord Shiva is a merging with Parvati where together they are Ardhanari, a god that is perceived to be half Shiva and Half Parvati. Ardhanari has special significance as a patron of hijras, who identify with the gender ambiguity. There's an interesting story regarding Ardhanari: It is said that Parvati had once suspected Lord Shiva of infidelity after she saw her own reflection in the crystal-like chest of Lord

Shiva. After days of dispute and when the matter was finally resolved, Parvati wished to stay eternally with Shiva's body and the couple fused to give form to Ardhanarishvara. In fact, most transgenders have been known to be a great worshiper of Lord Shiva.

- **Bahuchara Mata**, an incarnation of Maa Durga, according to the tales, was married to a man who would run into the woods and act like a woman. Angered with this, one day she cursed him to become an Eunuch. They pray Bahuchara Mata for forgiveness so they would be born with a clear gender in their next birth.

These are some of the stories of Hindu myths. Yes, I do believe in our mythology but some may not. So, for those who do not believe completely in our mythology let us talk about the position of Third Gender in India today.

When speaking about the third gender with regard to India, we see there is a unique position here. Here is a society that has accepted the third gender, or Hijra's as they are commonly called in mainstream society. People here have started accepting this community as normal and it has gone up to the extent where some people consider them as sacred. The Indian position becomes unique as compared to the rest of the world whereby although society has accepted the third gender, for a long time, there was no legislation which recognized them unlike in most of the cultures. Due to this Hijras social movements have campaigned for recognition as a third gender. Due to the increase in demand to give recognition to the third gender our society has taken several steps. And the positive results are seen when third gender has got the status of social inclusion, due to which their status quo is changing, which proves that India is fighting the third gender battle:

- **Transgender cover girl:** For the first time, a transgender woman was cast as the cover girl for the magazine. Nepalese Anjali Lama, walked the ramp for Lakme Fashion Week Summer/Resort 2017, making her first transgender model to walk an international fashion show. Fashion magazine, L'Officiel cast her as the cover girl for July 2017 issue.
- **Only third gender and differently-abled allowed:** A cafe in Bhillai, Chhattisgarh called Nukkad Teafe is setting new benchmarks for the society at large. In the news for a unique set up, it's charting new territories that the rest of us would do well to tread upon. The Internet is hailing the cafe's initiative to employ only transgenders and the differently-abled as its staff. By accepting these two communities, the Nukkad Teafe is doing its bit toward building an all-inclusive society. The cafe invites you to experience a different world. It urges you to deposit your phone, engage in meaningful conversations with strangers, and reflect upon life. And if you do this, the cafe offers you a ten per cent discount on your total bill. This initiative is called the 'Digital Detox'.
- **Transgenders in Government job:** When Kochi Metro hired 23 transgenders as ground staff, it was hailed as a progressive step, not just in India, but even across the world. It was the first time a government-run entity in India hired transgenders as employees.
- **No sex bathrooms:** After hiring transgender staff, Kochi Metro Rail set to build no sex bathrooms to ease the working environment for them. The all-gender bathrooms can be shared with differently-abled people.
- **Transgender activist invited to speak at Harvard:** Transgender activist Kalki Subramaniam has been invited by Harvard University to speak at the India Conference 2017. To be held from February 11 to 12, the theme of this year's conference is 'India - The Global Growth Engine,' reflecting the opportunities presented by India's growth in the last decades and the challenges it must overcome in various areas to truly capitalise on the country's tremendous potential.
- **Transgender athletics meet:** Kerala has achieved many firsts for the transgender community in the country. For the first time in April, Kerala State Sports Council organised athletes meet to bring transgender sportspersons to the forefront.
- **First transgender beauty pageant:** In June 2017, Kochi held its first transgender beauty pageant and at least 15 participants walked the ramp.
- **Trans Representation in Law:** In July 2017, trans activist Joyita Mondal was appointed to bench of National Lok Adalat in the Uttar Dinajpur district of West Bengal. And its major step for community to have a representative in a state body like this.
- **First open transgender marriage in Mumbai:** In December 2016, for the first time, a transgender married in Mumbai. Madhuri Sarode, a transgender, married Jay Kumar Sharma, who she has been dating for two years.

- **Access to Education:** Kerala-based Trans activist Vijayaraja Mallika set up India's first ever school for transgender people called the Sahaj International, it was inaugurated in Kochi on December 30, 2016. It enrolled a class of 10 older trans people who were kept out of school, either due to bullying, lack of economic resources, or other circumstances.
- **Third gender recognition:** In 2014, in a landmark judgement, the supreme court on Tuesday created the "third gender" status for transgenders. Earlier, they were forced to write male or female against their gender.

Each of these developments perhaps only scrape the surface of third gender history in India. That history is always in motion, still largely unwritten, but looking back at the struggles and positive developments definitely gives us push we need to keep going forward. And, perhaps most significantly, knowing it all roots us to each other and fight for justice and equality.

To sum up I would like to share with you all an answer to question given by a third gender:

When Dayanita Singh, an Indian photographer, asked her Eunuch friend Mona Ahmed about her beliefs and asked if she was considering going to Singapore for a sex change operation, this is what Mona replied:

**"You really do not understand. I am the third sex, not a man trying to be a woman. It is your society's problem that you only recognize two sexes"**

Yes, it's a harsh fact that WE are the ones who have created this difference that 'third gender' is an alien gender which is not the case.

Thus, this paper is an attempt to throw light on the fact.....

In the race of 21<sup>st</sup> century, Equality and Inclusion has become one of the irresistible phenomena. And we should all join hands to work towards the inclusion of third gender.

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**IMPACT OF SOCIAL MEDIA ON TEENAGERS**

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**ABSTRACT**

*The purpose of this paper is to find and study the impact of social media on youngsters. It is a re-interpretation of ethnography adapted to study the youngster's mentality. The interpretation of various secondary graphical and tabular data revealed how social media had evolved the mind and impacted the life of youngsters and their surroundings. The social media got emerged from last two decades which plays a vital role in day to day activity and communication. Today it has linked everyone with the help of internet connectivity or platform. The recent deadly challenge games like Kiki, Momo & BWC via social media had killed many youngsters and children. This paper also discusses the constructive and destructive impact of social media and try to give some suggestion to reduce the usage of social media for today's youngsters.*

*Keywords: BWC – Blue Whale Challenge, Ethnography- Systematic study of people and cultures.*

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**INTRODUCTION**

*Wikipedia defines Social Media as “Social media are computer-mediated technologies that facilitate the creation and sharing of information, ideas, career interests and other forms of expression via virtual communities and social networking services.” But if we see in today's scenario it is being used widely beyond it is defined. Initially started for something but landed up in something else its purely depend upon the user.*

*Every technology which comes to us is a boon, but it is unconscious that how we use it, as today we can get connected with friends and relatives with the help of social media and able to get many useful information at single click. Today teenagers and other group of people are spending more time on virtual world rather than in the actual empirical world. The parents have a freedom to take a call on what their children are exposed to, where they should have control over it.*

*Every technology is the extension of existing capabilities of human being, so it should be used in a systematic manner and not to get into the trap. It became one the basic need of every human being, from time waking up till they go to bed they are fully connected and engaged in social media via smartphone. Youngsters are too addicted where they post everything they do in their everyday life.*

*Let us see some of the constructive impact, Destructive impact, some world statistics on social media and way to overcome social media addiction.*

**Constructive Impact**

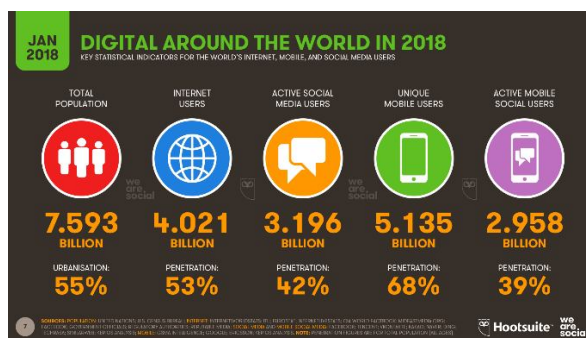
- ❖ Some social media helps the teenagers to gain knowledge about the many happenings around the world within their fingertip via widely used search engine like Google.
- ❖ It also helps to raise awareness about the wrong doings and fight against the social problems around the world by posting and sharing the information as this is used as viral communication.
- ❖ Social media encourage the teenagers to think outside the box which makes them more creative and innovative.
- ❖ Certain social media sites like YouTube which helps teenagers to learn and develop their talents like playing guitar and DIY (Do It Yourself), Blog writing, etc.
- ❖ Fastest mode of communication and it has maximum reachability through app like Twitter, Facebook, What's App, etc.
- ❖ The youngsters can update their knowledge by watching educational videos on search engine like Google.

**Destructive Impact**

- ❖ When we discuss about Facebook, India is leading by having 270 million users followed by United States of America 210 million users as of July 2018. Where the user posts some information or messages which can be of text, pictures, videos & links etc. and waits for likes and comments from their friends and public at large, it psychologically affects and symptoms like anxiety, sleeping disorders, eating disorders and depression can be found among them. Where user feels good about themselves if they get sufficient likes for their post.

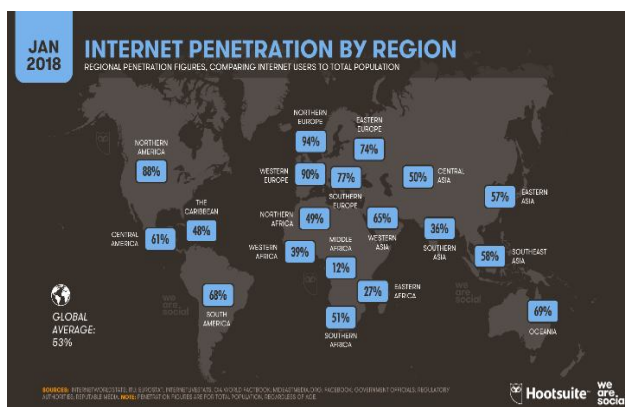
- ❖ The dating application or website used by many fraudsters is targeting youngsters who love to go for dating for various reason. On April 2018 Bengaluru police arrested a 25-year-old young graduate for posing as a woman on a dating website and luring the victim into transferring a total amount of INR 80,000 from two men on promising to go on date with them. This similar kind of act are being found amongst most of the victims are teenagers where they fall prey to this kind of act.
- ❖ Screen Dependency Disorder is found among children and youngsters, where they wake up, eat at dining table fully focusing on mobile phone screen playing games, watching videos, manipulating apps and texting messages via social media. This kind of youngsters where they are extremely dependency on gadgets and losing interest in external interest and suffer from many disorders like (insomnia, backache, weight gain or loss, eyesight problems, headaches, and poor nutrition as physical symptoms).
- ❖ Online death causing games like BWC (Blue Whale Challenge) are some recent games spread through social media. This game had a very huge impact on 19 countries including India where students must complete one by one challenge i.e. 50 challenges within 50 days where they must perform the extreme task and last task will be killing themselves.
- ❖ Almost a year after BWC which spread through Facebook and took over life of many young life and the founder of that game was arrested in Russia, here comes a new game called Momo Challenge it is a similar kind of challenge got viral through What's App which threatens the user to perform certain challenges failed to which the user account will be hacked and may misuse the same. It has been allegedly linked to the death of 12-year-old girl in Argentina, Beunos Aires Times reported. But another cyber-crime expert says that this Momo challenge is aimed at stealing personal data and extorting information.
- ❖ Drake's 'Kiki Challenge' is one of the trending challenge going viral in many parts of India and abroad where the people jump out of a moving vehicle and again getting into the vehicle. Where in recent case held on August 2018 at Vasai railway station three youth Nishant Shah (20), Druv Shah (23) and Shyam Sharma (24) were arrested for performing Kiki challenge in moving local train where railway court had ordered them to clean up the same railway station for three days.

The statistics clearly states that almost 3.196 Billion active social media users as on January 2018. This in the upcoming years going to have a huge impact on teenagers which is a very dangerous figure.



Source : <https://hootsuite.com/pages/digital-in-2018>

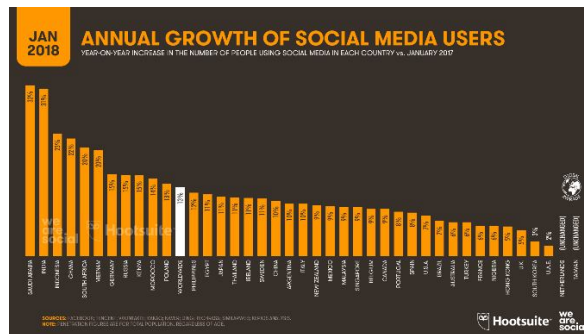
The regional internet penetration, comparing internet users to total population. The Southern Asia holds 36% where as the Northern European country tops which holds 94% and the least can be found in Middle Africa i.e. 12%.



Source : <https://hootsuite.com/pages/digital-in-2018>

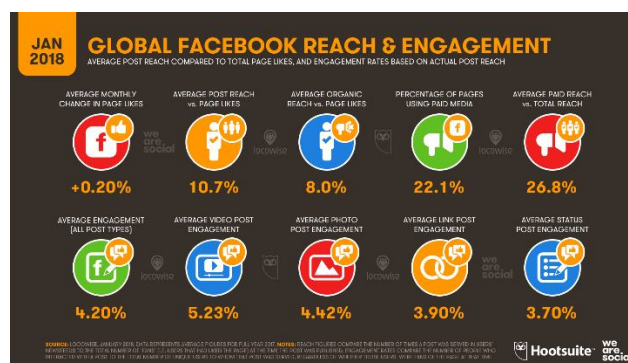


Saudi Arabia (32%) leads followed by India (31%) when it comes to annual growth of social media users where Netherlands and Taiwan have the least change. Where the global average is 13%.



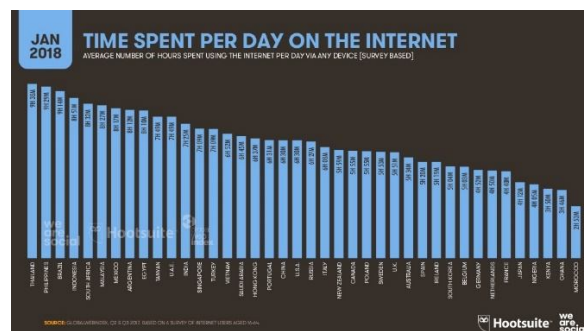
Source : <https://hootsuite.com/pages/digital-in-2018>

Where as facebook reach and engagement is concerned video post contributes 5.23% engagement and highest being 26.8% for the paid reach and 4.42% for Photo post engagement.



Source : <https://hootsuite.com/pages/digital-in-2018>

This statistic shows the most important aspects of the time spent per day on the internet where Thailand tops and they spend 9 hours 38 Minutes whereas India spend 7 Hours 25 Minutes.



Source : <https://hootsuite.com/pages/digital-in-2018>

From the given tabular data it is clear that the most of the time spent by the user is on facebook when it comes to social media and for search engine the most preferred is Google.

JAN 2018 THE WORLD'S MOST VISITED WEBSITES			
RANKINGS OF THE WEBSITES THAT ATTRACT THE GREATEST VOLUME OF WEB TRAFFIC IN THE WORLD			
SIMILARWEB RANKING, BASED ON TOTAL TRAFFIC TO WEBSITE			
#	WEBSITE	CATEGORY	TIME PER VISIT
01	GOOGLE.COM	SEARCH	07:07
02	FACEBOOK.COM	SOCIAL	13:41
03	YOUTUBE.COM	VIDEO	19:56
04	BAIDU.COM	SEARCH	08:49
05	XVIDEOS.COM	ADULT	13:01
06	YIDIANZHUAN.COM	SEARCH	15:12
07	GOOGLE.CO.IN	SEARCH	07:47
08	SOGOU.COM	SEARCH	06:23
09	XNXX.COM	ADULT	13:16
10	YAHOO.COM	NEWS	06:14
ALEXA RANKING, BASED ON AVERAGE DAILY VISITORS AND PAGE VIEWS			
#	WEBSITE	CATEGORY	TIME PER DAY
01	GOOGLE.COM	SEARCH	07:35
02	YOUTUBE.COM	VIDEO	08:18
03	FACEBOOK.COM	SOCIAL	10:20
04	BAIDU.COM	SEARCH	07:32
05	WIKIPEDIA.ORG	REFERENCE	04:16
06	REDDIT.COM	SOCIAL	15:47
07	YAHOO.COM	NEWS	04:03
08	GOOGLE.CO.IN	SEARCH	07:05
09	QQ.COM	NEWS	04:34
10	AMAZON.COM	SHOPPING	08:29

Source : <https://hootsuite.com/pages/digital-in-2018>

The data shows that the major market share of mobile app is taken over by the Facebook major two applications Facebook and WhatsApp Messenger, followed by WeChat in case of monthly active user and as far as download is concerned its Instagram

RANKING OF MOBILE APPS BY MONTHLY ACTIVE USERS			RANKING OF MOBILE APPS BY NUMBER OF DOWNLOADS		
#	APP NAME	DEVELOPER / COMPANY	#	APP NAME	DEVELOPER / COMPANY
01	FACEBOOK	FACEBOOK	01	FACEBOOK MESSENGER	FACEBOOK
02	WHATSAPP MESSENGER	FACEBOOK	02	FACEBOOK	FACEBOOK
03	WECHAT	TENCENT	03	WHATSAPP MESSENGER	FACEBOOK
04	FACEBOOK MESSENGER	FACEBOOK	04	INSTAGRAM	FACEBOOK
05	QO	TENCENT	05	SNAPCHAT	SNAP
06	INSTAGRAM	FACEBOOK	06	UC BROWSER	ALIBABA GROUP
07	TAOBAO	ALIBABA GROUP	07	SHAREIT	SHAREIT
08	ALIPAY	ANT FINANCIAL SERVICES GROUP	08	UBER	UBER TECHNOLOGIES
09	WIFI MASTER KEY	SHANGHAI LANTERN NETWORK	09	YOUTUBE	GOOGLE
10	TENCENT VIDEO	TENCENT	10	IMO	IMO.IM

Source : <https://hootsuite.com/pages/digital-in-2018>

## WAYS TO OVERCOME SOCIAL MEDIA ADDICTION

- Parents need to take initiative by maintaining the balance use of technology at least at their home level like 'No Gadget Day' at least once in a week.
- Watching everyday Sun Rise and Sun Set with our own eyes.
- Turn off notification option, where most of the people frequently operate or check their smart phone due to the pop up or the special blinking red / blue led light which indicates there is some notification which diverts the attention of the users. So, it's always better to turn off notification or data of your mobile phone.
- Keep fixed timing to check the social media instead of checking or updating after every seconds or minutes which can distract our mind and have a very bad impact on psychology or health.
- Try to watch excellent motivational talks show, where we can deviate our self from social media.
- Restrict our self to post unwanted personal problems on social media, where we may not get any solution to the problem instead of that we require to solve at our personal level not at social media level, we can also share or discuss the same problems at our friends or family level.
- Try to create or spend more time on our hobbies like painting, playing outdoor games instead of staying inside the home for more time.
- Reconnect our self with real world family and friends instead of searching the same at digital media.
- After waking up we should avoid seeing mobile immediately and same should be done before going to bed for sleeping.
- Finally go on regular practicing yoga and meditating which will help you to keep healthy physically as well as mentally.

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**EQUAL OPPORTUNITIES FOR WOMEN IN MANAGERIAL POSITIONS IN INDIA**

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**ABSTRACT**

*Since the beginning of Civilization in the Indian subcontinent, Women had enjoyed and equal status with men during the Vedic era, ancient Indian scriptures indicate that women were educated just as men, Rig Veda states that women married at a mature age and were free to select their own husbands in a practice which was referred to as swayamvar. During the reign of the Chandragupta Maurya women were actively participating in the administrative work of the kingdom and records are also found of them being teachers in educational institutions during that era. But during the medieval period the status of the women in the society declined overtime which resulted in them retreating too much more household roles and abandoning of the social role which they were playing earlier mainly due to the practices of Islam being implemented in India which also found a way into the Hindu culture and Society by the Mughal rulers. However, during the British rule many reformers such as Jyotiba Phule, Raja Ram Mohan Roy, and Ishwar Chandra Vidyasagar actively fought for the improvement of the status of women in the Indian society and were vital in introducing modern reforms for women in the Indian society which later on served as an example for the removal of social evils against women such as Sati and Devadasi. After the Independence of India women were given equal opportunities to participate in education, sports, politics and played active role in the society of India. Indira Gandhi became the prime example of women empowerment in India when she became the Prime Minister and served as a prime minister for approximately 15 years. However, the role of women in the Industrial and Business sector specially in the high ranking and top managerial positions is still a matter of debate since it is primarily the domain of the men; and women are given very little or no opportunity to be part of the top management in private business organizations. This research paper looks into this issue of women and their struggle for managerial positions in the business sector; it tries to understand the difficulties faced by women in order to reach the higher-ranking managerial positions in businesses.*

*Keywords: Women, Empowerment, Equality, India, Business, Management*

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**1. INTRODUCTION**

Since the Independence of India in 1947, the issue of women empowerment has always been a matter of debate in all social and political circles, this paper focuses on the challenges faced by women in obtaining top level managerial positions and the gender discrimination issues surrounding it. There is a global effort for the upliftment of women, Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) an international treaty adopted in 1979 by the United Nations General Assembly is the prime example of it and India is one of its signatories. It is to be noted that although there has been a political effort by almost all the Governments in India, the society itself has been slow and in some case even unwilling to recognize the role of women in the effort of nation building. This trend has also existed when giving jobs to the women in the private sector specially in the high-ranking managerial positions in large scale organizations. Although there are signs of change in the Society now and the participation of women is Increasing Year after Year but the pace of change so far has been far from encouraging.

**2. REVIEW OF LITERATURE**

Since the Independence the issue of gender equality specially of women participating in top managerial roles has been subject which has been greatly disregarded or ignored in the society, we come across various schemes and programs where the government, social organizations and social activists have focused on the Health care, Education, Security, and Equal opportunities in Employment but there has been a very limited focus on the Status and Struggle of women in top managerial positions. Women in top managerial positions going by the past of almost all the major Business Corporations have not had the same career opportunities as men for a number of reasons ranging from seats being reserved exclusively for men, to the short-term service records, even the gendered role of women as home makers and Psychological differences have been used to justify the current scenario.

**3. OBJECTIVES OF THE STUDY**

1. To study the Challenges faced by women in reaching top managerial roles.
2. To study the various hurdles faced by women in their careers.
3. To know the current position of Women in the top managerial roles

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**4. RESEARCH METHODOLOGY**

The purpose of the study is primarily descriptive in nature and it is based on the secondary data and information which is collected from the sources relevant for this research, which include Reports Published by Government and International Institutions, Articles, Journals, Newspapers and Websites.

**5. RESEARCH WORK****❖ Challenges and Issues faced by women in the Career**

There are several factors responsible for lack of women's participation in the high-ranking managerial positions and the primary factor being their obligations as a home maker and the traditional dominance of male values in the corporate sector. Along with these, another reason is the lack of access of women to higher levels of education, although this is not the case for women who belong to financially well-off families, it remains a major hurdle for those belonging to Middle class and Low-Income Families. Along with these, the efforts demanded from the women can be so demanding that in most of the cases they simply give up on these managerial posts as they have to bear several responsibilities of home as well and the support received from their families especially after marriage plays a very important role in their career choices, it often leads them give up their career ambitions or to join smaller companies which offer more flexibility to suit their responsibilities.

The top managerial posts often require the person holding the post to commit large number of overtime hours of work in order to gain recognition from the company for promotions and obtaining better posts. It is something that is extremely difficult, if not impossible for women who are also shouldering the responsibilities of a home maker and also playing the role of a mother caring for her children. They are often relegated to less important roles or part time jobs in order to enable them to fulfill both the responsibilities. While at the same time their male colleagues are committed to work on full time basis and are also capable of investing extended hours of over-time which enables them invest more time in career building since they do not have to shoulder the same domestic responsibilities of that of women.

**❖ Reasons for very few women reaching the top managerial ranks**

The number of women becoming leaders of their organization or reaching top managerial ranks is very limited, despite there being many attempts by the social work groups and the government itself working to eliminate the discrimination against women in work place. Although it is a well know fact that it takes time for any individual to rise from the lower ranks to the middle and then on to the top, the pace and number of women rising to higher ranks is significantly low in comparison to their male counterparts. In order to enable the women to reach higher ranks there needs to be a significant shift in the recruitment and promotion procedures for women in order to be fair and competitive at the same time. Number of times women fail to get promoted simply because they do not hold the qualifications to be appointed in the top ranks of the management and even if they do, the top management positions traditionally regarded as the domain of men becomes, a major hurdle for them. Although with time, the number of women who have reached the top ranks of several organizations has increased, they are still significantly outnumbered by men in the higher ranks.

**❖ Pay Gap faced by women**

For a significant part of history, the work done by women has been undervalued and even gone unrecognized in many cases. While the international and the Indian government and also the judicial system itself has made several attempts to curb this pay gap. The difference in pay gap of men and women also serves to undermine the economic growth of the society as a whole, these factors if overlooked can have significant impact on the economic growth of the country well the same time restricting the social upliftment of women in India, the implications of this pay gap has significant impact on the efforts of reducing the gender gap between men and women, while at the same time it is to be noted that women carry significantly more responsibilities when comes to caring and supporting their families. When it comes to higher ranks it is often assumed that women will devote a major part of their efforts and energies for their families and lesser part of it to the responsibilities of the organization therefore, the business corporations or not willing to invest more time, resources and efforts in women which translates into them being discouraged when it comes to building their careers in comparison to men.

When it comes to pay gap is to be noted that there are certain jobs which are associated with men while the same time some jobs are been associated with women, For example, works such as production, manufacturing and construction are often considered as jobs which are to be done by men, while at the same time, jobs such as nursing, household jobs or any such work that requires lesser physical effort are often associated with women which results in the pay gap and also lack of appreciation in certain cases for women.

**❖ Position of Women in the Top Ranks at present**

Given the above challenges faced by women in the workplace it is to be noted that by a report published in business today newspaper about 50% of women drop out of Corporate employment at Junior and mid-levels of Management greatly reducing their entry into the top levels of any large-scale business organization. While At the same time it is to be noted that another report published by the business standard newspaper, The gender diversity rankings of India has improved greatly in the year 2018 with woman holding as much as 20% of the top leadership positions in the year 2018 even though India still ranks 5th lowest in having woman at the top leadership positions in any business organization. The findings of this report are based on 4,995 interviews conducted between July to December 2017 with the top-level officers, Managing Directors and chairman of several industries. The silver lining has been that there has been a steady growth of women in leadership positions from 17% in the year 2017 to 20% in the year 2018 while this same number to that 14% in the year 2014.

**6. CONCLUSION**

In this research paper, the researcher has made an effort to look at the past and the present challenges of women in the management roles and specially the top higher-ranking management positions. The study of women's role in management is comparatively a new topic, which requires more efforts and much more detailed studies in order to discover the full extent of the problems which are faced by women and the challenges in front of them when working in the modern business environment, although there are several organizations working for the upliftment and betterment of the woman in order to eliminate the social discrimination which they are facing. Still a lot of effort is needed in order to enable the woman in our country to achieve their full potential, which if done successfully would translate into a far greater socio-cultural development and economic growth of our country. It is to be noted that over the years there has been a significant improvement in the position of women when it comes to top high-ranking managerial positions in India, the role of women in top leadership positions is definitely increasing although the process is slow and is growing at a slow pace, but it is indeed a positive sign of things to come.

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## ROOTS OF GENDER INEQUALITY

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## ABSTRACT

*The society comprise of both men and women. But it's very heartening to see that still in many parts of the world, there is large discrimination. The discrimination made by society between different gender are called gender inequality.*

*In India female has considered as oppressed section of the society and they were neglected for centuries. Indian society feel that male child is a gift of God whereas females are not. Need of boy child leads to many crimes in the society even in the modern period.*

*There are many causes of gender inequality such as poor financial condition of the family, the traditional belief of the society about female, and many more. Even though females have the ability of multitasking and are epitome of kindness and love but still many men think they are not at par with them.*

*In the 21<sup>st</sup> century also after having the lot of improvement in the technology development, education, human development index etc still the inequality continues in the world in different stages of life of the women.*

*The research studies show the main root cause of gender inequality in India like education factor, social factor, economical factor, health factor etc.*

*The UNDP report says India's global rank is 132 out of 148 country in Global Inequality Index in the year 2012. Global gap index of India's 101/136 recorded by world economic forum in the year 2013.*

*Thus, it is very clear that how India is maintaining the gap between different sexes. The significance of the study is to find out causes responsible for gender inequality and suggest the suitable remedy to eradicate it completely.*

*Keywords: Gender differences, undignified treatment, sexual harassment, global inequality, occupational hazards.*

## INTRODUCTION

**Gender inequality** is the idea and situation that women and men are not equal. Gender inequality refers to unequal treatment or perceptions of individuals wholly or partly due to their gender. It arises from differences in gender roles. The root cause of gender inequality in Indian society lies in its patriarchy system. According to the famous sociologists **Sylvia Walby**, patriarchy is "a system of social structure and practices in which men dominate, oppress and exploit women". Women's exploitation is an old age cultural phenomenon of Indian society. The system of patriarchy finds its validity and sanction in our religious beliefs, whether it is Hindu, Muslim or any other religion.

Believing women is inferior than men, women were indulged household work, women were not allowed to go out alone, girls are not allowed to get educated, they were not allowed to involved in any public meetings or any other intellectual work.

For instance, as per ancient Hindu law giver **Manu**: "Women are supposed to be in the custody of their father when they are children, they must be under the custody of their husband when married and under the custody of her son in old age or as widows. In no circumstances she should be allowed to assert herself independently".

The above described position of women as per Manu is still the case in present modern day social structure. Barring few exceptions here and there, women have no power to take independent decisions either inside their homes or in outside world. In Muslims also the situation is same and there too sanction for discrimination or subordination is provided by religious texts and Islamic traditions. Similarly in other religious beliefs also women are being discriminated against in one way or other.

The cause of the gender inequalities is many more which make gender inequality more worsen. The causes like poor financial conditions not affordability of family basic requirements, no proper knowledge about the importance of education of girl child, religious belief and cultural value of olden days still make women under the control of men. there are also many causes which make more gap between men and woman like dressing sense, the way in which the society see different gender.

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**FACTS OF INEQUALITY**

India ranks 132 out of 187 countries on the gender inequality index – lower than Pakistan (123), according to the United Nations Development Programs Human Development Report 2016. The report said all countries in South Asia, with the exception of Afghanistan, were a better place for women than India, with Sri Lanka (75) topping them all. Nepal ranked 102nd and Bangladesh 111th. Gender inequality is especially tragic not only because it excludes women from basic social opportunities, but also because it gravely imperils the life prospects of future generations. Indian families often prefer boys to girls, and female feticide is tragically common. Only 29% of Indian women above the age of 15 in 2011 were a part of the country's labour force, compared to 80.7% men.

In Parliament, only 10.9% of lawmakers are women, while in Pakistan 21.1% are women. In United States which ranks 42nd on the list, 57.5% women and 70.1% men are a part of the labour force. China fared even better, landing 35th. In China, this figure was 54.8% for women and 70.4% for men. In India, 200 women died for every 100,000 child births, says the report. In China, the number was considerably lower (37 deaths) and in the U.S. even lower than that (21). According to the census 2011, the sex ratio in India is 927 females to 1,000 males. And then dowry have become common and started female infanticide practices in few areas.

Because of the gender inequities in the society there is huge amount of problems in the life women like women were not as developed as men. Even in the sports we will watch the matches which are played by men example cricket match. In the Employment also, we can see the different in job offers, working hours, salary.

**OBJECTIVES OF THE STUDY**

- 1) To identify the factors which are responsible for gender inequality.
- 2) To give suggestions to reduce gender inequality.

**FACTOR BEHIND GENDER INEQUALITY ARE AS FOLLOWS**

There are various factor responsible for the gender discrimination in India. Some of them are mentioned here

**SOCIAL FACTOR****Education**

Education very important role in the gender discrimination. The female literacy rate in India is lower than the male literacy rate. According to census of India 2011, literacy rate of female is 65.46% compared to males which are 82.14%. this shows how education is varies to different gender.

**Health**

On health issue, the gender inequality between women's and men's life expectancy and women live compared to men in good health because of lots of violence, disease, or other relevant factors.

Women's health is not that much taken care as of men since man feels man are hard worker their health are given more important than women. Financial condition of the family is also given important mostly men in the family are sole earner so their health is taken care.

**Patriarchal Society**

Most of Indian has strong patriarchal custom, where men hold authority over female family members and inherit property & title. It is the custom where inheritance passes from father to son, women move in with the husband & his family upon marriage & marriages include a bride price or dowry.

**Dowry**

The dowry system in India contributes to gender inequalities by influencing the perception that girls are a burden on families. Such belief limits the resources invested by parents in their girls and limit her bargaining power within the family. Because of the dowry system in India many don't want the girl child itself.

**Women's in decision making**

The power of taking decision the family mostly lies with the men in the family not with the female member of the family. Female member only can give idea in the family, the execution power lies with men only.

**Gender-based violence**

Gender-based violence such as rape, sexual assault, insult to modesty, kidnapping, abduction, cruelty by intimate partner or relatives, importation or trafficking of girls, persecution for dowry, indecency and all other crimes are practiced on women. These crimes show the high degree of inequality in India. The crime rate in India against girls is raising everyday even though there is a strict rule by the Indian government. The crime of sexual assault is more with teen.



**Society's perception**

Mostly society believe that men are stronger than women, they are the one who lead the family and they are the one who will work for the family, earn for the family etc. so they give more importance to men in the family.

**ECONOMIC FACTORS****Labour participation**

There is wage inequality between man and woman in India. A substantial number of women enter the labour market after thirties, generally after completion of their reproductive roles of child bearing and rearing. Most of the females work part time not full time as while studying. Mostly they left job for marriage life.

**Access to credit**

In the Indian society mostly, men have all the property rights so females will not have any property so they don't have any collateral value, so it's difficult to be security for loan which finally leads with no loan.

**Property right**

The property rights all with male person of the family and not with the female person as if the society believe that boy is a legal person for property not girls as she has to marry a boy with another family so she is also belong their husband family.

**Occupational bias**

Gender bias not only there in the home but also with the workplace. Men are stronger than women so first priority is given to men. There is also different duration of work, salary, promotion criteria etc for female and male.

**Employment inequality**

With different pay scale, different time, different criteria for job selection are provided by the employer to all the staff of an organisation which also creating inequality among educated society. Many a time female choose teacher as their career because of the working pattern and working hour. Also, it does not have much manual physical work as any other job.

**Political factor**

There are many political factors responsible for the gender discrimination they are as follows:

**Present scenario**

There are many political leaders in India but number of females are less as compared to males. In Parliament, only 10.9% of lawmakers are women and remaining all are males. This shows that the political condition of India has large gender bias. Even though there is the reservation for the number of female candidates are less as compared to men. Women turnout during India's 2014 parliamentary general elections was 65.63%, compared to 67.09% turnout for men.

**Sexual violence**

Number of sexual tortures on women are increasing day by day, the government had many policies to stop these types of harassment on women is still going on one or another corner of the India. These make the fear in the mind of females to come to stand in front of community.

**Cultural factor:****Household work**

In the Indian society females are mostly considered to work in the family itself as house mate, as they have to work for the family and work in the family. So they find it difficult to go beyond their house to fight for their rights.

**Patrilineality system**

It is a common kinship system in which an individual's family membership derives from and is traced through his or her father's lineage. It generally involves the inheritance of property, names, or titles by persons related through one's male kin. In this system mother's lineage are ignored.

**Role of son in religious rituals**

Son is very important for the family. Sons in the family are important to do pooja and other ritual follows. For doing father last ceremony (funeral) son are given priority. Daughter are not even allowed to enter near the funeral place.

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**MEASURES FOR ERADICATING GENDER INEQUALITY**

When we travel in the train, we must have observed many females tie their kids around them using cloth and do selling activities, we must have definitely wondered about them; why is it?

That's all because of illiteracy, lead to early marriage, poor financial conditions, irresponsible spouse etc.

Have we ever got to see, male around us doing selling along with the child, hardly we must have seen that.

Smt Savithri Bai Phule was the first woman from Indian society to come forward for girl child literacy who proved that the girl child education alone shall lead to the progress of the family and eventually the society, but what the succeeding great leaders developed on that front was not substantial.

There cannot be 100% eradication of gender inequalities in our society, because the tradition has been followed so, which has lead to the serious unsolved problem till date. The recent incident of Asifa's rape case is classic example of women safety and security in Indian society. All the women around us to be respected, and must be considered as mother, sister, daughter and as a good friend for life.

**Breaking barriers**

Women must break the barrier that the society has imposed on her, they must always think of great women achievers namely, Indira Gandhi, Kalpana Chawla and many more women who made the changes in the history. There are talents in every individual, no matter it is men or women, but the women are hidden behind the screen. It is never late for women to demonstrate her talents.

**Women entrepreneurs**

Women to be empowered as entrepreneurs, who in turn shall generate employment opportunities for other womens in the society. Banks or financial institutions must introduce financial assistance to women entrepreneurs on low rate of interest. Some banks are already making this namely Canara bank, while there must great awareness on this to make women know about this.

**Self Defence**

Every schools must have self defence programme as one of the compulsory subject to learn for girls, so that the women or girl childrens are not becoming victims of sexual harassments. Now a days boy child is also find it difficult to live in the society, so self defence programme should be compulsory in school itself.

**Compulsory education**

The education should be compulsory to all the children irrespective of their caste, gender, and it should be free. The education should be free and it should be same all over the nation, which create confidence in the child mind.

**Government should make strict policy**

Government should make very strict and quick decision on the crime against girl, which create confidence on society to send their girls child to out to achieve their dreams. Many a time girl child are not allowed to send for education to a longer distance.

**CONCLUSION**

It the responsibility of each one of us to take care of us. The government should be very strong enough to manage all the problem in the society. The government should nit only make policy to overcome the problem of the girls in India but also it should take care of each gender equally, it cannot be achieved only with the strong government but it can be done when one should feel that all Indian are their brother and sister.

Indian society should equally believe all are equal. Government should not only to empower the women in the society but also it should take care of the men in the society. No any gender should dominate any gender. Thus this study shows the different gender discrimination in the society, the causes of gender inequality, different factor responsible for the cause of gender discrimination in the Indian society as it is already blessed with different caste, language, religion, different culture. It very difficult to manage the whole country but it can be achieved only with proper education in the society.

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**PERCEPTION OF SOCIAL MEDIA AND ITS IMPACT**

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**ABSTRACT**

*Technology is booming rapidly from year to year, one such aspect of the technology is the ever-changing social media. Social media is a computer-based technology that facilitates the sharing of ideas and information and the building of virtual networks and communities. Social media is internet based and offers users easy electronic communication of personal information and other content, such as videos and photos. Users engage with social media via computer, tablet or Smartphone via web-based software or web application, often utilizing it for messaging, many popular engines includes Facebook, Instagram, Youtube, OER etc.*

*Irrespective of the age bar almost every student under the age of 18 has an account on such applications, and hence it is crucial to determine the impact social media has on the students on their personal lives, their academic performance and the new career opportunities such applications have generated,*

*Questionnaires were distributed, to find out whether student's academic performance, personal lives and career choices were impacted by social media. The findings gave there is relationship between social media and academic performance, personal life and the career choices, many students were interested or knew someone who are bloggers, Youtubers and entrepreneurs, and the students desired to pursue the same path instead of the traditional jobs, students were only interested to attend the functions which would have a better selfie background for e.g Starbucks, Worli sea face. Whereas academically students preferred making Whatsapp group with the teacher which they found convenient to share notes and discuss academic problems, they also preferred sites like YouTube for online lectures especially on the concepts related to Book keeping.*

*Keywords: Technology, Search engines, convenience, academic performance, non traditional jobs.*

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**INTRODUCTION**

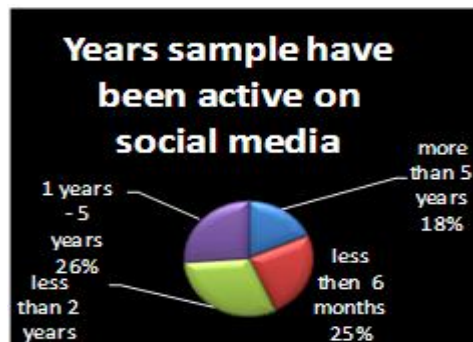
Since the introduction of social media such as, Facebook, Twitter, Instagram, Pinterest, Youtube Google+ have attracted millions of users, checking such sites is a daily occurrence. Almost every social media site provide the same technological features such as photo sharing, video sharing, blogs etc but there are random groups where people with common interest factors come together and socialize their perspective. The main purpose of social media is to give access to users where they can have conversation with individuals and establish a reel life on social media, where they can share everyday happenings, pictures, recordings. When Mark Zuckerberg started face book his main intention was to create a space where individuals could connect. While for some it was a mere recreation activity but at the same time other part of individuals have used this sites to promote their business activities and showcasing their talent like posting song videos, parody videos, product videos food blogging, vlog etc. Social media networking has changed many aspects of business, careers, and education system. Many of the schools and colleges have a face book page dedicated to their everyday activities where parents can access this. With the social media providing access to anyone with a email Id and more than 13 years, which lead to students having a global access to information sharing and understanding, but there is no doubt that usage of such networking sites have a positive impact but then again most of the individuals are at the risk of cyber bullying, identity theft and the worst of all is the lack of interpersonal communication. To understand the impact that of social media a questionnaire was prepared and the sample students were encouraged to give responses. This survey aims at understanding the main perception of social media networking among the students and the impact it has on personal, professional and educational front.

**ANALYSIS OF THE DATA**

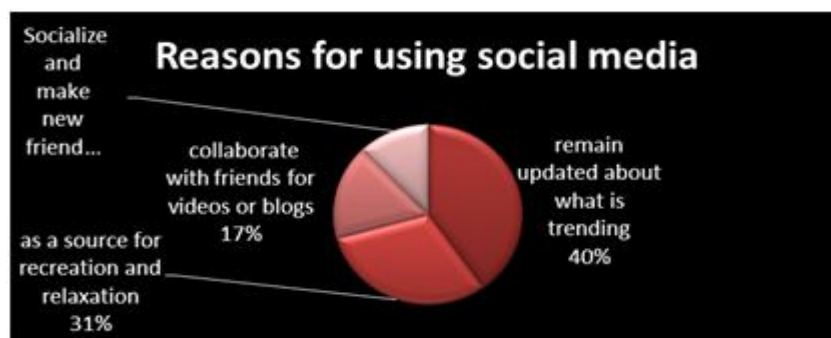
For this research purpose, students from belonging to different age groups were chosen (15-22). A total no. of 65 students was a part of this survey.

**Reason of using social media overall:** Almost everyone is constantly online started the percentage of young people especially teens who remain constantly online, Due to the convenience provided by latest cell phones, the teens who go online daily are 92% while 56% of the teens check their social media websites many times per day. Only 12% of youth go online once daily. The number of activities includes surfing, posting, students have used the internet for using as aid to learning especially with sites like khan academy, tutorials on youtube. The most commonly used social networking websites in ascending order are Facebook, Google+, Instagram and Snapchat. The subject students were asked to choose the reason for which they use social media networking

websites. According to the results, the major reason for using social media is socializing and making new friends (38%), remaining updated about trends (24%), collaborating with fellow students and study (21%), as source of recreation and relaxation (9.5%). Preferred social website : according to the results the students preferred using facebook more than instagram , youtube ,twitter etc .Nearly all other social media services require users to be at least 13 years of age to access and use their services but according to the results of the students. About 18% have used internet for more than 5 years



**IMPACT OF SOCIAL MEDIA ON PERSONAL AND SOCIAL LIFE:** In order to meet one of the objectives of this research, it is significant to find out the major impacts of academics, social behaviour, privacy issues and health issues of social media on students. According to the results shown , 12% of the students agree that social media helps in socializing, 40% students think social media usage helps them to remain updated. 31% students think there is no advantage of using social media but they use it for relaxation. And at the same time they think that social media has negative impact on their health , daily life and they feel that they are under pressure to post pics and stories to be relevant in their class and social circle , they believe that they don't enjoy privacy as they are in various groups where feel pressured to be constantly updated . While 23% students disagreed to this, this students agreed that there are privacy issues, but it doesn't impact their studying schedule , a common 26% agreed that using social media reduces focus on studies and affects academic performance, A common thread of 75% agree that it destroys social skills When students were asked whether their real social life has been affected with the usage of social media, 24% disagreed while 75% of the students felt uncomfortable in face to face conversations



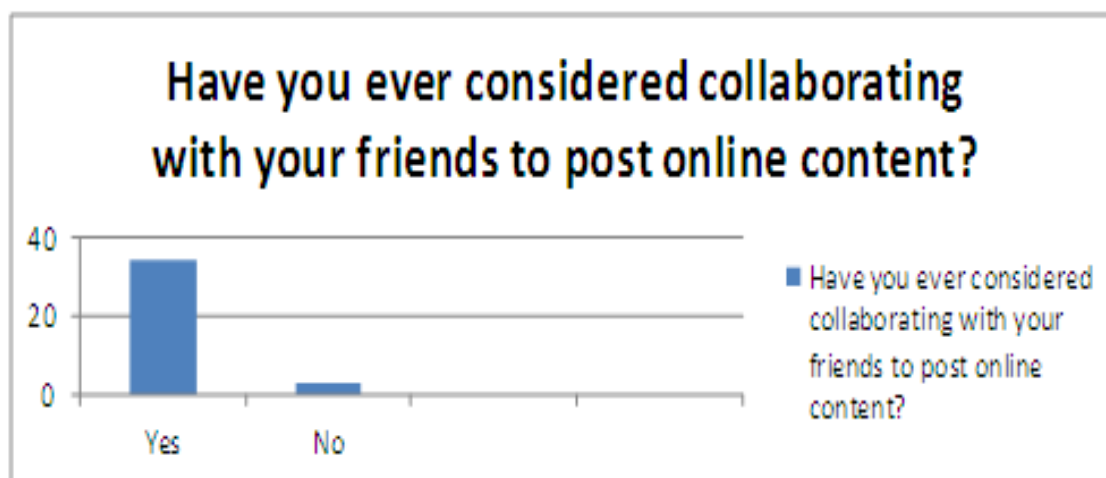
According to the results, most of the students think that social media is helpful in keeping in touch with friends and also in socializing, While less than half of the students think that social media usage has negative impacts on their lives, most of the students disagree to this. According to the students under study, most of the students agreed that there are privacy issues related to usage of social media, some think that using social media reduces focus on studies and affects academic performance and only a few agree that it destroys social skills. When students were asked whether their real social life has been affected with the usage of social media, more than half of them disagreed while only a few of the students felt uncomfortable in face to face conversations. When asked how much time they spent most of them agreed that they spent more than 2-3 hours on unyielding concept which sometimes leads inappropriate and unfiltered content With frequent use of unattended social media, students may indulge in utilization of terrible slangs, disregard to folks, educators, and the law in the general public. On the contrary, the research work done by Samir N. Hamade in 2013 showed that the best advantage of social networks was a better connection with family and companions and more association in social, political and social exercises. social media on their personal life it was stated by the students that posting videos or selfies portrays their life and how adventurous , when asked whether the parents are aware of their social media activity or no whether the friends they make through social media are trustworthy they their parents are aware of their social media activities or not

**IMPACT OF SOCIAL MEDIA ON CAREER CHOICES**

**“We’re living at a time when attention is the new currency. Those who insert themselves into as many channels as possible look set to capture the most value.”**

**Pete Cashmore, Founder of mashable.com**

Many famous YouTubers like Wilbur Sargunraj, Vir das, Vaf Chef, All India Bakchod, Tanmay Bhat, Sahil Khattar and Bhuvan Bam have opened up new opportunity where even the 38 % of students are considering such non traditional jobs, the flexibility and convenience of working on their own terms earning money and being famous are something which allures them towards such jobs. Many options like food bolgging , product blogging, providing online tuitions and doing business on sites like facebook and instagram were considered where more than 23% of students know someone who has worked as an online entrepreneur. And more than 62% students have collaborated in some or the other way with their friends for posting online contents like posting vlogs on youtube , going live on facebook and TIK TOK



**Impact of Social Media on Education:** Social media is the future of communication. It includes an array of internet-based tools and platforms that increase and enhance the experience of sharing information. The platform is all about community-based input, contact, content-sharing, and alliance. This interactive medium has a multitude of interesting things like forums, micro-blogging, social networking, social bookmarking, wikis and podcasts. Most higher education institutions prefer a learning management system (LMS). Popular LMS are Desire2Learn, WebCT, Moodle, and Blackboard. They have been specifically designed for educational purposes in distance education and provide a software application for the administration. These systems record, track, report and deliver e-learning courses. Platforms like Moodle and Blackboard allow easy integration with social media services. Teachers can share the content through apps like Twitter, Facebook or LinkedIn to provide quick help to students. Students have used collaborated groups on social media like whatsapp where they converse and share their ideas and notes for better understanding. Distance learning models have an edge over campus-based counterparts. They are the future of university education and keep pace with new technologies. These models improve communication with students and also boost the learning experience. A study of the MOOCs (Massive Open Online Courses) shows that the student participation improved when the social media platforms were integrated with learning programs. Also, it had helped reduce the student drop-out rates. Distance education courses are growing as more students are opting for them. 150 percent more students enrolled in them in the USA from 1998 to 2008. MOOC like Coursera serves around 1.3 million Indian students. 70% of students in India use smart phones, who form a huge target group for the MOOCs. But Students now spend more time online and end up wasting time. There have also been many cases of fraud institutes providing bogus degrees online and children fall into this trap. The teaching fraternity feels that the social websites have blurred the line between formal and informal writing. Students often use online jargon even while doing homework or writing exam papers. The new online fever has taken a hit at their inter-personal skills and made them averse to real communication. The physical and emotional imbalance caused by social media makes students irritable and dull.

Considering these pros and cons, it is necessary for parents to have certain regulations over the use of such social networking sites, especially for college students. Students should think about what they are doing and decide how much time they want to spend on social media. The negative aspects should certainly not influence students' education.



## CONCLUSION

In the last 10 years the entire concept of communication went through a change the information with free sharing of information among individuals where boundaries didn't matter and almost no obstruction on the flow of information.

In the present study, when subject students were asked if they think there is any privacy issue identified with utilizing social networking websites, more than half of them agree to this. 30% students concluded that there is overall a positive impact of social media on their life. But students are also aware of the problems related to privacy of their personal data with the usage of social media. The usage of social media does not significantly impact on the students' real social life and grades as per the records 43% of students feel the presence social media does not create problem or aids they had a neutral stand, but have used social media help them in their studies.

However, the results of the current study, majority of the students spend at least 2 to 5 hours on social media daily. When students were asked about whether using some kind of social networking is essential for today's life or not, more than 73% of the students agreed. There is also a need felt by students that the adults in their life should know how to use at least one social media site. An online training program will not only help the students but it can also be used geographically distanced students, it can provide students with an option of using this powerful tool for convenience. Hence conclude that if used appropriately used social media can prove to be one of the most powerful tool and to quote Dave Willis its entirely in the hands of the student whether they want to impact the masses or impress them

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**SOCIAL MEDIA AND HASHTAG ACTIVISM – A CASE STUDY OF #METOO CAMPAIGN**

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**ABSTRACT**

*Social media has captured all parts of our lives. Social networking sites (e.g. Facebook), microblogging services (e.g. Twitter), and content-sharing sites (e.g. YouTube and Instagram) have introduced the opportunity for wide-scale, online social participation. National and international issues such as public health, political issues, disaster relief, climate change and gender issues has increased, yet we know little about the benefits of engaging in social activism via social media. These powerful social issues introduce a need for social participation. Twitter and Instagram in few years has given rise to a new form of activism known as hashtag activism. Hashtag's are the new trend turning out to create hashtag activism which is the activity of fighting for or supporting a cause or issue that people are addressing through social media like Facebook, Twitter, Instagram and other networking websites. This type of activism that doesn't require any action from the person other than sharing or "liking" a post or "retweeting" tweets on Twitter or Instagram. The term got its name from the liberal and independent use of hashtags (#) that are often used to spread the word about a cause over Twitter. Using qualitative content analysis, the case study examines one of the activism known as #MeToo campaign. The campaign was planned to #MeToo spread virally in October 2017 as a hashtag used on social media in an attempt to demonstrate the widespread prevalence of sexual assault and harassment, especially in the workplace. The study aims to examine the impact of such social media activism in encouraging people to be a part of international discussion. The study will also focus on how social media is becoming a platform for encouraging public opinion on an international and national issue, advantages of hashtag campaigns, reach and engagement among people.*

*Keywords: Social media, Twitter, Hashtag activism, #MeToo campaign.*

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**INTRODUCTION**

Social media is defined as “a group of Internet-based applications that build on the ideological and technological foundations of Web 2.0, and that allow the creation and exchange of user-generated content. (Kaplan). Furthermore, social media depend on mobile and web-based technologies to create highly interactive platforms through which individuals and communities share, co-create, discuss, and modify user-generated content. They introduce substantial and pervasive changes to communication between organizations, communities, and individuals. (Kietzmann) According to Nielsen, internet users continue to spend more time with social media sites than any other type of site. At the same time, the total time spent on social media in the U.S. across PC and mobile devices increased by 99 percent to 121 billion minutes in July 2012 compared to 66 billion minutes in July 2011. (Nielsen, 2012) In 2014, the largest social network is Facebook and other popular networks include Twitter, Instagram, LinkedIn, and Pinterest. (Nielsen, 2012)

**LITERATURE REVIEW**

In Social Media and Free Knowledge: Case Study – Public Opinion Formation written by Jose Aguilar and Oswaldo Terán, Universidad de Los Andes, Venezuela, explains how Nowadays Mass media (e.g., TV) and social media (e.g., Facebook) are utilized on a Large scale; they are becoming an integral part of our life. The paper explains the psychological effects of media biasedness and manipulation, along with its impact on public opinion by using “agenda setting” and “prototypes/framing”. It shows how media can create feelings and emotions artificially. It also explored the relationships between free knowledge and media. Free knowledge has a strong power to prevent media manipulation. The paper suggests using social media in a more humanly way, as a space to develop knowledge, where social interaction influences knowledge. The media don't replace existing process of knowledge; rather they provide an additional dynamic environment, which must meet certain criteria for what the social knowledge will be emancipator, and not manipulative.

This research paper is relevant to the topic of research as it talks about the formation of public opinion similar to the hashtag activism which creates awareness and develops a point of discussion in common public.

**HASHTAG ACTIVISM**

Hashtag activism is the act of fighting for or supporting an issue or cause that people are advocating through social media like Facebook, Twitter, Google+ and other networking websites. This is the type of activism that does not require any action from the person other than sharing or "liking" a post or "retweeting" tweets on Twitter. The term gets its name from the liberal use of hashtags (#) that are often used to spread the word about a cause over Twitter. Hashtag activism is also known as social activism. (Technopedia, n.d.)



**FINDINGS (#MeToo Campaign)**

The methodology used for the research is qualitative content analysis. The research aims to develop the better understanding about the impact and reach of hashtag trends on social media. The study revolves around the impact of #MeToo campaign, how hashtags are creating awareness and bringing about change in society. The #MeToo campaign (or #MeToo Movement) with many local/international alternatives is a campaign against sexual harassment and assault. (htt; Edwards, n.d.) #MeToo spread virally in October 2017 as a hashtag used on social media in an attempt to demonstrate the widespread prevalence of sexual assault and harassment, especially in the workplace. (Smartt, 2018) It followed soon after the sexual misconduct allegations against Harvey Weinstein. (Chuck, 2017; Frontline, 2018) Tarana Burke, an American social activist and community organizer, began using the phrase "Me Too" as early as 2006, and the phrase was later popularized by American actress Alyssa Milano, on Twitter in 2017. Milano encouraged victims of sexual harassment to tweet about it and "give people a sense of the magnitude of the problem". (Khomami, 2017; Guerra, 2017) As a result, this was met with success that included but not limited to high-profile posts from several American celebrities including Gwyneth Paltrow, Ashley Judd, Jennifer Lawrence, and Uma Thurman. (Vogue, 2017)



The phrase "Me too" was tweeted by Milano around noon on October 15, 2017, and had been used more than 200,000 times by the end of the day, (Sini, n.d.) and tweeted more than 5 lakh times by October 16. (France, n.d.) On Facebook, the hashtag was used by more than 4.7 million people in 12 million posts during the first 24 hours. (Criss., n.d.) The platform reported that 45% of users in the United States had a friend who had posted using the term. (CBS News, 2017) Tens of thousands of people replied with #MeToo stories, including: Some men, such as actors Terry Crews (Mumford, n.d.) and James Van Der Beek, (Leah, n.d.) have responded to the hashtag with their own personal experiences of sexual harassment and abuse, while others have responded by acknowledging past behaviors against women, spawning the hashtag #HowIWillChange. (Graham, 2017) In addition to Hollywood, "Me Too" declarations elicited discussion of sexual harassment and abuse in the music industry, sciences, (Neill, 2017) academia, (Gordon, 2017) and politics. (Wang, 2017)

The #MeToo campaign has built a community of survivors from all walks of life by bringing important conversations about sexual violence into the mainstream, the campaign is helping to de-stigmatize survivors by highlighting the breadth and impact sexual violence has on thousands of women, and helping those who need it to find entry points to healing. Ultimately, with survivors at the forefront of this movement, the campaign aids the fight to end sexual violence. The campaign is uplifting radical community healing as a social justice issue and are committed to disrupting all systems that allow sexual violence to flourish.

**DISCUSSIONS**

The paper has discussed that how social media is becoming a platform for raising awareness and supporting a cause by using hashtags. #MeToo campaign turned out to be the voice of many people who are the victims of sexual harassments and abuse. The topic was known to everyone but #MeToo brought lights to the everyday problems like eve – teasing and workplace harassments. With this campaign people in large number started putting #MeToo as their status which highlighted the buried voice against sexual abuse. People became aware about this issue in large number. Although #MeToo campaign was highly supported but still it faced many criticisms these hashtags were just creating awareness but no solid actions were taken by the policy makers to stop them or to bring about the changes in the policies to stop sexual abuse. Some even reported and criticized the movement for re – traumatizing the victims of sexual abuses. Hence it cannot be denied that hashtag trends are very effective in creating awareness and informing people about any certain issue but still the action needed for the same is lacking and it can be expected that in the near future there will more such activism which will bring about a change in the policies and society.

**CONCLUSION**

Social media has become one of the most influential medium to increase the awareness about any issue. Social media is blooming with its new arena of technological enhancements. Use of Facebook, Twitter, hash tags and other online games, one can inform, educate and entertain any issue or an event very easily and also develop an interest in the people who can follow the entire process. Social media can reach millions of people all around the world and has the ability to target particular groups. Social media is giving rise to hashtag activism. Hashtag Activism is beneficial as it is Raising awareness, building and organizing communities, giving voice to voiceless, educating, increasing civic engagement and garnering media attention. #MeToo Campaign was one of such activism which attracted many eyeballs in the society. It can be expected that in the future such social Hashtag activism is soon going to bring about a change in the society against fighting for sexual harassment and abuse.

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## INCULCATING GENDER EQUALITY IN EDUCATION

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## ABSTRACT

Accessibility and window of opportunity in education is to be widely furnished and accepted by the society for the betterment of the nation. Seeking education to all is rudimentary for human rights, so too is equality for woman and men. Gender inequality refers to unequal conduct towards both men and women over different opportunities.

Gender equality in education should be inculcated for a drastic change in the well-being of a human. It not only imparts equality but also change the mental make-up on the concept of equivalence in gender. Gender comprises of both male and female, where the most impact on the part of discrimination is on female members of the society which is the consequence of deep-rooted disparities. The types of gender inequalities faced are inequality in E

employment and earnings, women works longer than men, ownership inequality, survival inequality, bias in distribution of education and health, gender inequality in freedom of expression, etc. all subvert the ability of women and girls. Men too face problem and are ridiculed if they show their emotions. This stereotyping is often done by the society. Society is indeed biased with both men and women.

The survey was conducted as a part of the research with a sample size of 30 with a major consequences of women treated as lower in their perception and supposed to make less progress than men in all terms like earning, health, education, opportunity, etc.

*"You must be the change you wish to see in the world."*

**-Mahatma Gandhi**

The in-depth in the words of Mahatma Gandhi must be adopted in gender equality. We all should have a change in our own behaviour, words and thoughts to inculcate equality in education and then we find the world having a positive change

**Keywords:** Accessibility, Change, Unequal conduct, perception, Bad mentality.

## INTRODUCTION

Gender equality refers to the right of women and men to have the same opportunities for the achievement of important goals in society such as education, employment and income and to contribute to political, social, and cultural development at all levels. Promising equal pay, equal opportunity, as well as freedom from discrimination and harassment in the workplace to all persons, whether they are men, women, married, single or pregnant, and gender equality in essence promotes the equitable and respectable advancement of men and women together. As such it is considered a highly desirable objective for organizations and governments around the world that are seeking to establish and consolidate socio-economic structures that will facilitate development.

According to UNICEF-

"Gender equality means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike."

## CHARACTERISTICS

- Gender equality is the goal, while gender neutrality and gender equity are practices and ways of thinking that help in achieving the goal.
- Gender parity, which is used to measure gender balance in a given situation, can aid in achieving gender equality but is not the goal in and of itself.
- Gender equality is more than equal representation it is strongly tied to **women's rights**, and often requires policy changes. As of 2017, the global movement for gender equality has not incorporated the proposition of **genders besides women and men**, or **gender identities** outside of the **gender binary**.
- On a global scale, achieving gender equality also requires eliminating harmful practices against women and girls, including **sex trafficking**, **feticide**, **wartime sexual violence**, and other **oppression tactics**.

- Women's empowerment and gender equality requires strategic interventions at all levels of programming and policy-making. These levels include reproductive health, economic empowerment, educational empowerment and political empowerment
- Gender equality not only gives women their inalienable rights, but it benefits humanity as a whole. It helps to tackle poverty, illiteracy, and abuse across the world.

### **CAUSES**

- **Bad mentality-** Women are discriminated to the extent that they are best suited for such jobs like nurturing, housekeeping and service provision. While men are believed to be suited for such careers involving high level of decision making and authority. Most people believe that women cannot rule big organizations. Even the women themselves have the same mentality that they cannot most of top positions.
- **Education level-** Lack of proper educations one of the major causes of gender inequality. This is because nobody can go far without adequate education level in the world of today. Many families do not pay proper attention to girl child. They see them not better as compared to men. In this case, they end up not getting proper education.
- **Tradition and culture-**The way of life of a particular ethnic group while tradition is the belief of such a society. Culture and traditions are one of the major reasons which makes female to be regarded as not important, in many African countries. Some of the village elders in most communities do not support women leadership.
- **Religion-** Research on gender inequality shows that a number of teachings in some of the religions is a great cause of increased pains in the world than peace. Even though religion plays a very important role in every human, there exist some weaknesses in some religions which acts as cages t the women.

### **EFFECTS**

There is a lot going on in our communities on daily basis. Gender imbalance or inequity is an issue that has been debated for many decades. A society should always be peaceful, united and tied by good mores and traditions. However, gender inequality- unequal treatment of individual in a society based on whether a man or a woman is an issue that has reduced our great societies to the most uncouth places to be associated with. There are many effects of gender disparity in the society that if properly look at can help get rid of this vice.

For many years, the socially constructed roles of men and women have being changing rapidly. Women in most cases have found themselves gaining more control in areas like family, education and work. Nevertheless, it is not the same case in all countries or societies. Many of our societies still have elements gender inequality. These societies have given rise to biased attitudes within many fields. Majority of our societies have come up with great acts or rules that have made it easy to emphasis on gender equality. Gender inequality is also evident in workplaces. Both men and women are victims in all areas of work. There is a disparity when it comes to labour market in a situation where men and women share full-time and part-time employment. Surprisingly, the proposition of men in full time jobs is higher about 89% with only 11% in part time position. This is in contrast to number of women about 58% in full-time employment and 42% working part time. This disparity comes with immense effects on income distribution and wealth sharing between the two genders. Part time jobs tend to come with lower payments and fewer job securities.

### **IMPACT OF GENDER EQUALITY ON THE SOCIETY**

The root cause of gender inequality in Indian society lies in its patriarchy system. Women's exploitation is an age old cultural phenomenon of Indian society. The system of patriarchy finds its validity and sanction in our religious beliefs, whether it is Hindu, Muslim or any other religion.

The unfortunate part of gender inequality in our society is that the women too, through continued socio-cultural conditioning, have accepted their subordinate position to men. And they are also part and parcel of same patriarchal system.

Extreme poverty and lack of education are also some of the reasons for women's low status in society. Poverty and lack of education derives countless women to work in low paying domestic service, organized prostitution or as migrant labourers. Women are not only getting unequal pay for equal or more work but also they are being offered only low skill jobs for which lower wages are paid. This has become a major form of inequality on the basis of gender.

Educating girl child is still seen as a bad investment because she is bound to get married and leave her paternal home one day. Thus, without having good education women are found lacking in present day's demanding job

skills; whereas, each year's High School and 10+2 standard results show that girls are always doing better than boys. This shows that parents are not spending much after 10+2 standard on girl child and that's why they lack in job market.

### OBJECTIVE

To study about the "Inculcation of gender equality in education."

### SAMPLE

The sample size consisted of 30 people from different age group

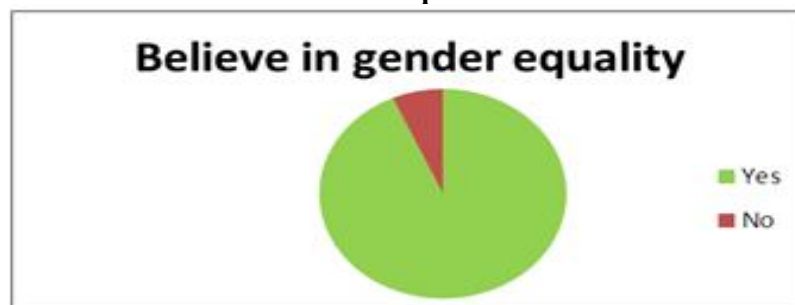
18-25	36-45
26-35	45 & above

It was a descriptive type of study

### ANALYSIS

#### 1) Do you believe in gender equality

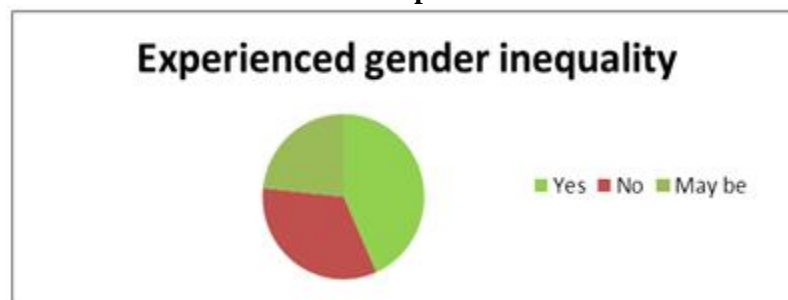
Graph



Discussion: According to the survey 93.3% replied with a 'Yes' and 6.7% with a 'No' on the question asked

#### 2) Have you experienced gender inequality

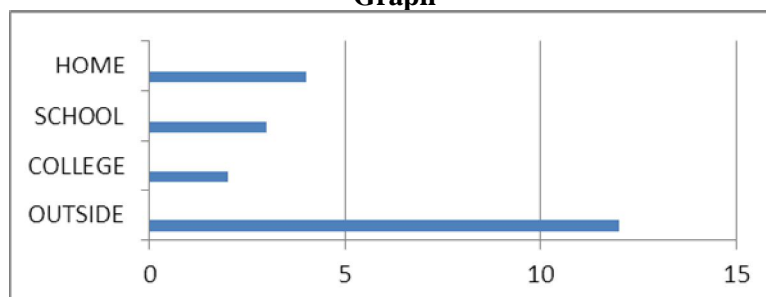
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Discussion: According to the survey maximum respondents have experienced gender inequality i.e. 13 responded as 'Yes', whereas 10 respondents replied a 'No' on the statement and 7 respondents as 'Maybe'.

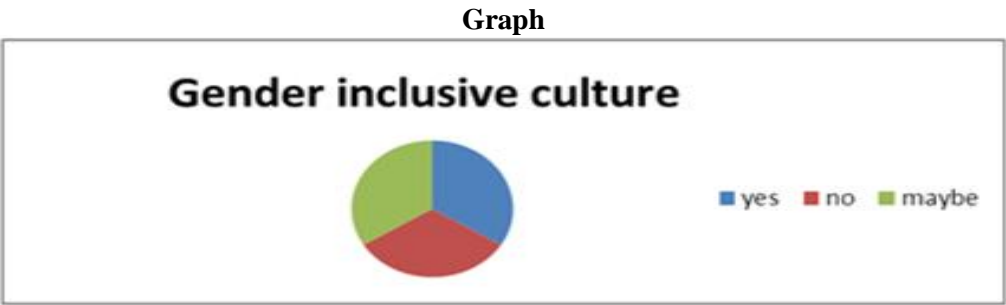
#### 3) If yes, at which place have you faced

Graph



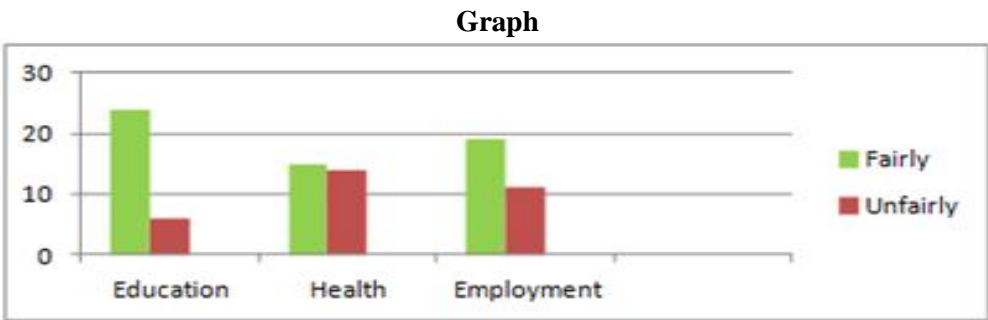
Discussion: Maximum amount of respondent have faced gender inequality outside (70.6%) i.e. either through relatives or while traveling etc. At the second position is the workplace (29.4%) where people faced gender inequality.

4) Do you feel your school/college is gender inclusive culture.



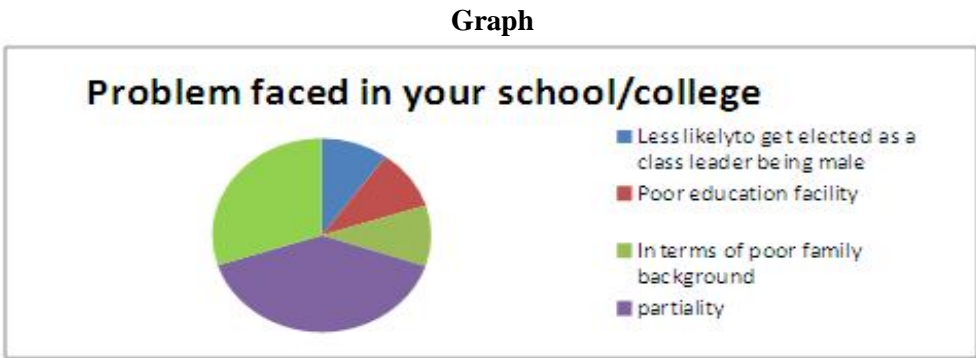
Discussion: Through survey it could be said that there is equal(34.5%) number of acceptance as well as rejections on the statement and 31% of respondent have an answer as “May be”.

5) How do you think women are treated in the following areas.



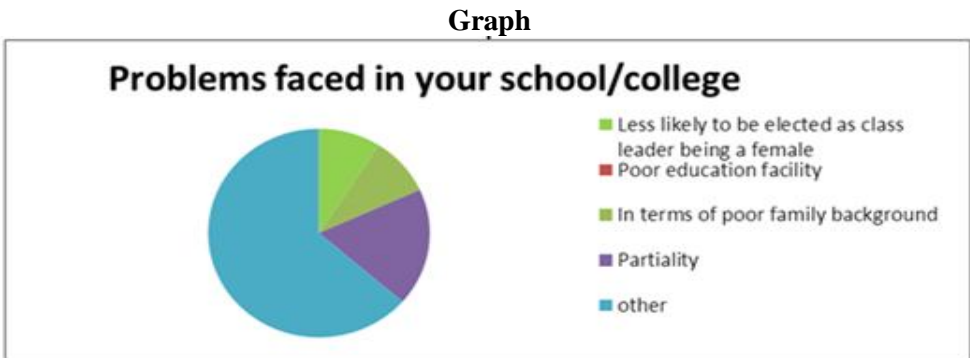
Discussion: According to the survey it is concluded that in Education and Employment the women are treated fairly enough as compared to Health.

6) If you are a male what problems have you faced in your school/college



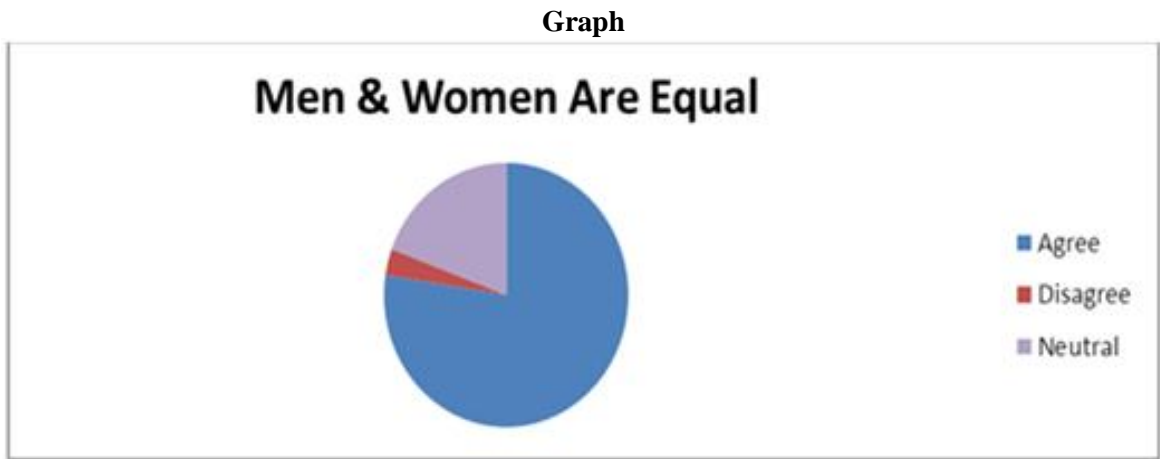
Discussion: According to the survey the male respondents have felt that maximum problem faced is partiality (44.4%) than being elected as class leader (11.1%).

7) If you are a female what problems have you faced in your school/college



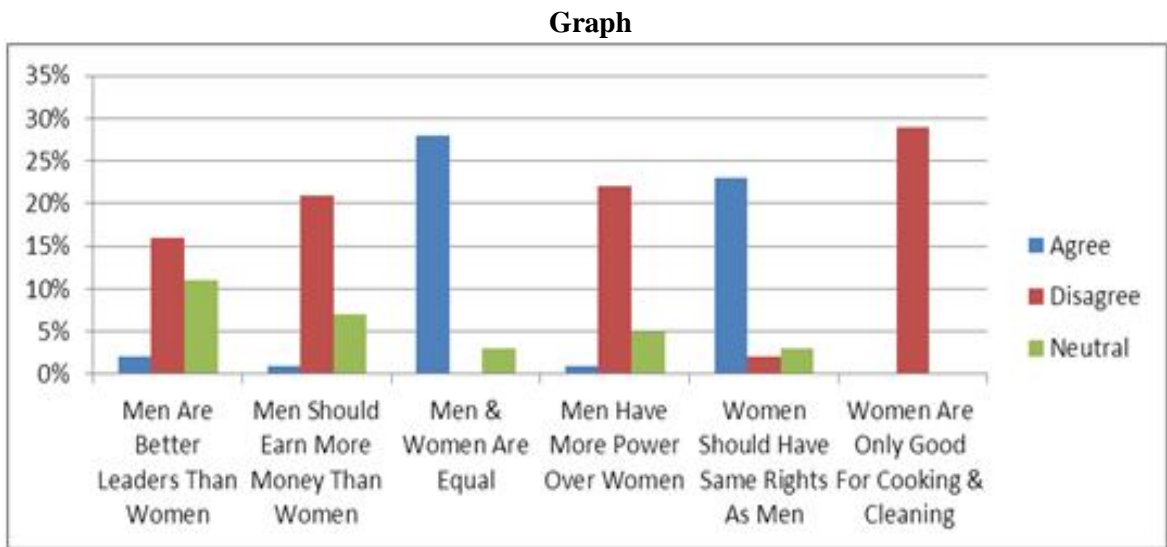
Discussion:-Female respondents have faced maximum on the other issues (63.6%) like travelling, health, financial part etc. And 18.2% on the part of partiality in school/colleges

8) Do you agree or disagree on following statement



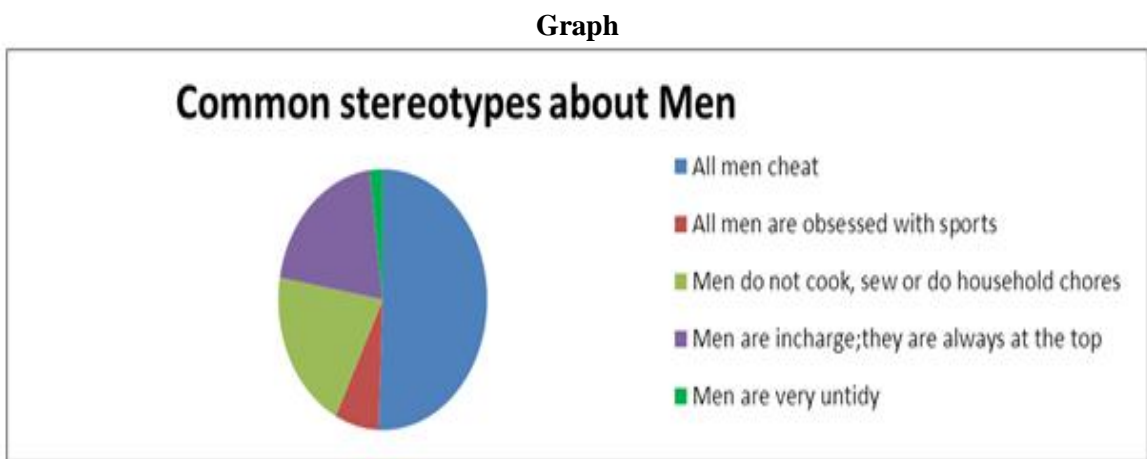
Discussion: “Men and women are equal” maximum respondent agreed to the statement with 7% as neutral.

9) What are your thoughts on the following statement?



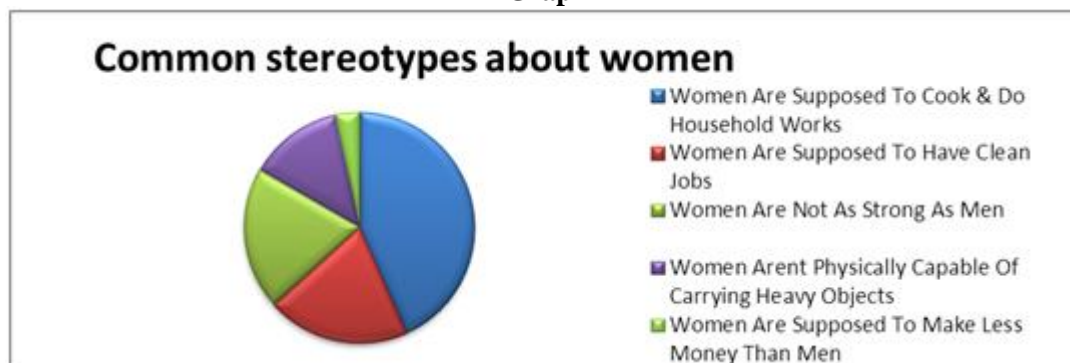
Discussion: The respondent to the questions asked are more favourable towards women stating that they disagree on the statement “Women are only good for cooking and cleaning”. Maximum amount of respondents have a good view towards women.

10) What are the most common stereotypes you heard about men



Discussion: According to the survey the common stereotypes heard about men are “ All men cheat” with 50% of the respondents responding to it and 20% agreed to the statement “Men are in charge; they are always at the top” as a common stereotype.



**11) What are the most common stereotypes you heard about women****Graph**

Discussion: According to the survey the common stereotypes heard about women are that “women are supposed to cook and do household work” with 43% of the respondent agreeing to the statement that is heard as common stereotype and 20% to the statement “Women are not as strong as men” as common stereotype.

**12) How would you inculcate gender equality in the society.****Graph**

Discussion: The statement “To start the change by yourself” has got the maximum response for the method of inculcating gender equality in the society and “gender equality as part of education and training” to inculcate the value of equality in the society.

**CONCLUSION**

To finally reach society’s goal of complete gender equity, we must end gender classification and categorization. We, as a society, must learn and educate the importance of characteristics and behaviours simply being human, not man-like and not female-like. Only when gender stereotypes and gender norms are put to rest can a society reach complete gender equality.

As per the survey conducted, the responds on the part of inculcating gender equality in education was that there should be counselling done by education department where in all parents should understand how important education is for male as well as female especially in rural areas. Thinking of the people should be changed and the misconception about gender stereotypes.

According to UNESCO, access to good education eliminates poverty and individual is more likely to grow up healthy and have more opportunities for employment. Awareness should also be raised on the facts and issues like that the public at large is unaware of, especially the state of women in developing countries, including the reality of female child abuse and sexual violence. The root itself of the child must be shaped and corrected in terms of gender discrimination.

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**GENDER EQUALITY AND IT'S ROLE IN ECONOMIC DEVELOPMENT****Nayan Gupta**

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**ABSTRACT**

*This study examines the effects of gender equality and its importance in a nation's development.*

*Initially, a definition of Equality and Inclusion by different personalities, so as to understand what it actually means and a summary of why gender equality is important for the creation of a just society.*

*Many people were tested first hand on how a society can curtail the differences between two prominent genders and why it becomes necessary for women to share equal status with men.*

*Examination of many developed nations have been taken in consideration and a learning from the most advanced economies, on how a both genders by working together can contribute their share into a nations success.*

*In this research, I have tried to take give a holistic perspective on gender equality and role of Government in doing the same. Powers provided by the indian Constitution for equality among both the gender.*

*Further, a look at how an unequal society ends up destroying itself economically and measures to correct them.*

*And at last we'll discuss in detail role of gender equality and its role in economic development.*

*Later a summary concluding the research.*

**WHAT IS EQUALITY?**

Equality is not always about treating everyone the same – it is about treating people in such a way that the outcome for each person can be the same. This means putting things in place to support people to achieve similar outcomes. For a person who is blind it may involve having screen readers on your computers and removing obstacles in your building. For someone from a minority background it may involve having affirming messages in your youth space so that young people know that diversity and difference is valued. Messages can be communicated in different ways such as having staff with open and welcoming attitudes, displaying relevant posters and information, celebrating special days such as Traveller and LGBT Pride weeks, or special festivals such as Divali-Eid etc. By not putting supports in place exclusion is usually an inadvertent result.

**DEFINITION OF GENDER EQUALITY**

Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviours, aspirations and needs of women and men are equally valued and favoured.

Problem faced by women in India

No of Women / Role in Society	Basic Right	Decision Making at Home	Incorporation into Financial Decisions	Economically Independent	Advised in Marital Decisions
1	Yes	Yes	Yes	No	No
2	Yes	No	No	No	No
3	Yes	Yes	No	No	Yes
4	Yes	No	No	No	Partial
5	Yes	Yes	Yes	Yes	Yes
6	Yes	Yes	Yes	Yes	Yes
7	Yes	Yes	Yes	Yes	Yes

After questioning 7 women on the above given parameters, I came to know the narrow mind set of the Indian society. Judgment was done on the financial dependency part, all the women that I questioned were at least 12th pass but we can see the highly skewed society towards men where the most literate woman of all is not being a part of the financial decision in the family.

**CONSTITUTIONAL PRIVILEGES PROVIDED TO WOMEN INDIA: ( SPECIAL INITIATIVES)****(i) National Commission for Women**

In January 1992, the Government set-up this statutory body with a specific mandate to study and monitor all matters relating to the constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc.

**(ii) Reservation for Women in Local Self -Government**

The 73rd Constitutional Amendment Acts passed in 1992 by Parliament ensure one-third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas.

**(iii) The National Plan of Action for the Girl Child (1991-2000)**

The plan of Action is to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child.

**(iv) National Policy for the Empowerment of Women, 2001**

The Department of Women & Child Development in the Ministry of Human Resource Development has prepared a "National Policy for the Empowerment of Women" in the year 2001. The goal of this policy is to bring about the advancement, development and empowerment of women.

**SOME SPECIAL INITIATIVES BY GOVT. OF INDIA FOR WOMEN**

1. Mahila E-haat It is a direct online marketing platform launched by the Ministry of Women and Child Development to support women entrepreneurs, Self Help Groups (SHGs) and Non- Governmental Organizations (NGOs) to showcase products made and services rendered by them. This is a part of the 'Digital India' initiative.

2. Beti Bachao, Beti Padhao This is a social campaign aimed at eradication of female foeticide and raising awareness on welfare services intended for young Indian girls. Launched on 22 January 2015, it is a joint initiative run by the Ministry of Women and Child Development, the Ministry of Health and Family Welfare and the Ministry of Human Resource Development.

3. One Stop Centre Scheme It was implemented on 1st April 2015 with the 'Nirbhaya' fund. The One Stop Centres are established at various locations in India for providing shelter, police desk, legal, medical and counselling services to victims of violence under one roof integrated with a 24 hour Helpline. The toll free helpline number is 181.

And many more.

Statistics of Working women in America and European countries

**EUROPE**

Women make of 51.1% of the EU -28's population. But men's employment rates remain higher than women's but differences in employment rates between men & women is decreasing for all age groups.

While women makeup 46.1% of employed person across EU-28, but women employment rate varies widely by countries.

Majority of them are employed by formal sector.

**AMERICA**

Americans has had a mix pool of working gender changed over a period of time.

According to studies done by Working Women magazine, Around 65% of total women's population is employed, again majority of them are employed in to formal sector.

In last couple of decades the Gross enrollment rate of America has also increased in real terms.

( Gross enrollment ration: Gross Enrollment Ratio (GER) or Gross Enrollment Index (GEI) is a statistical measure used in the education sector, and formerly by the UN in its Education Index, to determine the number of students enrolled in school at several different grade levels (like elementary, middle school and high school), and use it to show the ratio of the number of students who live in that country to those who qualify for the particular grade level. The United Nations Educational, Scientific and Cultural Organization(UNESCO), describes 'Gross Enrolment Ratio' as the total enrolment within a country "in a specific level of education, regardless of age, expressed as a percentage of the population in the official age group corresponding to this level of education.")

## THE INDIAN STORY

The Ministry of HRD India has said that GER in higher education in India has increased from 24.5% in 2015-16 to 25.2% 2016-17.

Gender Parity Index (GPI): India registered its best performance on the GPI in last seven years — 0.94 in 2016-17 from 0.86 in 2010-11. GPI is calculated as quotient of no of females by no of males enrolled.

GPI equal to 1 indicates 1, value less than 1 indicated disparity in favour of males. In Seven states — Goa, Himachal Pradesh, Meghalaya, J&K, Nagaland, Sikkim, and Kerala- women in higher education have outnumbered men. (currentaffairs.gktoday.in/tags/gross-enrolment-ratio)

According to a report by UN-India the key area of challenges in achieving the Sustainable Development Goal are:



With the help of above statistics, it is not easy to determine the deteriorating status of women in India

## FINANCIAL INDEPENDENCE- THE WAY AHEAD

Generally speaking, a developed society is known by the status of the women in the society. For now India is way behind world average.

Majority of the women are just utilized as a house hold help and not more than that. A big problem like this can be resolved only by providing a women equal status, which can be achieved only through making women more and more financially independence. According to a statistics the enrollment of women has grown from 24 to 25 aapx. But it becomes the government's duty to utilize the WAP (Working age Population) where women share almost same percentage as men.

Financial independence is a tool by which we can really empower a woman. A woman when in control of her finances can take better decisions and can contribute to a nation's success.

## MEASURES TO IMPROVE FINANCIAL INDEPENDENCE IN WOMEN

### 1. Improvement in Gross Enrolment Ratio

According to a recent statistics given by the HRD ministry the GRE in India has increased from 24.5% in 2015-16 to 25.2% 2017-18 but it is still far behind countries like China where it is 43.39% and USA with 85.5%

### 2. Reservation in the Political Sphere

India lacks women representation in the parliament and also into local level of govt. Though there is 1/3rd seats are reserved for women candidates in parliament and in Rural/Urban local bodies, India is in women leader deficit. It can be improved by giving women some more role in the decision making role in the administration and local level administration.

### 3. Financial Literacy

Women should be educated about financial literacy, so as to make them economically capable to face the day to day transactions, we can see that after a point all the financial decision is taken by either husband or by head of the family.

### 4. Improved Role in Local Administration

It is evident in the interiors of the country that women are not treated equally to men. The gender bias is always present because of the patriarchal history that we have. Even after providing reservations in the local administration and on head positions given to a women candidate only, their day to day activity is being taken care of by the SARAPANCH PATI. If we can eliminate this culture we could do a much needed help in gender equality

**5. Participation into workforce**

According to a statistics, out of 50 women enrolled into MBBS courses only 18 continue their practice. Like this it is not hard to estimate that even after achieving higher degree women tend to leave their work. An increased women's participation into labour force can add 10% points to the GDP (\$700 bl).

**BENEFIT OF GENDER EQUALITY**

Raising women's participation in the labour force to the same level as men can boost India's GDP by 27 per cent, IMF Chief Christine Lagarde and Norway's Prime Minister Erna Solberg have said in a joint paper.

Pitching for 2018 to be made "the year for women to thrive", the two leaders said "time is up for discrimination and abuse against women" in the paper published by the World Economic Forum (WEF) ahead of the Geneva-based organisation's annual summit

According to a UN Report, The participation of women may grow by 70% over all by 2050 and this may have a positive effect on the GDP increasing for about 12% by 2050.

This holds true incase for India already. We already know that gender equality is a way ahead and if we want our nation to be prosperous and developed we need to increase participation of the gender on an equal pay scale.

**Some preferable steps towards gender equality**

- Stop child marriage and sexual harassment
- Make education gender sensitive
- Raise aspirations of girls and their parents
- Empower mothers
- Give proper value to 'women's work' (same pay scale for all the genders as per their role)
- Get women into power
- Encourage women into non-traditional vocations
- Work together
- Stop the violence

**SUMMARY**

At the end I would summarize my report on note that India has the world's Biggest WAP ( demographic dividend) but If we are unable to take steps towards equality in the society we will be left behind in the economic scenario.

It is important for India to remember the status of women and men in the Vedic period and learn from the history. The deteriorating status of gender speaks for itself. It is encouraging to see government taking steps towards gender empowerment and a promising constitution and amendments in place, but after examining ground level reality, we can conclude that we are far behind from becoming a super power.

But hopefully with the right temper and willingness to share equal status with other genders will grow in coming years and India will become how we want it to be.

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**ADVERTISING AND THE CULTURE OF DISCRIMINATION IN GENDER**

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**ABSTRACT**

*Today, women are making progress in every field. They are much more in education as well as in career as compared to olden days. They are achieving economic independence and getting title of “Modern Empowered Women” in media. People believe women have are empowered and can make decision of their lives independently. However much need to be done. Yes, it is fact that they have got financial independence till certain extent, but their social conditions have not improved yet. The discrimination factor is still existing and affecting adversely their personal and professional growth. Nature has made women biologically strong but social and cultural factors have resulted to treat them as weaker section. They are treated as second gender and expected to seek approval from others for their decisions. In spite of society being on progress, number of incidents of violence and discrimination with women are rising due to mindsets of people rooted through culture which has not changed with the times. This paper is an attempt to highlight that how advertising as powerful mass communication tool can play positive role to create awareness that negative and harmful culture must be discarded and to be replaced with the mindset which will promote gender equality and women empowerment in real sense.*

*Keywords: Empowerment, economic independence, discrimination, gender equality, mind set, professional growth.*

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**INTRODUCTION**

***It is impossible to think about the welfare of the world unless the condition of women is improved. It is impossible for a bird to fly on only one wing.” — Swami Vivekananda.***

Women in Indian are coming up in all spheres of life. They are joining the universities and colleges in large numbers. They are entering into all kinds of professions like engineering, medicine, politics, teaching, etc.. Over the years, women have made great strides in many areas with notable progress in reducing some gender gaps. Despite progress, the very fact that women, along with being achievers, also are expected to fulfil their roles as wives or mothers, prioritising home against anything else. The path towards total gender empowerment is full of potholes. Thus, if on one hand women are climbing the ladder of success, on the other hand she is mutely suffering the violence and discrimination at family as well as at work place. Indian woman has to make her way through all the socialised prejudices and culture of discrimination against her. Today advertisement as powerful communication tool, along with promotion of products and services playing a very effective role in creating awareness about discarding social practices and culture which propagate discrimination between two genders and hampering the women empowerment. It is sensitizing society towards a positive change where women are not merely perceived as second gender but partner who equally contributing to development of society and nation.

**METHODOLOGY OF STUDY**

For the study purpose I have used secondary data as well as primary data. For primary data I did interaction with limited respondents and got their response. For secondary data I randomly selected few advertisements and tried to find out what were the responses of respondents.

**OBJECTIVE OF THE STUDY**

The purpose of this study to highlight that how advertisements today playing an effective role to bring positive change in society by showcasing harmful effects of the culture which promote discrimination between two genders at family level & work place level.

**ADVERTISING AND THE CULTURE OF DISCRIMINATION**

Advertising has a remarkable ability to reach masses and create awareness as well educate society. It is not only used as promotional tool but an instrument to bring a positive change in the behaviour of the society. At present, women are more in education and jobs as compare to earlier times. They are achieving financial independence and no doubt they are creating market for various products due to their purchasing power. But still they are not having power and authority to take control of their own life. Many laws and privileges are there to protect and improve the conditions of women. They are aware of these rights and privileges but failed to exercise them; it's not because of less education or lack of resources but the culture which expects women to seek always approval from others for their decisions and be ready to do sacrifices.. This social belief and

culture of discrimination against women in society is in practice since long time and it got so deep rooted that even today in the 21st century, it is visible in different forms at family, society and at work place level.

In city like Mumbai which is an icon of modern India, where women are given more opportunities of development, has number of cases of discrimination and violence against them. They are economic independent upto certain extent but at family and social level, they are restricted with various orthodox beliefs and culture which have not changed with the pace of time. It is high time to raise and unit against these harmful cultures. There are number of advertisements which illustrate that from childhood at family level, this discrimination becomes visible in the behaviour of family members and as family is the first place to learn, kids brought up with this biased attitude. The best example of this ,is an advertisement of **Ladki Haath Se Nikal Jayeegi – Mahnidra Rise And Nanhi Kali** which show the belief of society that girls should not be given more education because that will make them more vocal about their rights and decisions. But this advertisement is an good initiative to make people understand that both genders has great role in development of family and society and like boys, girls must be promoted to turn their dream into reality.

Most of the families expect the girls to follow their mother as role model. They are taught that well being of family must be their first priority and household chores are only responsibilities of them and it must be discharged at any cost. They must be good chef and family caretaker. With this culture, women are fighting like warrior at two fronts i.e. at home and work place to discharge their duties without support and outcome is, their mental and physical health is deteriorating. To break this culture, advertisement **-Why Is Laundry only A Mother's Job?Dads #Share The Load-Ariel** is really an eye opener. It appeals people to evolve gender roles with times. Father must participate in household responsibilities and develop this culture of sharing of the load. Women must not be expected to work as robot doing multitask single handedly.

Today women are ambitious and they want to raise their career graph. They want their identity and continue to work after marriage also. But there is set of belief, that after marriage their priorities changed They are much more in family affairs and child birth and child rearing affect their performance at work place. Rather than supportive family members, colleagues and employers become insensitive towards their needs and outcome women forced to leave their jobs or take break from job. To change this mindset, there is very emotional advertisement **-Your Second Home/Celebrate Motherhood With Prega News** This advertisement promote a positive change which ask work culture to sensitive towards pregnant women needs and all corporate citizens to make her feel at home even at work place. The second Family!!!!. Because at this time her body and mind demands much more. Our workplace must be equipped better for new life. Rather than harsh by making statements such that they should be at home as jobs are men's field and child rearing of women's job, we must be supportive and sensitive towards them.

Today women have proved their potential and marching ahead to grab top positions in work place. They are the bosses and earning laurel for the companies. They are offered good package as reward of their contribution. But still society doubt their expertise and intelligence and situation get worst if both husband and wife are in the same office and wife is immediate boss of her husband. Society has culture where being wife, women has to be soft, submissive and accommodating whether its home or work place. Men are never taught accept command from women and they find it difficult to accept his wife as boss. The advertisement – **Boss-TVC- The smartphone Network** .When wife is immediate boss of her husband then relationship often get strained due to professional demands. Wife as a boss is also expected to be soft, submissive and accommodating and husband even as her subordinate wants her to dominate like at home. But this advertisement gives a message to maintain her dignity as boss at work place and personal relationship should not become reason to get exemption from professional responsibilities.

From childhood boys liberated from various rituals, culture as household responsibilities. Their every action and demand gets justified. Their all requirements are given preference. Whereas girls always carry burdens of expectations. She has been following all rituals, culture as household responsibilities. They are subject to sacrifice many things either because of limited resource or culture where she has no right to enjoy her life. She should always be dependent on others for fulfilments of her requirements. Freedom is license which given to boys and girls only has burden to maintain dignity and social status of family.

From their food habits to dressing style, everything depends upon the approval of others. **All restrictions WHY on girls only????** Most of the time in the incident of rape or eve teasing girls consider as responsible because in our culture we preaches girls to serve men as their masters but we never teach the boys to respect women. Boys always observe that women at families mistreated by men, and they grow with that values only.



This is high time where society has to drop this biased attitude because like boys, girls have equal right to live and enjoy her life. The advertisement of **TVS Scotty Pep**, where Prinyka Chopra asks **why the boys only have fun????**. From mother to siblings as well as neighbours too only ask question to girls when they go out...Where, why,, what.etc. as moral guardians. Today women are more in field of men as coach, commando, motorman etc. because they have qualities as well as passion for these professions and society must respect her expertise.

### OBSERVATIONS

Women empowerment and gender equality is at suffocation due to cultural barriers. The culture of discrimination is still very much existing. Women like **Indra Nooyi, Mamta Banerjee, Mary Kom, kalpana Chawla, Kiran Bedi, Susmita Sen, Sarla Thakral** etc are the icons of women empowerment who broke the social and cultural barriers and made history but these numbers are few. To make environment more conducive and healthy, there is need to raise voice and change the mindset of people. Along with social protest and legal fight there is need to create awareness and this task is getting done by advertisements. They are not only source of commercial messages but they are spreading social messages of better change and positive change. As it is watched by people of all age groups, so every section of society come in reach of advertisement and leaving impact on them.

### RECOMMENDATIONS

It is important to recognize that in order to promote real gender equality and women empowerment; women must be enabled to fulfil all their capabilities. They should break glass ceiling. Society must change their attitude towards them. The culture which teaches from childhood that **PINK is for girl and BLUE is for boy** must be stopped. Mother as well as father must set right examples to their kids. We should stop to dictate terms of their life. They should be encouraged for profession of their choices and make history. They should be allowed more for outdoor games and martial arts to make them strong and confident to face outside world. Marriage and child rearing should not become her destiny. She should be allowed to live life of her choice. Her personal decisions should be taken by herself not by others or under pressure. The culture at family withhold her to fly in the sky must be thrown away. The work place must be sensitive and conducive for female employees. Only merit should be criteria not gender in decisions making. Her growth and talent must be appreciated without any comparison. Men as husband must treat them as partner and rather than suppressing should be supportive and feeling proud of achievements of his wife. Therefore, still a lot to work and achieve. Media, Government, Religious places, laws, community, and Corporat house all has to work continuously and together to bring the culture of equality and women empowerment.

### CONCLUSION

Women today are educated and liberated, surging toward forward today in society as agents of change and contributing to economic development. Women empowerment doesn't just gender equality. It is also about having authority and power to do something and becoming aware of one's rights and privileges as well as the ability to control one's life in a more meaning and fulfilling way. It is a struggle which starts at family level and definitely when family members will stop this culture of discrimination and learnt to respect women as individual and their rights, the community, society and nation will change and the violence and harassment will come down. Girls won't be killed in wombs of mothers. They will be assets and in real sense- **MERI BETI, MERI ABHIMAAN** will be achieved.

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**IS SINGLE PARENTING A POSSIBLE PREDICTOR OF LIFE SATISFACTION AND PERSONAL ADJUSTMENT OF COLLEGE STUDENTS?**

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**ABSTRACT**

*Single parent is a parent who brings up children single handedly. This can arise for many reasons such as the untimely death of the co-parent, divorce of parents or any other type of parental separation. In many cases the single parent role is played by the mother. Single parent households face special challenges like economic hardships, social stigma and other personal difficulties. Many children from single parent families are victims of bullying and they go through periods of stress and uncertainties. The following study tries to see whether single parenting acts as a predictor of life satisfaction and personal adjustment in later life. Life satisfaction is the measure of one's perceived level of happiness and well-being. It is an overall evaluation of feelings and attitudes about one's life at a particular point in time ranging from negative to positive (Diener, 1984). Personal adjustment in this study is referred to as the personal issues that the students face in the academic realm. It is an essential component that determines the success in personal as well as academic life (Welles, 2010). This study examines the relationship of single parenting on life satisfaction and personal adjustment of college students.*

*Keywords: Single parenting, life satisfaction and personal adjustment*

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Parenting is not just about bringing up children. It involves contributing to the physical, emotional, psychological and social development of a child. Parenting is usually done by both the parents where both mother and father have significant roles to play in the development of the child's personality. But when either of the parents is not available, the other has to perform the role alone. This comes with lot of challenges. Children may have to go through negative psychological experiences when they lose a parent. The importance of both parents and family as an institution on the psychological development of students needs no evidence. Many studies have examined the effects of single parenting on children's academic achievement, conduct, psychological adjustment, self-esteem and social competence (Amato, 1991). This study examines the role of single parenting on personal adjustment and life satisfaction.

**LIFE SATISFACTION**

Life satisfaction is an overall satisfaction a person experiences from life. Social relationships are often cited as one of the major factors influencing life satisfaction (Diener, 2013). People who have very supportive and caring family and friends tend to be more supportive than those who lack it. The loss of a dear one can make the person experience a lot of dissatisfaction in life and the individual may take quite some time to recover from the loss. According to Pavot (2013) a fulfilling work life, i.e. if the individual enjoys work to a great extent, it can directly contribute to his life satisfaction. Another major factor that can have an impact on life satisfaction is a person's satisfaction with self, spiritual life, achievements and hobbies. There is no magic recipe for life satisfaction. It is the net effect of many smaller factors. Developing more positive attitudes to life can make a person more satisfied.

**PERSONAL ADJUSTMENT**

Personal adjustment is the degree to which a person adapts with his/her life conditions. Personal adjustment is an important component for satisfaction and success in college through healthy identity development and experiencing competence, autonomy, and relatedness according to self-determination theory (Luyckx et al., 2009). Studies have found that academic and financial stress have a direct influence on personal adjustment in college (Skowron, 2004). Students who had experienced social and emotional problems in life were found to show poorer levels of adjustment in college and life (Pancer, 2000). Similar findings were given by the studies of Andrews and Wilding (2004) that personal relationship difficulties increased levels of anxiety, financial stress increased depression, and depression affected academic performance for college students. Irrespective of the gender, higher the stress levels, it affected the students' performance in college.

**OBJECTIVES**

The research had the following objectives.

- 1) To ascertain the relationship between personal adjustment and life satisfaction
- 2) To ascertain the role of parenting and gender on personal adjustment
- 3) To ascertain the role of parenting and personal adjustment on life satisfaction

## HYPOTHESES

H1: there is positive relationship between personal adjustment and life satisfaction

H2: parenting and gender will contribute significantly towards personal adjustment

H3: Parenting and personal adjustment will contribute significantly towards life satisfaction

## METHOD

### Tools Used

The variable personal adjustment was measured using the subscale for personal adjustment from the academic success inventory for college students (ASICS). The scale was developed by Welles. A seven point Likert-scale was used with items rated from 1 (Strongly Disagree) to 7 (Strongly Agree). The reliability of the scale is 0.86. The variable life satisfaction was measured using the satisfaction with life scale by Ed Diener. The reliability of the scale is .74.

### Sample

The sample consisted of 100 college students with single parents pursuing their graduation in Mumbai. The sample consisted of 52 boys and 48 girl students. The data were collected using convenience sampling. The questionnaires were handed out to students parented by only one parent and the responses were collected. Students were briefed about the study and confidentiality of information was assured.

### Statistical Analyses Used

The data were analyzed using descriptive statistics, Pearson correlation coefficients, and multiple regressions.

### Result

Table 1 shows the descriptive statistics of mean, standard deviation and correlations for variables. The correlation coefficients showed significant ( $r = 0.286$ ;  $p < 0.01$ ) relationship between personal adjustment and life satisfaction. However, multiple regression analysis showed that the independent variables were not found to be significant predictors of personal adjustment and life satisfaction (See tables 2&3).

Table 1: Correlation analysis of variables personal adjustment and life satisfaction

Table 1: Mean, SD, and correlation of variables

Variable	Mean	SD	
Personal adjustment	22.02	5.19	.286**
Life satisfaction	12.26	5.40	

\*\*, Correlation is significant at the 0.01 level.

Table 2: Regression analysis for personal adjustment (parenting and gender as independent variables)

Predictors	R	R <sup>2</sup>	R <sup>2</sup> Change	Beta	F
Parenting	.091(a)	.008	.008	-.085	.814
Gender	.144(b)	.021	.013	.112	1.028

A: parenting

B: gender

Table 3: Regression for life satisfaction (parenting and personal adjustment as independent variables)

Predictors	R	R <sup>2</sup>	R <sup>2</sup> Change	Beta	F
Parenting	.091(a)	.008	.008	-.092	.814
Personal Adjustment	.300(b)	.090	.082	.286	4.803

A: parenting

B: personal adjustment

## DISCUSSION

The analyses revealed a positive relationship between life satisfaction and personal adjustment of the students thereby accepting hypothesis 1. However single parenting was not found to be contributing to either personal adjustment or life satisfaction thereby rejecting hypothesis 2 and 3. The major findings were

1. There is a significant positive relationship between life satisfaction and personal adjustment
2. Single parenting doesn't affect the life satisfaction and personal adjustment of the sample studied.

Not many studies have explored the relationship between life satisfaction and personal adjustment. The finding of this study is quite positive in this realm. It says there is a clear positive relationship between life satisfaction

and personal adjustment. The better one adjusts in life, the higher the satisfaction he experiences in life. Traditionally, it has been assumed that when children grow up with both the parents they will learn and develop in a more holistic way than when they are parented by a single parent. But this assumption may not be true in all the cases. This notion has been criticized for emphasizing family structure at the expense of family process and for being politically conservative (Scanzoni, 1989). But it is wise to assume that when the other conditions being equal having both the parents is beneficial to the children. So when an over emphasis is given to parenting certain other factors are undermined such as a supportive environment at college, the custodian parent playing both the roles of a father and mother. Perhaps this could be one of the reasons why despite single parenting no significant effect was observed on personal adjustment and life satisfaction. Yet another reason could be that with age, coping skills also improve as a result they must have outgrown the effect single parenting could have on the studied variables.

#### **LIMITATIONS OF THE STUDY**

The research has certain limitations. The sample was taken only from urban colleges of Mumbai. So there is a danger in generalizing the findings of the study. Further studies have to be conducted across places to get a clearer picture on the influence of parenting on these variables.

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**INCLUSIVE PHILOSOPHY: SOLUTION FOR DISCRIMINATION**

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**ABSTRACT**

21<sup>st</sup> century is marked by Women progress. They are very successful in almost every field of life and even proving themselves better than men, in some of the fields, making everyone proud.

Contrary to this, large percentage of women are considered to be inferior to men, by the society, even today. With this dark background, bearing inequality, they struggle to achieve success and to stand for their views, independence and their self-esteem. They have to go through lots of discriminations, injustice, mental and physical tortures and above all violence even in their life. 'Crime against women' reports, indicate that, rate of women tortures is increasing very speedily. Every such incidence is making society full of anguish, anger and anxiety.

This situation will change only if thinking of society changes. Education and training of mind, with moral values is the only way to change the perspective of society. For an advance / progressive society, every part of society should get Respect, Security and Independence. Today a few women are becoming intellectually independent and enjoying economic and physical independence too. But most of women are not safe in their own houses, work places and public places. Women are not even safe in the wombs. Time line studies show that, contrast in success achieved by women and their struggles in the society is growing.

The authors have delved deep into the basic attributes and instincts of men, women, society and nature to find out the roots of the problem. They think that, this problem can't be solved only by legislative measures and we need to find solution in the light of ancient Indian philosophy.

*Keywords: Equitability, Inclusion, Women discrimination, Ancient Indian Philosophy, Betterment of Society*

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**INTRODUCTION**

At the outset, we will like to throw some light on the contrast which is observed in the lives of women today. Starting from fields like sports where physical strength is required, politics, government where intellectual and decision-making capacities are important, creative fields like designing, fine arts, poetry etc. where imaginative power is valued and soft skill fields (mental and emotional) like teaching, cooking, parenting where patience is tested, women are creating their own impact. They are expressing themselves independently, standing by their own point of views. Women are proving to be equally capable and competitive to other gender. The future era is going to be of women and they will actually prove to be guides of the society. This is because, firstly women think about any problem intellectually as well as emotionally. This makes them sincerer and sensitive towards situation compared to men. Secondly, scientific technology needs less physical strength and more attentive mind, which is special quality of women [1]. Women prove to be better in multitasking and hence are found to be good managers [2].

But other side of this progress and success achieved by women is very dark. Percentage of education in women is still very less as compared to that of men, even today [3] as seen from report published by Government of India. They have to sacrifice their higher education, careers, and opportunities if they are transferred at place other than their hometown, at different points of time in life for varied reasons. Even though women are earning now-a-days, very few women have economic independence to spend or invest. Most importantly they can't enjoy the physical security and hence the independence to freely move or live, even in this 21<sup>st</sup> century. They have to go through lots of compromises and bear discriminations, injustice, sometimes physical and mental tortures on the path of success, much more, than their counterparts. Most important issue women face today is physical security which is declining dangerously fast, as seen from reports of crimes against women [4]. On one hand, it is seen that people in society are being proud about the progress and achievements of women. More and more opportunities, protections are also tried to be given to women by government [5]. On the other hand, women have to face crimes which are on the rise. News like rape cases against girl child, murders of them, acid attacks or physical attacks are increasing which indicates not only highly disrespectful mentality of men towards women also. This contradiction is very surprising and highly unfortunate, raising doubts about the respect being shown about female. Again, increase in the percentage of education in our country is not reflecting into increase in respect or decrease in discrimination experienced by women.

We have tried to analyse this problem in the light of historical and philosophical background. We feel that, solutions to these problems of inequality lie in the change of mental status of society more than external measures like law and order which have proved to be inadequate.

### PROBABLE REASONS FOR THE ABOVE-MENTIONED ATTITUDE

No doubt, that the attitude of the society towards women is highly affected because of media, advertisement field and cinema in which ladies are presented as an object to be presented, enjoyed and exploited. People are becoming insensitive to crime against women or over exposure of women. Thinking deeply about the problem that why ladies don't receive due respect, why they are looked down upon, we feel that, there are more basic reasons for indifference and insensitivity of the society. Reasons for this lie in the basic tenets regarding inter-relationships in the society.

1) *Vyakti Wad* व्यक्तिवाद (Unlimited Individual Liberty): It is thought process of a self-centred person based on "ME and the other world", division of the world. It says that, "Everything in this world (including other human beings) is for me / my enjoyment/ use / and I can exploit it." When, there are clashes between two people, there is survival of the fittest and exploitation of the weaker. 2) *Eeh Wad* ईहवाद Believing that, 'this is the only life, there is no life before or after this, I am only here, today'. This belief decreases person's connectivity and sensitivity with society as well as nature. Person believing this, feels that, 'If I can escape from law even after doing some act which is morally or socially wrong, there is no higher power to punish me for my wrong deeds and I can escape forever.' Such person thinks only about his own rights and not about his duties. 3) *Jad Wad* जडवाद (Materialistic and Mechanistic approach): It is denying existence of soul which means human being is just a group of chemical reactions. This makes person insensitive towards feelings of others [6].

This can be understood with the help of criminal psychology of the rapist. Rapist ignores feelings of the victim woman (*Vyakti Wad*) and he is just interested in his own satisfaction (*Jad Wad*). Ignoring her pains and feelings, he uses her as a tool of enjoyment or revenge and throws her away, once his purpose is solved (*Jad Wad*). This is an example of self-centredness and materialistic point of view. Rapist takes enough care to wipe out all evidences and get escaped from the clutches of law. This is typical mentality of believing only in this world, only in today. *Vyakti Wad*, *Eeh Wad* and *Jad Wad* are seen growing in the society making it more materialistic, insensitive and imbalanced.

When we ponder upon the mentality of the society, we have to understand the set of concepts, rules and thought processes followed by the society. So, without any intention of hurting anyone's feelings and making unbiased efforts of getting to the root cause of problem discussed in the paper, authors would like to discuss basic concepts from different religions here. Studies show that, three concepts discussed above (*Vyakti wad*, *EEh wad* and *Jad wad*) have been closely related with the thought process of 'Genesis' (व्युत्पत्ती ग्रंथ) from Semetic Religions. Even though science and technology progressed high, impacts of these concepts are still there on the minds of the followers. To support the above statement some examples can be given. 1) Eve (woman) was created from one rib of Adam (man), She provoked him to do sins. Due to this God gave women a punishment that, "she (whole woman society) has to go through trauma and tortures and has to serve man lifelong". These are the statements given in Genesis of Christianity [7]. 2) "Woman can't even think to become 'Clergi-Women' (धर्म गुरु), it's not her role. She has to serve men like Pious Mother Mary, which is her actual role" said by Mother Teresa in Vatican journalist Conference, 1984 [8]. In 6<sup>th</sup> century (585), a meeting was held only for Popes to discuss 'Whether women have soul?' which indicates women were not treated as human beings [9]. 3) In a span of ~300 years (1484 – 1784), 90 lacks of women were given a torturous death, calling them 'Witches', just because they were found to be superior to men [9], 4) In Yahudi Society women were stoned to deaths just for the suspicion of disloyalty towards men [10]. 5) Women have been looked upon as objects of sexual enjoyment and their exploitation was to such an extent that they were given as prizes to the winners in wars, in Muslims [11, 12]. 6) Eminent Greek philosophers like Aristotle and Socrates thought poorly about the intellectual capabilities of women. Plato maintained that women had no souls, while the Socratic dialogue 'The Symposium' concludes that women were incapable of providing men with intellectual companionship [13].

We know that, women in European countries or even in America, had to go a long way with a heavy legal struggle to get rights against male dominance, starting from being questioned about existence as 'human' [14], owning property [1870], getting right to work and get equal wages for same job [1888], getting right to vote [1918], getting acknowledged as 'persons in their own rights' by order of Privy Council (1929) till today. This definitely is due to the biased thought process and male dominated religion followed in their country as

discussed above. Today due to high technological developments done by western countries, they are being looked upon as leaders, by countries like India. So, the same pattern of 'Women Liberalization', 'Women empowerment', 'Women equality' process is being seen in India now-a-days.

But the concepts in Ancient Indian Vedic philosophy were very much contradictory to those discussed above. These are given below to explain the perspective of Indian society towards women. Whole Ancient Indian philosophy is based on 'Integrity (Oneness) एकात्मभाव and 'Holistic Approach (समग्रता)' [6]. These concepts focus on 'आत्मभाव (oneness) and समादर भाव (same respect)' rather than philosophy based on rights seen in European countries, which can be clear from the following examples.

1) 'सोऽकामयत । बहु स्यम्न प्रजायेयेति ।' which means 'Whole world, men and women is created by God himself, through himself. Both men and women are children of God created simultaneously [15]. It shows that, there is oneness in all; not only in human beings but in all living organisms. This concept naturally develops an affectionate feeling of equal respect in men and women as well as with nature. 2) 'त्वम स्त्री, त्वम पुमान असि.....।' in Shwetashwatar Upanishad (श्वेताश्वतर उपनिषद्) explains how the same divine power exists in both the sex, equally. 3) 'निर्विकारः सदैवात्मा...' means आत्मा (equivalent to soul) has no masculine or feminine qualities. Difference in gender is due to actions of that person, a woman can take next birth of man and vice versa [16], 5) 'सर्वे भवन्तु सुखिनः।' this is clearly the 'Inclusion of everyone' in real sense, 6) 'मात्रुवत् परदारान्श।' this concept make men see all women except their own wife, as mothers, 'आत्मवत् सर्वभूतानि', makes every human being think about others just like he / she will think about oneself [17].

In Vedic time 1) women were treated with honour and were protected for their preciousness in society and were given the opportunity to explore their real potential in life. Respect given to women is expressed in different hymns in the ancient writings [18]. 2) Women proved their calibre in all walks of life like government, writing, education, science, spirituality and even in warfare on the battlefield [19, 20]. 'ब्राह्मवादीनी (Learned women) like Lopamudra, Gargi, Maitrayee who contributed to Vedic ऋचा (hymns), prove the intellectual atmosphere without gender bias [21]. Even women used to undergo the sacred thread ceremony or 'Upanayana' which was considered as permission for Vedic studies and could run their own Gurukuls [19, 22]. 3) Husband and wife had equal importance in society forming a duo to become complete with each other's support and cooperation. In ancient India the Sanskrit words used by the husband for the wife were पत्नी (wife) (the one who leads the husband through life), धर्मपत्नी (the one who guides the husband in dharma) and सहधर्मचारिणी (one who moves with the husband on the path of dharma--righteousness and duty) [23]. Unique characteristic of Vedic culture is, it recognizes both the masculine and feminine attributes of the Divine as male-female divine-duos like Uma-Mahesh, Lakshmi-Narayan, where the female form is usually addressed first. Sharada or Saraswatee is worshipped as Goddess of knowledge, just like Ganesh. Mahishasurmardinee or Kali are considered to be the ones who protected even Gods from the asuras or rakshasas. 4) It was customary to have 'Swayamvar (स्वयंवर)' of a grown-up girl who was mature enough to choose her husband. Divorce and remarriage of women were allowed under very special conditions. Woman was not compelled to tonsure her head, nor was she forced to commit Sati (सहगमन) [24]. 7) The great example of 'Inclusion' in case of women was laid down by ShreeKrishna. After killing the emperor Bhaumasur, 16000 ladies in his prison were rescued. Rather than leaving those ladies on their fate, he gave them the protection and respectful safe life by marrying them.

The concepts and systems of Ancient Vedic era more or less continued till even 7<sup>th</sup> to 8<sup>th</sup> century. The example of rightful acceptance of Bharati, as the judge for the debate between Adi Shankaracharya and her husband, Pt. Mandanmishra, is a glaring example of position of women in society. With the barbaric foreign military invasions, followed by forced religious conversions in India for more than thousand years [25, 26], evil practices crept and spread in Indian society. In this period, women's freedom of movement was restricted drastically, the age of getting them married was reduced to large extent for their own security reasons. It also affected women education to a great extent [25]. As a result of the ruler's culture, gradually women were viewed as less divine and more as objects of gratification or property to be possessed and controlled and even exploited. Today it has become necessary to eradicate the ill-effects of the cultural aggressions and initiate the society into basic tenets of Vedic culture for giving women again the place of equal respect, independence and security.

## EQUITABILITY AND INCLUSION

We feel that, such a state in which two persons GAIN in cooperation / companionship with each other and SHARE equal respect, security and independence can be called Equitability, rather than Equality. Men and women have their own specific qualities naturally. According to Indian philosophy they complement each other and they both can GAIN symbiotically with the cooperation, rather than by competition. There is no work which a man can do, but woman can't. Women are equally competent to men. But the very structures of men and women are different physiologically and biologically [27, 28]. There are particular jobs which are done better by women and other which are performed efficiently by men. All jobs are necessary for the existence of human being and hence are equally important. Therefore, no job should be looked down upon or inferior. At the same time, it is very common that women are taken for granted for lot off household duties. This has to be changed if we are thinking of inclusion. There should be appropriate division of work. Thus, instead of insisting on equality of men and women (who are naturally different), we should try to achieve equitability and inclusion on the basis of equal respect, independence and security for different genders. Same is true for classes and races, based on their inherent qualities. Accepting inclusion can make the society better.

Today the meaning of equality is being taken in wrong sense. Due to this, women are trying to behave in the same manner as that of men. This, not only makes their life stressful and sometimes miserable but also make psycho-physical changes like hormonal changes in them. They are gradually losing their feminine virtues while imitating men. Women also have started feeling inferior about their natural qualities which are contrast to men and want to imitate men accepting that men are right. This male dominance crept in society has deep roots in 'extraordinary importance obtained by economy over life'. Other perspectives of life (in which women have expertise and ingent qualities) except economy are considered to be inferior today. This definitely is the effect of vyakti wad, eeh wad and jad wad followed in the society today.

Education inculcating the *Sanskars* (संस्कार) of equitability based on Ancient Vedic culture, is an important aspect of changing the mindset of society, which can be obtained by such institutes teaching and preaching equitability. But family is the building block of the society, because it is the most powerful medium for proper development of a person right from his/her very sensitive age when grasping is also at very high levels. [29]. We feel that if the concept of equitability and inclusion is implemented in the family, it will percolate in the society. Secondly it has been seen that, person living away from Family (कुटुंब) is more vulnerable to all types of deteriorations and crimes. So, *KutumbVyavastha* (कुटुंब व्यवस्था) system should be re-established and practiced in society, with its basic tenets [30]. Not only mothers but fathers and all family members are equally responsible for good nurturing of the next generation.

If child psychology and crime rates by children are studied, it is observed that, children are not attaining good mental health. Good mental health is a gift of secure and loving environment in the family. It has been accepted that, 'Continuous, stable experience of relation is the basis of family than sexual enjoyments.'. Due to this, we feel that family environment is highly important for proper development of a person and marriage has to be a permanent relationship for achieving this, as seen in Vedic times where marriage (विवाह) being a permanent relation, divorce concept is absent.

Even though *Sanskar* side is responsibility of the family as a whole, it can be best handled by women as they play a major role in developing child's mindset up to 5 years after birth. As child shares a natural bond of affection with mother and hence is most sensitive and very much influenced by mother's thoughts. Mother can easily judge the natural inclination of the child and nourish the possible potential in proper way, by percolating noble thoughts. We can look up to an Indian historic example of Madalasa, daughter of Vishvasu, the Gandharva king and wife of king Shatruijit, who trained her first five sons as priests and next son Alarkas a great king from the childhood only, keeping in mind that he is going to be a king future. It is said that 'Prevention is always better than cure.' Thus, creating ethical minds is the only solution for solving problem of crime against women. One cannot stop crime simply by more stringent laws.

Support side should be majorly handled by men because, firstly they are physically more capable and stronger and secondly crime against women mostly is done by '*Pashuwrtti* (पशुवृत्ती)' men. So, it is moral responsibility of men to try to stop the crime against women, wherever they come across it rather than being just onlookers.

In 21<sup>st</sup> century, women want to flourish their career, and want to be independent; but at the same time, because of their natural and characteristic quality, they want to have their family including the children, too. [28].



Getting balance between career and parenting is a great challenge for women. Family support is a must for the sake of proper development of next generation. Some measures like providing a part time or flexible time or work from home type jobs will provide a way out. These should be made available so that children are not suffered in absence of parents.

Women also have to get physical training to protect themselves in emergency. In today's society, economic independence becomes a must to certain extent, to get equal independence, security as well as respect. Earning by both man and woman had alternative system as seen in ancient times in India, where husband used to earn for the whole family and give the income in his wife's hand for the expenditure. Wife though not earning, was the manager and controller of the income, which she proved to be good at, due to her natural quality towards economy and savings. This gave equal respect and independence to both, men and women and gave scope to their natural distinct qualities. The fields of work being different there was no competition but companionship. Again, women found more time for the sake of development of children in such systems.

### **SUGGESTIONS AND CONCLUSION**

Authors feel that, regaining the knowledge of the True Vedic culture and redeveloping the practices of Vedic culture suitably would help in decreasing the inequality and discriminations based on gender today. Women should do, what they do best and men should do what they do best. Everyone should get equal opportunity for the development and progress in harmony with each other as a member of society. This way qualities of both men and women can be utilized in the best possible manner for social benefit and progress.

In our opinion, men and women should try to achieve the equitability in life rather than equality. We feel that, women have to keep on trying patiently, firmly and confidently to bring in such atmosphere of inclusion and to percolate those *Sanskaras* in the next generations for the welfare of the complete society. Whole society should support women in their efforts to create a positive and encouraging environment for coming generations in the light of Indian philosophy.

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**GENDER EMPOWERMENT**

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**ABSTRACT***You can tell the condition of a nation by looking at the status of its women”**– Pt. Jawaharlal Nehru*

*Why we talk about women empowerment only and not men empowerment? Why women need empowerment and not men? Women make almost 50% of the total population of the world. Then why this substantial section of the society needs empowerment? They are not in minority so as to require special treatment. Biologically speaking also, it is a proven fact that female race is superior to male. Then the question arises that why we are debating the topic ‘Women Empowerment’.*

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**WHY WE NEED WOMEN EMPOWERMENT?**

Need for empowerment arose due to centuries of domination and discrimination done by men over women; women are the suppressed lot. They are the target of varied types of violence and discriminatory practices done by men all over the world. India is no different.

India is a complex country. We have, through centuries, developed various types of customs, traditions and practices. These customs and traditions, good as well as bad, have become a part of our society’s collective consciousness. We worship female goddesses; we also give great importance to our mothers, daughters, sisters, wives and other female relatives or friends. But at the same time, Indians are also famous for treating their women badly both inside and outside their homes.

Indian society consists of people belonging to almost all kinds of religious beliefs. In every religion women are given a special place and every religion teaches us to treat women with respect and dignity. But somehow the society has so developed that various types of ill practices, both physical and mental, against women have become a norm since ages. For instance, sati pratha, practice of dowry, parda pratha, female infanticide, wife burning, sexual violence, sexual harassment at work place, domestic violence and other varied kinds of discriminatory practices; all such acts consists of physical as well as mental element.

The reasons for such behaviour against women are many but the most important one are the male superiority complex and patriarchal system of society. Though to eliminate these ill practices and discrimination against women various constitutional and legal rights are there but in reality there are a lot to be done. Several self-help groups and NGOs are working in this direction; also women themselves are breaking the societal barriers and achieving great heights in all dimensions: political, social and economic. But society as a whole has still not accepted women as being equal to men and crimes or abuses against women are still on the rise. For that to change, the society’s age-old deep-rooted mind set needs to be changed through social conditioning and sensitization programmes.

Therefore, the concept of women empowerment not only focuses on giving women strength and skills to rise above from their miserable situation but at the same time it also stresses on the need to educate men regarding women issues and inculcating a sense of respect and duty towards women as equals. In the present write-up we will try to describe and understand the concept of Women Empowerment in India in all its dimensions.

**WHAT IS WOMEN EMPOWERMENT**

Women empowerment in simple words can be understood as giving power to women to decide for their own lives or inculcating such abilities in them so that they could be able to find their rightful place in the society. According to the **United Nations**, women’s empowerment mainly has five components:

- Generating women’s sense of self-worth;
- Women’s right to have and to determine their choices;
- Women’s right to have access to equal opportunities and all kinds of resources;
- Women’s right to have the power to regulate and control their own lives, within and outside the home; and
- Women’s ability to contribute in creating a more just social and economic order.

Thus, women empowerment is nothing but recognition of women’s basic human rights and creating an environment where they are treated as equals to men.

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**WOMEN EMPOWERMENT IN INDIA****Historical Background**

From ancient to modern period, women's condition-socially, politically and economically- has not remained same and it kept changing with times. In ancient India, women were having equal status with men; in early Vedic period they were very educated and there are references of women sages such as Maitrayi in our ancient texts. But with the coming of famous treatise of Manu i.e. Manusmriti, the status of women was relegated to a subordinate position to men.

All kinds of discriminatory practices started to take form such as child marriage, devadashi pratha, nagar vadhu system, sati pratha etc. Women's socio-political rights were curtailed and they were made fully dependent upon the male members of family. Their right to education, right to work and right to decide for themselves were taken away.

During medieval period the condition of women got worsened with the advent of Muslim rulers in India; as also during the British period. But the British rule also brought western ideas into the country.

A few enlightened Indians such as Raja Ram Mohun Roy influenced by the modern concept of freedom, liberty, equality and justice started to question the prevailing discriminatory practices against women. Through his unrelenting efforts, the British were forced to abolish the ill-practice of Sati. Similarly several other social reformers such as Ishwar Chandra Vidyasagar, Swami Vivekananda, Acharya Vinoba Bhave etc. worked for the upliftment of women in India. For instance, the Widow Remarriage Act of 1856 was the result of Ishwar Chandra Vidyasagar's movement for improving the conditions of widows.

Indian National Congress supported the first women's delegation which met the Secretary of State to demand women's political rights in 1917. The Child Marriage Restraint Act in 1929 was passed due to the efforts of Mahhommad Ali Jinnah, Mahatma Gandhi called upon the young men to marry the child widows and urged people to boycott child marriages.

During freedom movement, almost all the leaders of the struggle were of the view that women should be given equal status in the free India and all types of discriminatory practices must stop. And for that to happen, it was thought fit to include such provisions in the Constitution of India which would help eliminate age-old exploitative customs and traditions and also such provisions which would help in empowering women socially, economically and politically.

**CONSTITUTION OF INDIA AND WOMEN EMPOWERMENT**

India's Constitution makers and our founding fathers were very determined to provide equal rights to both women and men. The Constitution of India is one of the finest equality documents in the world. It provides provisions to secure equality in general and gender equality in particular. Various articles in the Constitution safeguard women's rights by putting them at par with men socially, politically and economically.

The Preamble, the Fundamental Rights, DPSPs and other constitutional provisions provide several general and special safeguards to secure women's human rights.

**PREAMBLE**

The Preamble to the Constitution of India assures justice, social, economic and political; equality of status and opportunity and dignity to the individual. Thus it treats both men and women equal.

**FUNDAMENTAL RIGHTS**

The policy of women empowerment is well entrenched in the Fundamental Rights enshrined in our Constitution. For instance:

- Article 14 ensures to women the right to equality.
- Article 15(1) specifically prohibits discrimination on the basis of sex.
- Article 15(3) empowers the State to take affirmative actions in favour of women.
- Article 16 provides for equality of opportunity for all citizens in matters relating to employment or appointment to any office.

These rights being fundamental rights are justiciable in court and the Government is obliged to follow the same.

**DIRECTIVE PRINCIPLES OF STATE POLICY**

Directive principles of State Policy also contains important provisions regarding women empowerment and it is the duty of the government to apply these principles while making laws or formulating any policy. Though these are not justiciable in the Court but these are essential for governance nonetheless. Some of them are:

- Article 39 (a) provides that the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood.
- Article 39 (d) mandates equal pay for equal work for both men and women.
- Article 42 provides that the State to make provision for securing just and humane conditions of work and for maternity relief.

### **FUNDAMENTAL DUTIES**

Fundamental duties are enshrined in Part IV-A of the Constitution and are positive duties for the people of India to follow. It also contains a duty related to women's rights:

Article 51 (A) (e) expects from the citizen of the country to promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women.

### **OTHER CONSTITUTIONAL PROVISIONS**

Through 73rd and 74th Constitutional Amendment of 1993, a very important political right has been given to women which is a landmark in the direction of women empowerment in India. With this amendment women were given 33.33 percent reservation in seats at different levels of elections in local governance i.e. at Panchayat, Block and Municipality elections.

Thus it can be seen that these Constitutional provisions are very empowering for women and the State is duty bound to apply these principles in taking policy decisions as well as in enacting laws.

### **SPECIFIC LAWS FOR WOMEN EMPOWERMENT IN INDIA**

Here is the list of some specific laws which were enacted by the Parliament in order to fulfil Constitutional obligation of women empowerment:

- The Equal Remuneration Act, 1976.
- The Dowry Prohibition Act, 1961.
- The Immoral Traffic (Prevention) Act, 1956.
- The Maternity Benefit Act, 1961.
- The Medical termination of Pregnancy Act, 1971.
- The Commission of Sati (Prevention) Act, 1987.
- The Prohibition of Child Marriage Act, 2006.
- The Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.
- The Sexual Harassment of Women at Work Place (Prevention, Protection and) Act, 2013.

Above mentioned and several other laws are there which not only provide specific legal rights to women but also gives them a sense of security and empowerment.

### **INTERNATIONAL COMMITMENTS OF INDIA AS TO WOMEN EMPOWERMENT**

India is a part to various International conventions and treaties which are committed to secure equal rights of women.

One of the most important among them is the Convention on Elimination of All Forms of Discrimination against Women (CEDAW), ratified by India in 1993.

Other important International instruments for women empowerment are: The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the UNGA Session on Gender Equality and Development & Peace for the 21st century, titled "Further actions and initiatives to implement the Beijing Declaration and the Platform for Action". All these have been whole-heartedly endorsed by India for appropriate follow up.

These various national and International commitments, laws and policies notwithstanding women's situation on the ground have still not improved satisfactorily. Varied problems related to women are still subsisting; female infanticide is growing, dowry is still prevalent, domestic violence against women is practised; sexual harassment at workplace and other heinous sex crimes against women are on the rise.

Though, economic and social condition of women has improved in a significant way but the change is especially visible only in metro cities or in urban areas; the situation is not much improved in semi-urban areas

and villages. This disparity is due to lack of education and job opportunities and negative mind set of the society which does not approve girls' education even in 21st century.

### **GOVERNMENT POLICIES AND SCHEMES FOR WOMEN EMPOWERMENT**

Whatever improvement and empowerment women have received is especially due to their own efforts and struggle, though governmental schemes are also there to help them in their endeavour.

In the year 2001, the Government of India launched a **National Policy for Empowerment of Women**. The specific objectives of the policy are as follows:

- Creation of an environment through positive economic and social policies for full development of women to enable them to realize their full potential.
- Creation of an environment for enjoyments of all human rights and fundamental freedom by women on equal basis with men in all political, economic, social, cultural and civil spheres.
- Providing equal access to participation and decision making of women in social political and economic life of the nation.
- Providing equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public life etc.
- Strengthening legal systems aimed at elimination of all forms of discrimination against women.
- Changing societal attitudes and community practices by active participation and involvement of both men and women.
- Mainstreaming a gender perspective in the development process.
- Elimination of discrimination and all forms of violence against women and the girl child.
- Building and strengthening partnerships with civil society, particularly women's organizations.

The Ministry of Women and Child Development is the nodal agency for all matters pertaining to welfare, development and empowerment of women. It has evolved schemes and programmes for their benefit. These schemes are spread across a very wide spectrum such as women's need for shelter, security, safety, legal aid, justice, information, maternal health, food, nutrition etc., as well as their need for economic sustenance through skill development, education and access to credit and marketing.

Various schemes of the Ministry are like Swashakti, Swayamsidha, STEP and Swawlamban enable economic empowerment. Working Women Hostels and Creches provide support services. Swadhar and Short Stay Homes provide protection and rehabilitation to women in difficult circumstances. The Ministry also supports autonomous bodies like National Commission, Central Social Welfare Board and Rashtriya Mahila Kosh which work for the welfare and development of women. Economic sustenance of women through skill development, education and access to credit and marketing is also one of the areas where the Ministry has special focus.

### **CONCLUSION AND SUGGESTIONS**

In conclusion, it can be said that women in India, through their own unrelenting efforts and with the help of Constitutional and other legal provisions and also with the aid of Government's various welfare schemes, are trying to find their own place under the sun. And it is a heartening sign that their participation in employment-government as well as private, in socio-political activities of the nation and also their presence at the highest decision making bodies is improving day by day. However, we are still far behind in achieving the equality and justice which the Preamble of our Constitution talks about. The real problem lies in the patriarchal and male-dominated system of our society which considers women as subordinate to men and creates different types of methods to subjugate them.

The need of us is to educate and sensitize male members of the society regarding women issues and try to inculcate a feeling of togetherness and equality among them so that they would stop their discriminatory practices towards the fairer sex. For this to happen apart from Government, the efforts are needed from various NGOs and from enlightened citizens of the country. And first of all efforts should begin from our homes where we must empower female members of our family by providing them equal opportunities of education, health, nutrition and decision making without any discrimination.

Because India can become a powerful nation only if it truly empowers its women.

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**ROLE OF EDUCATION AS A CATALYTIC AGENT IN BRINGING GENDER EQUALITY**

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**ABSTRACT**

*This paper aims at discussing how education helps to increase the speed of change in society. The change apparently leads to gender equality in India. It throws light on the present scenario of education in India pertaining to gender disparity. It discusses the main obstacles the girl students face in pursuing education. It analyses the various schemes introduced to encourage girl students to pursue education. To the end it discusses the advantages of education to the society in general and to women in particular.*

*There is a vast gender disparity in the field of Education in India. The gender ratio of students taking education is drastically male biased.*

*There is a big difference in the field of Education in rural and in urban India. The difference is not only in the availability of facilities but there is a huge gap between the perspectives of villagers and that are of urban citizens of India.*

*The severe issue in education field is dropping out of schools. Every year numbers of students drop out of schools. It has been consistently observed that more numbers of girls are dropped out than that of boys.*

*Lack of education leads to dependency. Women tend to rely on men economically, emotionally and socially as they lack self-confidence and self-esteem. Education gives opportunity of employment which makes them economically strong. Exposure to people and introduction to open thoughts through education help them to be strong emotionally. Education makes them capable to use technologies which enable them to do their day to day chores efficiently. All together change woman's over all personality which make her strong and powerful in every aspect. Education changes her perspective of life and makes her aware of her fundamental right to equality.*

*Keywords: Education, Gender equality, Speed of change, Society, Literacy.*

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**INTRODUCTION**

It's a famous saying that there is nothing permanent except change. The Only Thing That Is Constant Is *Change*. Last two centuries, Indian society has witnessed change in every field. India was ruled by British for more than 2 centuries. The British rule brought some changes in Indian society in the form of social reforms to discourage practices like Sati, child marriage, dowry system, discrimination on the basis of caste etc. But the rate of social change was very slow. People were unaware about the rapid changes in the field of technology outside India.

**EDUCATION SYSTEM BY THE BRITISH GOVERNMENT**

Though the British government had started formal or modern education system, it was determined by the needs of colonial power. Mainly the missionaries were handling the educational institutes under the British rule. Education opportunities were limited to the urban India and that too, to some privileged so called upper classes. Secondly, there was lack of insistence on female education in British Raj. Hence the education system introduced by British Government had not played any significant role in bringing gender equality.

**EDUCATION SYSTEM BY INDIAN INTELLECTUALS AND REFORMERS**

Renowned Social reformer Mahatama Jyotirao Phule and his wife Mrs. Savitribai Phule started the first school for girls in Pune, Maharashtra in 1848, with an aim to free girls from social slavery and ignorance. They faced enormous opposition and abuse from the society. But they remained committed and continued to run the school amidst adversity. This was the first step taken towards gender equality through education in Indian society.

**CURRENT SCENARIO OF EDUCATION IN INDIA PERTAINING TO GENDER DISPARITY**

Though Indian constitution has many provisions for ensuring female education; in reality Access to education is still denied to substantial number of girls. Nearly 12 million female children are out of school in India. According to the census of India in 2011, 82% boys were literate and only 65% of girls could read and write. In 2000 the percentage of literate girls was just 45%. So there is an improvement in the situation but it is not adequate.

Secondly, Number of Girls dropping out of schools at secondary level is very high. A study carried out by A C Nielsen and NGO Plan India shows that 23% of girls leave school once they hit puberty. Between 2006 and



2010, only 26% of girls completed secondary education, compared to 50% of boys. It clearly shows that female literacy growth rate is slow compared with male literacy.

On the other hand, as per the survey conducted by HRD ministry Gender gap is narrowing in India's institutes of higher studies in the last five years. Girl students are outnumbering male students almost in eight disciplines particularly in Master's Degree programs in Humanities, Science and Commerce. However, in undergraduate and technical and professional courses like B. Tech., Law or Management, the enrolment is still male dominated and the gap between number of male students and female students is significant.

### **THE HINDRANCES IN FEMALE EDUCATION IN INDIA**

Poverty and cultural beliefs that cause discrimination against girls are some of the major factors behind gender inequality in education throughout India ; says a report by UNISEF.

The girls from low income groups are given responsibilities in household as looking after younger siblings, doing the household chores like cleaning, washing, cooking etc. while their mother is away for work. As no proper sanitation system is available in schools many girls leave school once they attain puberty. Lack of safe transportation, Lack of availability of female teachers in primary and middle schools, unwillingness of parents to send their daughters to mixed schools, marriages in early age are some more obstacles girl students face in India.

### **SCHEMES INTRODUCED BY GOVERNMENT FOR PROMOTION OF GIRLS' EDUCATION**

Since Independence, Government of India has introduced number of schemes to promote education for all. Sarva Shiksha Abhiyan for adult education, Shiksha Sahayog Yojana for students from below poverty line income group. Mid-day Meal yojana to increase attendance in primary and secondary schools. There are separate schemes for Infrastructure Development of Private Aided/Unaided Minority Institutes (IDMI) and Strengthening for providing quality Education in Madrassas (SPQEM).

Apart from these schemes, Government of India has introduced number of separate schemes specially to encourage girl students to pursue education. Some of the major initiatives include Beti Bachao, Beti Padhao; Kasturba Gandhi Balika Vidyalayas (KGBV); Sakshar Bharat, Kanya saksharata protsahan yojana, Udaan Yojana etc. These schemes are designed so that the various obstacles the girl child faces will be removed. They cater the special needs of girl students. They provide economic aid, preferential treatment and various other facilities to the families who send their daughters to schools. Many girls are getting benefit of these schemes but still there is a long way to go.

### **THE ADVANTAGES OF WOMEN EDUCATION TO THE SOCIETY IN GENERAL AND TO WOMEN IN PARTICULAR-**

It is a popular slogan in Marathi language to promote education for girls- as मुलगी शिकली प्रगती झाली which means if a daughter is educated the progress is achieved. Similarly if a woman from a family gets education she ensures education to the whole family. And thus the entire society gets educated. Female literacy leads to economic, social and political development of the society and of the country. Literate women have more employment opportunities and thus income of women increases which leads to growth in GDP.

Women's education leads to significant social development. It has been observed that with the increase in women literacy rate the fertility rates, infant mortality rates and maternal mortality rates are decreased. There are many cognitive benefits of women's education for women. The quality of life for women is improved with their improved cognitive abilities. Literate women face less domestic violence. They took active part in decision making. They become self-reliant and independent economically and contribute not only to family progress but to the progress of the country. Literate women are treated more respectfully in the society. They become politically aware and could play crucial role in civic activities. And there by reduces the gap between gender representations in political field.

### **CONCLUSION**

Despite the number of efforts made by the government and by various NGOs, there is a huge gap in male and female literacy levels in India. Secondly Rate of women literacy is slow as compared to that of male literacy rate. This results in slowing down the rate of economic growth as half of the population is still not utilizing its full potential for wealth generation. Educated women understand and try to practice the values like liberty and equality. With the increasing numbers of educated women, the society naturally turns into an egalitarian society where gender equality is assured. As the literacy level increases gender disparity decreases. Hence it is education which plays significant role in bringing gender equality.

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**SCOPE FOR FURTHER RESEARCH**

This study could be continued further to find out other effective measures or factors which lead to gender equality. Also there is a scope for research to find out effective ways to increase literacy level in women.

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## MEDIA AND GENDER REPRESENTATION IN CRIME REPORTING: AN OVERVIEW OF ONLINE NEWS PORTALS OF BANGLADESH

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### ABSTRACT

*Crime is something contradictory with running laws and constitution of a country. Crime is one of the major elements of journalism. If we look closely to any media, we can easily see that crime reporting is present, but the problem is how much media follows the principle of gender equality and ethics. If we consider the aspect of Bangladeshi Online News Portals, it is horrible to mention that inside a crime report, there is a crime done by the reporters and media houses in term of the language, word selection, sentence making, & gender sensitivity. The current scenario of crime reporting, pertaining to unequal treatment of gender in Digital Media of Bangladesh has been described here.*

*Keywords: Gender, Media, Crime, Equality, Online*

### INTRODUCTION

‘Online Portal’ is mostly known as ‘Web Portal’ which is one kind of specialized website filled with different types of information and sources. But when we say ‘Online News Portal’ that refers to a specific website where news is the main element. In Bangladesh, online news portals are becoming very popular in the recent times. People can easily know what is happening all over the world from online news portals through their mobiles and others electronic devices. This has led to an ‘unhealthy competition’ among different online media portals as who can provide news at quick succession. Following this ‘unhealthy competition’, journalism is facing lots of challenge, especially in crime reporting and gender representation. Infact, right from the news gathering to news presentation, the process is deemed to be unhealthy.

### METHODOLOGY

The research is based on content analysis where all the online news portals of Bangladesh forms the research population sample. According to onlinenewspapers.com, there are 479 registered online news portals in the Bangladesh<sup>1</sup>. Here these news portals are included which are registered in onlinenewspapers.com. Among these 479 online news portals, 5 portals were taken through random purposive sampling method. These are, www.prothomalo.com, www.samakal.com, www.banglanews24.com, www.banglatribune.com, and www.ntvbd.com. As per the requirement of content analysis, we analysed six, twelve, eighteen, twenty-four issues of newspapers to make it a proper representation (Stemple, 1952). To make this research representative, from each five news portals, six day crime news were counted (from 2<sup>nd</sup> March to 7<sup>th</sup> March, 2018). In this research paper, representation theory and semiology are administered.

**Table-1: Six day crime report (2<sup>nd</sup> March to 7<sup>th</sup> March)**

Name of News Portals	Total uploaded news	Crime news	Percentage
Prothomalo.com	712	75	10.53
Samakal.com	1194	223	18.68
Banglanews24.com	1132	188	16.61
Banglatribune.com	892	118	13.23
Ntvbd.com	425	46	10.82
Total	4,355	650	14.92

Source: Author

In these six days (02-07 March, 2018) in five online news portals, a total of 4,355 news was uploaded where 650 news were crime reports and it is 14.92 percent among all the news. In separately, Prothomalo.com uploaded 712 news where 10.53 percent (75) are crime reports, Samakal.com uploaded 1,194 news where 223 news (18.68 percent) are crime report, Banglanews24.com uploaded total 1,132 news where 188 news (16.61 percent) are crime reports, Banglatribune.com uploaded 892 news where 13.23 percent (118 news) are crime reports, and Ntvbd.com uploaded 425 news totally where 10.82 percent (46 news) are related with crime.

<sup>1</sup> <http://www.onlinenewspapers.com/banglade.htm>

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**TENDENCY OF CRIME REPORT IN BANGLADESH**

Considering the above table 1, we can reach to an idea that a great chunk of news is related with crime. On an everyday basis, more than 100 news are related with crimes. Indicating that the crime rate in the country (Bangladesh) has grown exponentially. Hence, the duty and responsibility of the media is to play a more responsible and responsive role in reporting the crime, be it from media ethics, maintaining transparency of the information and gender sensitivity. But, after examining and understanding the actual scenario, the media clout in the country seems to be quite different. Hence, it becomes imperative to understand how gender is represented while doing crime reporting.

**CRIME WITH ‘CROSSFIRE’**

In Bangladesh’s perspective, media understand crossfire as a conflict between law enforcers and anti-social elements “goons” as they nomenclature, they take side of the law enforcers and brand these so called anti-social element as “goons”. This is done without highlighting the fundamental rights of these human being and to present their part of the story. These leads to biasness and media trial far away from the principle of “equality before law and equal treatment by law” as enshrined in the constitution of Bangladesh.

The online news portals are regularly presenting a discourse to us by using the same word ‘crossfire’. These leads to media bandwagon that affects common man thought process. People start to think that whatever the media is saying, is absolute accurate, for them a person was killed by the law enforcers because he/she is a branded terrorist as the media portrays.

A Bangladeshi researcher in 2005 shows that the crime report means gangsters or terrorists are killed by law enforcers in a gun-fight or crossfire (Haidar, 2007). Though the current situation of Bangladesh’s crime reports is better than 2005 but still the word ‘crossfire’ is popularly used in Media and people are very much used to it. For instance, the online portal of Daily *Samakal* on March 7, 2018, uploaded two reports titled, “Robber killed in ‘crossfire’ at *Rangpur*” and “15 cases’ accused killed in ‘crossfire’ with police at *Sripur*.” On March 6, 2018, *Samakal* uploaded “Terrorist killed in ‘crossfire’ with RAB.” On March 7, 2018, online new portal *Banglanews24.com* uploaded “Gun-fight between robber and police at *Sripur*, 01 died.”

If we make a detailed analysis of these news, it is clear that the sources of all these so called ‘crossfire’ are only the law-enforcers, so it is a one sided story. Whosoever, is killed in these operations, no statement from their family members is taken. But the family members of those killed have a very strong evidence to counter these news. To represent the crossfire’s news, only one thing is been followed by the Bangladeshi media house and that is- they use the word crossfire tied with quotation mark (‘...’). The semiology of this quotation mark is- there are some doubts on that matter. But journalists do not try to make those doubts clear. In *Banglanews24.com*’s report, it is said that gun-fight between robber and police. But inside the news, only police’s statement was taken but not from robber side or their family side. If he is a robber or not, that also not been proved by the court. Making one sided news only, the credibility of media houses put us to a doubt. Here, the responsibility of the media is to present the views of both the parties involved.

**WOMEN: HOW IT IS PERCEIVED IN BANGLADESH?**

People think women as ‘sexual product’ and men as an ‘honourable’ entity in Bangladesh. This type of thought process has been brought by the popular media. Because, in early 90’s women were respected. However, with the onset of cinema, women were portrayed as ‘sex symbol’, ‘a material’. This is the period when people started perceiving women as a sexual product. For example, if a girl asks her parents that she wants to enter in the media world, especially cinema, she is reprimanded as a whore. Another important aspect that adds to this unequal treatment is illiteracy among the rural Bangladeshi. Efforts are being made by the government to make changes to treat women with dignity and respect with equal rights and opportunities.

In recent times, the literacy rates are improving and efforts are being made for highlighting the importance of girl’s education believing the fact that “if a girl is educated, the entire family gets educated”. From village to city, people are now understanding the fact that education is for everybody; be it a boy or girl. Government has taken some steps where free books distribution is one of them. Under this scheme, everyone will get the academic books for free till 12<sup>th</sup> standard. And for the girls, government has arranged for scholarship till class 10. Earlier the poor people thought that, why should they spend money to get educated their children, however, now situation changing positively.

However, even after these efforts a good number of students drop out and leave the elementary education because of social pressure of getting married, balancing household work and studies, etc. As a result, a very few girls pursue higher degree, especially in the field of media and journalism. However, a slow and steady change is visible in the country.

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**WOMEN & MEDIA REPRESENTATION**

According to Bangladeshi culture, women are not supposed to work outside home. They should serve the family, give birth and take care the family members. If any crime happens against women then it is labelled as their responsibility. For example; cases of rape and sexual harassment, women are always held responsible and the general opinion is created that it is the women's fault. Besides, if we consider the media representation of women, then 'sexual tactile' is there, especially in crime and entertainment news.

In rape cases, the women not only suffer from being actual victimised but she is once again victimised by the insensitive media reports. They describe and dramatize the rape incident in their reports, without showing sensitivity or humane characteristics. Cases of rape has been reported as a "reality show", as how she was victimised, how the boys molested and grabbed her and how the entire incident happened. The only responsible angle in these reports is, the journalists do not disclose the name of the victim, but sometimes, the way the media report is presented and dramatize make its evidently clear as who the actual victim is.

The picture that are used for representational purpose for such rape cases also portrays women in a bad limelight. For example, the online news portal provides at least one picture per news which are either related or symbolic. These pictures are used for the rape cases reporting, a caricature or cartoon of a girl covering her face with hands or her head kept down in shame. By watching this kind of picture, the first assumption that is developed among the readers is developing the belief that it maybe the women's fault.

**DISCLOSE THE VICTIM'S IDENTITY IS TOTALLY UNETHICAL, BUT HAPPENS**

Normally the victims of any crime go through a tough time. Considering Bangladesh's aspect, if the victim is a woman, then psychologically the mental pain is higher compared to a man. Especially, crime related to rape. Here two things need to be taken care as a reporter, a) regularly follow up report as the culprit could not escape from judgement and b) victim should not be harassed anyhow for the reporting (Rahman, 2015). But in the sampled news, it was seen that the victim's name and address has been published. Even the picture of the victim is also been published where accused picture did not. For instance, on March 2, 2018, Daily *Samakal*'s online portal published a news titled "Woman's head shaved at *Gafargaon* over dowry". Analysing the news, it was seen that a woman was unable to give dowry of 30 thousand taka (INR 25,000) to her husband and following the matter the husband shaved her head as punishment. Following the incident, police arrested the husband. But in this news, the name, address and even the shaved picture of the victim was published. This irresponsible behaviour of the media house created two major problems, firstly, dowry itself is a crime but in whole news it did not describe it as a social or a criminal offence, which is a kind of favour to the accused and secondly, publishing the identity of victim which is illegal according to the journalism ethics.

**REPORTER'S AS DECISION MAKERS OF UNEQUAL NEWS**

Giving decision by a reporter in the news is unethical. Let the audience decide what they want to believe. Reporters should just provide unbiased information from all the possible aspects and should not indoctrinate the audience. They should allow the audience to think, rather imposing them with a propaganda and a popular thought. But after understanding and analysing the sampled news for this research paper, it was found that reporters' reports are not unbiased but unequal treatment is given to the women in their reportage. They are giving decisions instead of information.

If we see the news related with dead body recovery of girls, reporters and media house are publishing news either as 'suicide' or 'murder' without knowing the actual fact. Here, the journalist and media should play a major role, if a journalist give the final judgement, even a murder case can be depicted to be a suicide. In this scenario it gives a relaxing role to the law enforcers who also believe that what media is portraying and providing information is accurate. As a result, they also rest the case and shun any sort of investigation. Though, recently the media houses are coming out from the role of a decision maker and are just providing the news and other information. Lately, they are only providing newspaper headings as 'dead body recovery' without passing any judgement of whether it is a case of suicide or murder. But still all the media houses in Bangladesh are not following the same footsteps.

**CONCLUSION**

The study conducted on the 5 online portals highlight the existing situation of news (crime) reporting in Bangladesh. The overall scenario of crime reporting is reasonably not up to its mark. After understanding the crime reporting in online news portals, we narrowed down to following five suggestions. Firstly, based on the feasibility and reach of the news reporting all news cannot be covered and if a news is covered it should provide an overall and detailed story about the same with its varied angles. Apart from this a follow-up of the news covered should be provided on a regular basis. Secondly, reporters should not drag a news for media trial and

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they should come out from passing judgements and unequal treatment of women victims. Thirdly, in the era of information and technology, reporters should embrace pragmatism and sensitivity in understanding and covering gender sensitive news in orthodox Bangladesh, especially while covering rape or sexual harassment cases. Reporting unanalytical plain news itself will defeat the purpose for which media is created. Fourthly, journalist and media house should treat women as human being instead a 'sexual product'. Because this type of sexual representation portrayed negative image among the readers about women. And finally, if government wants to change the overall situation of gender insensitivity, education can play a major role. Government should unquestionably bring out some positive changes through initiative like girls' education and women empowerment program.

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**GENDER BIAS-A SOCIAL STIGMA IN INDIAN DEMOCRACY**

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**ABSTRACT**

*Gender inequality is a prevalent stigma harnessing the socio economic development of India today. Even when the world is advancing in technology and innovation inequality amongst the genders leads to a big loophole in the overall development of the democracy. India is a secular state which grants equals rights to all its citizens however the dormancy of the age old belief of male being superior to females still prevails in various regions in India. Often women are subject to criticism, subdued as a weaker sex and often expected to be the one who always should stay in her limits think before acting and always be less exposed to the society. Women today are capable to fulfill their own dreams, aspirations and needs without being dependant on anyone as a host. This paper attempts to throw light on how the world motivates and encourages the women to be social figures, to lead by example to change the outlook of people and moreover empower women as a social being in contrast to the current scenario where women are still subject of exploitation, misery, hardships, and are considered incapable and worthless.*

*Keywords: Gender, Inequality, Stereotypes, Discrimination*

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**INTRODUCTION**

In India, our teachings and preaching have never justified our actions, when it comes to gender equality. The Indian scenario differs a lot in comparison to the western countries. Indian society has a narrow outlook towards women. Women are constantly degraded, underestimated and are considered as the 'Weaker Sex'. There are several areas namely Education and Employment, where it's prominently visible that women are considered far behind and neglected in comparison to men. Women's safety is a national concern as the number of rapes, instances of domestic violence and sexual harassment along with female feticide are observed at an alarming rate. Assertively, one thing can be taken into consideration that this scenario of discrimination amongst women differs according to the social status. There are educated families with liberal views who have gone ahead of the societal norms and broken all the limitations by empowering the female members in their family to take up their independent choices in comparison to the uneducated mass for which females only serve as a burden until she is married at a tender age. Talking about the discrimination issue on the basis of gender, we often forget that discrimination is faced at par by both the genders however the female counterpart are a more prone host. Based on the stereotypes, both the sexes, are expected to behave in a certain way as per the social ideology. Their roles have been benchmarked for years now and both the genders have to act accordingly the norms and protocol set by the Indian society. Alas, as gender bias is moreover labeled as a women's issue, we are seemingly ignorant towards the plight of men and their unsaid atrocities.

**OBJECTIVES**

1. To find out the major causes for gender inequality in Indian democracy.
2. To analyse/ find out the areas where gender inequalities is persistently rising.

**HYPOTHESIS**

Men and women are considered unequal in all the aspects of society.

**NULL HYPOTHESIS**

Men and women are considered as equal in all aspects in the society.

**LITERATURE REVIEW****Women as 'The Weaker Sex'**

Right through the Indian history, women have encountered discrimination in diverse areas. Discrimination against women begins even before her birth. Family members used to rejoice after welcoming a male child in a family, but for a female child, the celebration was simply a norm. Though the Indian constitution provides equal rights and privileges for both the genders, majority of women are deprived of the rights and opportunities assured to them. In our country, females are over protected in areas where they can't even go out after a certain period of day time. Girls have to think before they dress up, as they shall not wear anything revealing or body exposing that may give invitation to boys. Girl child in India are majorly perceived as a liability by their parents who are only brought up to get married off one day.

Women were discriminated to the extent that they were only allowed to do household chores like cleaning and cooking. In the past, the best suited jobs for women was nurturing and housekeeping. In the traditional Indian society, women are even deprived from the right to education. Talking about females, who have taken up jobs are mostly limited to professions of teaching, nursing and secretaries. Even though women have made advances in their career, they still prioritize their families and spend more time in childcare and housework compared to men. There is very low or no involvement in decision making process for women in their families.

Commenting on today's scenario, even educated husband with liberal views want to see their wives confined into professions that not much exposed to outside world. Wives are encouraged to take up clean jobs like teaching and other service related desk jobs. Irrespective of social classes (high or low), most women are enslaved by men.

### **MEN- THE 'VICTIM' OF GENDER BIAS**

In our society struggle for equality among the genders, the vast majority focuses on only one gender's inequality. Women are primordially considered as having fewer opportunities with careers, decision-making and life in general, but are not the only ones suffering from stereotypes and social pressure holding them back.

While talking about gender equality, the most common myth is that women are mostly affected by gender-based violence; however we need to consider the unsaid fact that men are also abused, emotionally, sexually and physically.

Men have their own issues that they face, however the nature of these issues and the implications it might have if shared or discussed pulls them back from speaking their heart out with a fear of being subdued as a weaker man, bait of being bullied and as an insult of his manly hood.

The gender role brainwashing basically starts at birth. Boys are not allowed to play with stuff meant for girls, take up fine arts or sometimes even express their feelings while in public. Men are raised to be powerful and controlling.

On the male side of things, the age old fallacy still continues that even if the wife is better educated and socially strong she should earn less than a man to satisfy the brewing legacy of not hurting the male ego. Men on the other hand are challenged with the need to shoulder his as well his partner's needs, expectations and desires to portray a picture of an ideal marriage to the society as well as please the partner's parents of the lifestyle she grew up with. Men are equally emotional, need platforms to vent their feelings and voice their opinions but are often stereotyped as being the one who wants to be dominant and be in charge of all that happens.

### **THE CONCEPT OF STEREOTYPES**

The word "**stereotype**" is defined by Merriam and Webster's online dictionary as: to believe unfairly that all people or things with a particular characteristic are the same. Stereotyping has a deep impact on the lives of men and women. It shapes their attitudes and behaviors and pressurizes them to act in a prejudiced manner in the society. Stereotyping also results in discrimination and inequality between men and women. A stereotype is an extensively accepted judgement about an individual or a group.

### **GENDER ROLES AND STEREOTYPING**

Gender stereotype is chiefly labelling the genders by certain roles and characteristics given by society. Gender role enables individuals to act, speak, dress up and conduct themselves in a certain manner in which society expects them to behave. Gender roles differ from cultures and various ethnic groups. Stereotyping starts from the school itself in an individual's life. For instance, teachers expect girls and boys to stand and sit separately in the classrooms. Girls are taught to be more feminine and are taken care of more compared to boys. Boys, on the other hand, are encouraged more to be strong, bold and fearless.

A gender stereotype is often considered as a major hindrance in the development of men as well as women's personality. It deeply affects both the gender to develop their personal capabilities, and pursue their careers. Gender stereotypes can also make relationships between people harder. They often become harmful as they don't allow an individual to express himself completely. For instance, men are not allowed to cry. If they cry, they are often termed as 'Cry Baby' by other men.

### **INEQUALITY IN EMPLOYMENT AND EARNINGS**

Throughout the history, India has experienced that men have always contributed in work outside home, compared to women. On the other hand, whichever social class, a woman belongs to; she is always being entitled to household chores. In our society household chores often viewed as sedentary activities which don't involve many efforts. Women are also expected to take up clean jobs as teaching, housekeeping and service



desk jobs. Eventually, these jobs are often referred inferior in status with male jobs and thus women are always paid inadequately. Our society judges women as more of a family person. She always has to prioritize her family before anything. This leads to major misconception that women don't take their jobs seriously in comparison with men. The attitudes towards a working woman are too bad in India. They are not given enough opportunities in comparison with males. Women are always stereotyped as weak, because of which they are even deprived of the challenging roles that are easily given to men. This unequal treatment has affected in gender wage gap between men and women.

The Indian society generally looks at a working woman as self centered human being. The major reason behind this is the perception that women are best at managing home. They need to take care of the children, raise them and even contribute towards their education. They even sacrifice their jobs for pregnancy, when demanded by the circumstances.

Hiring, promotion, and salaries are the three main areas that segregate men and women to get a job. Employers do not look at the accomplishments and dedication of the employee in the process of hiring. Promotion demands putting extra efforts and time, which employers feel is not a woman's cup of tea. Salaries have always been a major issue as they consider male counterparts to be the ultimate bread winners in the household and are likely to get paid more than a woman counterpart regardless of same qualification and experience.

### **GENDER BIAS IN THE DISTRIBUTION OF EDUCATION**

In India, the area of Education has been treated secondarily for every girl child. In Indian society, a male child is treated very specially. Parents invest a lot in a male child's education to make him competent enough to inherit their property, whereas girl child are always treated as a burden with a mindset that they will be married off some day. Women are entitled to do household chores and so their education has always been neglected by the society.

The rate of female literacy is very low in compare to male literacy. Indian government has started taking up initiatives for providing quality education for girls. Especially in rural areas, special schools have been constructed for girls offering free education. Due to poor economical background parents prefer educating male child in the home, ignoring the girl child. Women's education helps in improvising the socio economic status of the family. Lately, parents have become supportive and encourage the education for girl's child. Girls today are choosing their own field of interest area in terms of education and parents are not thinking this as a bad investment at all!

### **METHODOLOGY**

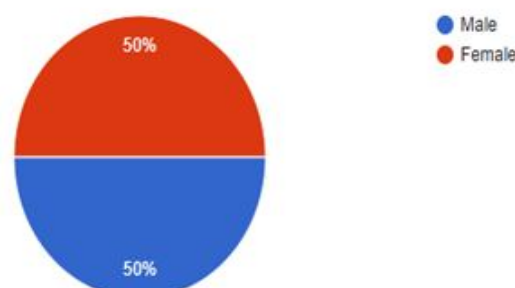
The methodology used for sampling is convenient sampling. Primary data was collected with the help of the questionnaire method. Sample Size was 92. Sampling has been done effectively and the tool that has been employed to work on the data collection is particularly questionnaires where the questions were close ended as well as multiple choice questions along with usage of tools such as, bar graphs and pie charts.

The secondary data consists of information collected from Web portals, blogs, e books, newspapers and magazines.

### **FINDINGS AND ANALYSIS**

**1 What Gender are you?**

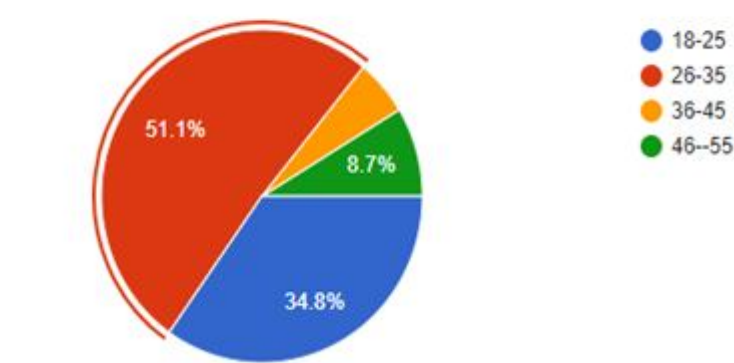
92 responses



The target audience chosen for the survey was from age group 18- 55. Among 92 respondents, 46 were men (50%) and 46 were women (50%).

2 Which age group do you belong to?

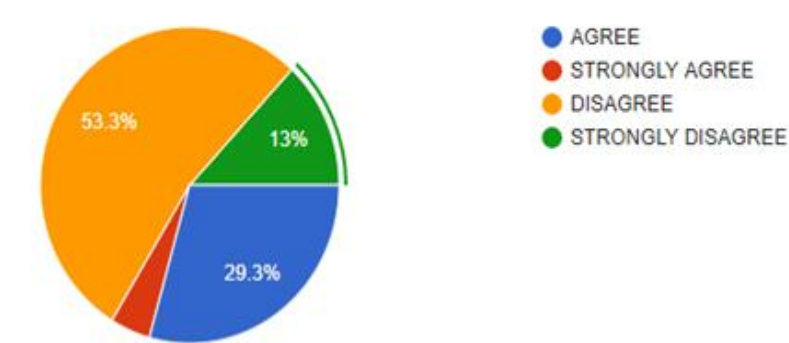
92 responses



The target audience chosen for the survey was from age group 18- 55. Among 92 respondents, almost half of the respondents i.e 51.1% were between the age of 26-35, 34.8% were between the age group of 18-25. The least number of respondents were from the age group of 36-45 and 46-55 i.e 5.4% and 8.7% respectively.

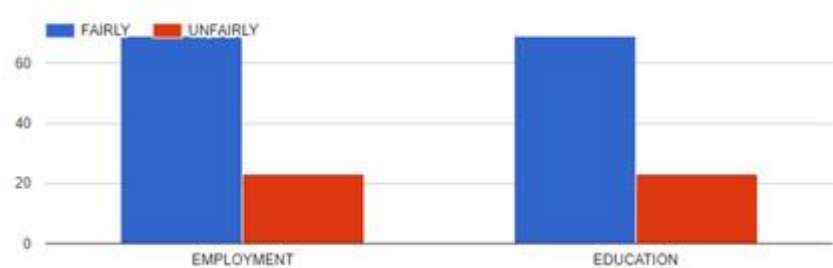
3 Do you feel that women are getting lower positions in your occupation because of their gender?

92 responses



From the above data collected, we have analyzed that 53.3% disagreed, 13% strongly agreed, 29.3% agreed and 4.4% strongly agreed. From the above results, it is clear that the majority of the population disagree that women are getting lower positions because of their gender, whereas a considerable amount agree to the fact that gender leads to lower position in occupation.

4 How do you think women are treated in the following areas:



When respondents were asked about their opinion on treatment of women in areas of Employment and Education, 69 out of 92 (75%) respondents felt women are treated fairly, whereas 23 (25%) respondents felt that women were not treated fairly in area of Education. Hence, we can infer from the above analysis, that a large number provide unbiased opinion regarding fair treatment of women whereas a nominal amount still felt that gender plays a vital role in employment and education.

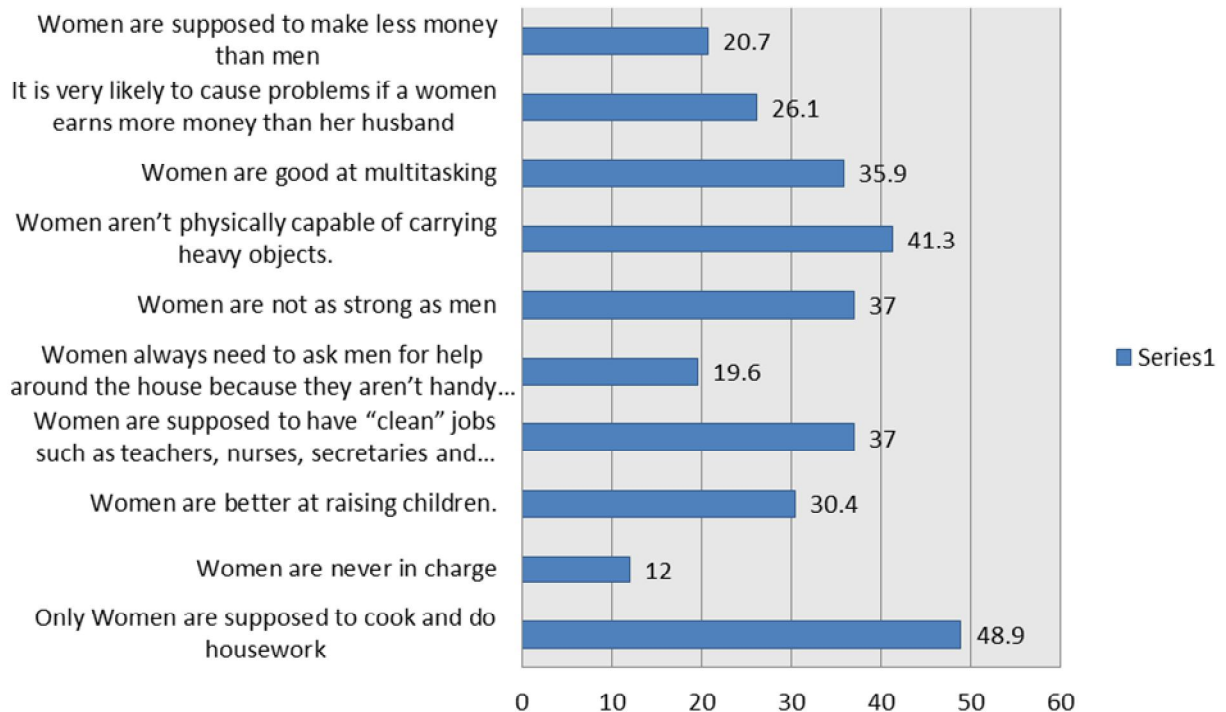
### 5 What problems have you experienced because of your gender?

92 responses



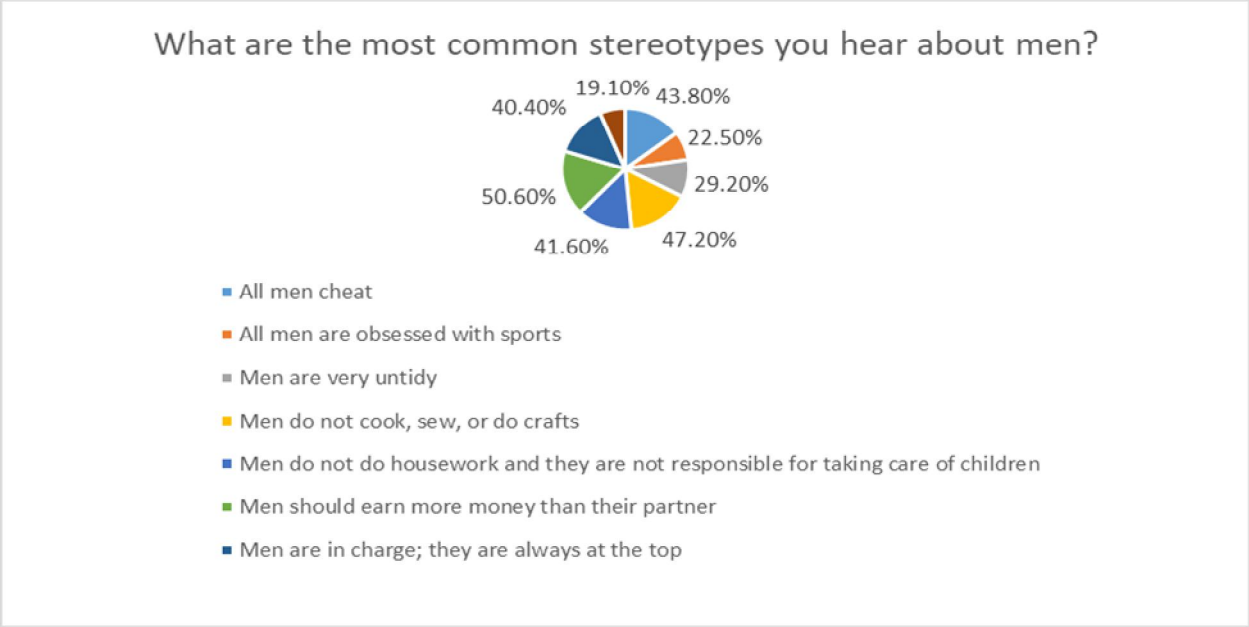
From the above data collected, it can be inferred that large number of audience, 53.3% feel that gender plays a vital role while bagging a specific job role in their occupations. 30.4% feel that there are salaries are affected due to the gender gap. 29.3% of population has faced challenges due to their gender. 31.5% feels that because of their gender they get fewer chances for promotion in jobs. 15.2 of the respondents have disclosed that they have been a victim of sexual harassment due to their genders. 17.4% of the respondents have experienced unfair treatment in their workplaces. Hence, through the analysis we can readily confirm that majority of people feel that their gender plays a significant role in getting a desired profile job in their occupations.

### 6 What are the most common stereotypes you hear about women?



The respondents were provided with 10 common stereotypes about women, in which they have majorly agreed to all the gender based stereotypes about women. As per the result of the survey, 48.9% feels that the most common stereotype about women are that they are confined to the four walls of their homes by only involving themselves in household chores of cooking and cleaning. 41.3% of the respondents believes that women are stereotyped as weaker compared to men as they cannot lift heavy objects, 37% of the respondents feel that women lacks strength when compared to men. With 12% and 30.4%, respondents feel that women are

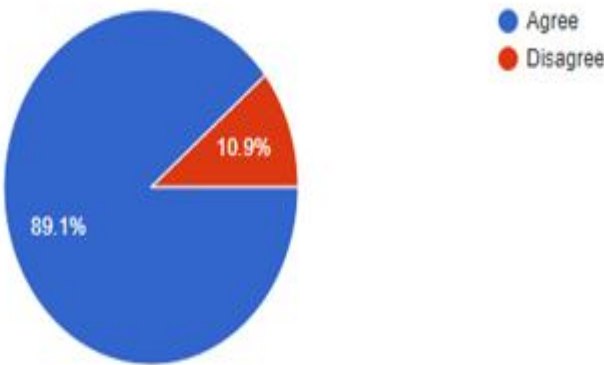
stereotyped as a better homemaker as they are best in raising their children and that’s the best suitable job for them. With 30.4% of the respondents agreeing to the stereotype, that woman cannot take up challenging jobs when compared to the other gender. As per 26.1% and 20.7% of the population, feels that women have been stereotyped as the weaker sex, as even though they have the capability but cannot make more money than their partners. Also, in case a woman earns more than her partner that may create a rift in her married life. 37% of the respondents feel that working women are vastly stereotyped with choices in choosing out the professions like teaching and desk jobs. 35.9% of the audience agrees to the fact that women are type casted as a multi tasker by handling jobs proficiently.



As per the data collected, 50.6% respondents feel that most men have labelled as they are the supposed to be the actual breadwinner in the house. They cannot let their partners earn more than themselves and only they can head the house. With 47.2% and 29.2% respondents agreeing to the statements, it can be indicated that men are stereotyped as untidy and bad at the jobs like cooking, sewing and arts. 41.6% respondents feel that men are stereotyped as incompetent in handling children; also they cannot manage household chores like cooking and cleaning with 22.5% respondents agreeing to the stereotype that men are untidy and cannot manage anything on their own. 22.5% respondents are of the opinion that most of the men are casted very good with sports; they spend time watching and playing sports more than women. While talking about infidelity in relationships, men are labelled as the gender more prone to cheating with the opinion of 43.8% of respondents.

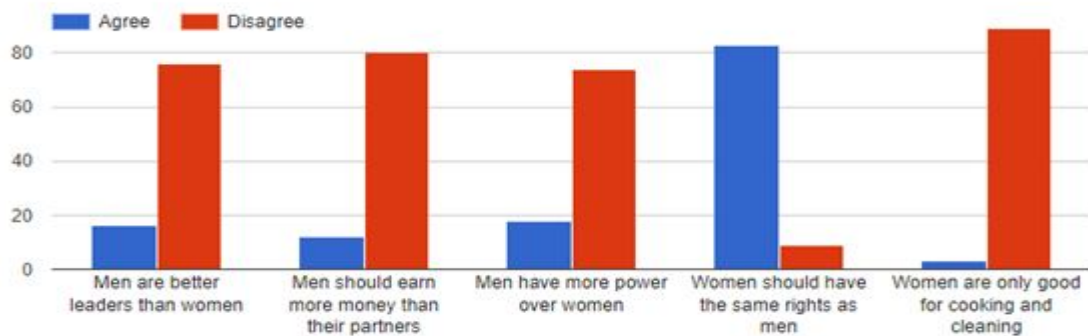
8 Do you agree or disagree with the following statement "Men and women are equal"?

92 responses



From the above data collected, it can be stated that 89.1% respondents believe men and women are treated equally whereas, 10.9% feels that women and men are unequal.

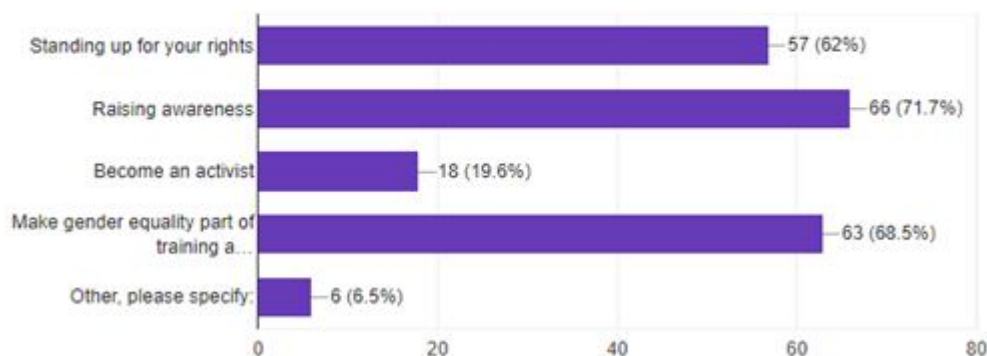
### 9 What are your thoughts on the following statements:



As per the above data collected, 76 out of 92 respondents are of the opinion that men possess better leadership traits than men, whereas the remaining 16 respondents feel that women can lead too. When asked the respondents about their thoughts on men making more money than their partners, 80 of the selected audience feels that men should earn more than their partners, while the remaining 12 feels it doesn't matter even if a woman makes more money than her man. 74 of the 92 respondents feel that men are more powerful than women, while the remaining 18 respondents disagree with the following statement. 83 out of 92 respondents feel that there should be equality in the rights for men and women, whereas the remaining 9 respondents have opposing views. While commenting about the household chores, majority of the population i.e 89 respondents approves to the statement that cleaning and cooking are best suited jobs for women only, whereas the remaining 3 respondents disagree with it.

### 10 What could be done to prevent gender inequality?

92 responses



When asked the respondents about prevention steps to wipe out gender inequality, majority of the audiences with 71.7% feel that raising awareness about the gender roles in the society. 68.5% of the respondents also feel that gender equality should be inculcated in the syllabus for children in schools. 62% of the respondents are of the opinion that should not get suppressed, instead they should take necessary steps and actions to stand against gender bias.

### CONCLUSION

The primary objective of this research was to draw a consensus regarding the gender disparity and how it affects the both the genders in India. With reference to the study it was seen that although gender bias has always been more inclined towards women, men on the other hand are equally a victim of the same but their plight is often ignored following the age old belief that men cannot be subject to the atrocities in comparison to women.

Today scenario elicits a rigid response that helps make a clear demarcation that women and men are at par in all the sectors of education, employment, social recognition, shouldering responsibilities and even being renowned social figures.

Perhaps the findings of this research showed that genders serves as detrimental factor in the employment sector where desired job roles and growth (namely promotions) are not considered equally. Women are treated

unfairly in the sector of employment based on the matter of fact that majority of the Indian population dwells in poor economic conditions where it is impossible for the parents to invest in a girls education as they feel that women are only good for household chores and need to be confined in the house. Also it was noted that a majority of the men and women both agreed to the fact that women should be given equal rights in all strata's of the of the growth and development of India as a democracy and can fulfill the dream society and opportunities to prove their metal. Women are also competent to shoulder leadership roles, be social figures and also serve as an influence to bridge the gap of socio economic development that is biased and stigmatized to be as a men alibi. The final consensus that was observed that men and women both feel they are equal and both are the future of making India a superpower in the coming years.

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**IMPORTANCE OF ECONOMIC EMPOWERMENT IN FAMILY DECISION MAKING OF WOMEN : A STATISTICAL STUDY OF WOMEN IN MUMBAI**

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**ABSTRACT**

*The overall development of women has always asked for their access to resources and autonomy over decision making. However, our men dominated society doesn't accept this easily. Over the generations women are kept aside from the process of decision making except to simple matters like 'what to cook?'*

*It is more often identified that, women get an access to education, economic resources, freedom on social participation & also a say in family decision making but not by self-decision. The present study has tried to analyze the women participation in family decision making over the stated indicators.*

*The study based on 661 randomly selected women in Mumbai revealed that, in Joint families the mean no of decisions taken is 1.43, i.e. between 1 & 2, the minimum average is 1.23. for the women earning less than Rs.10000/- p.m. In case of Nuclear family the average is only 1.21 & the minimum average 0.88 is for the women in the income group Rs.11000/- to Rs.20000/- p.m. It should be noted that, in Joint families women take more decisions on average as compare to Nuclear families.*

*The Chi-square test of independence shows the significant relationship of Family decision making of women with their Monthly income.. However the 'Carmer-V' statistic(0.089) calculated shows that, there is very weak association between 'Monthly income' of women & 'No of decisions' taken on 'Family' decision making indicators.*

*The ANOVA technique applied shows that, mean differences are significantly differ between as well as within the income group. At the same differences are also significant in Joint & Nuclear families. At the end we can conclude that, access to employment along with education increases women's Family decision making power. However the family type they live also matters*

*Keywords: Economic empowerment, Family decision making, Self-decision, Joint family, Nuclear family*

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**1. INTRODUCTION**

Women have been playing a key role in the improvement of family well-being in terms of economic and social development. However the men dominated society has always tried to keep aside women when it comes to making decisions. The decision-making in family is one of the ways of the female empowerment. Participation in decision-making process in household matters considers that a female is accounted for in the family. In all societies, the issue of women's participation and how they participate economically, socially and culturally is considered to be important. Family decision-making has changed over the last several decades. Changing roles of women, increasing women's education, and increasing participation of women in the labor force are important keys for family decision-making changes.

Women's decision making inferiority is correlated with their subordination to men in the society. The overall development of women has always asked for their participation in decision making at family and then at society level at large. Many of the researchers have identified and related the importance of paid employment in decision making of women at family as well as society level. It has been noted that women active participation at all levels of decision making is important in order to achieve equality and peace in family as well as the country.

The present study has tried to analyze the participation of women in study area on 'Family decision making; over the stated indicators.

**2. REVIEW OF LITERATURE**

**Blumberg R.L. (2005)**, in his study based on 61 societies argues that boosting women's relative control of income and other economic resources has positive effect on both gender equality and development that female economic empowerment. The study says that, with greater economic power, women gain more say in household decisions and tend to spend their own money proportionately on the nutrition, health and education of daughters as well as sons.

**(Kishor et al. 2009)** in their report on NHFS-3 data states that, women's control over earnings increases with education level and wealth. The report revealed that,

- One in three women who are not working has any say in decision making.
- There is strong evidence of continued son preference in India.
- Households headed by females are over-represented in the lowest wealth quintiles and under-represented in the highest wealth quintiles.

The data also finds that female-headed households are more likely to be economically vulnerable than male-headed households. This appears obvious as these women households have the responsibility of the livelihood of the family members which makes them vulnerable to male dominated practices in the society.

**Nayak and Bidisha (2009)** carried out a study to analyze the status of women empowerment in India using indicators viz. women's household decision making power, financial autonomy, freedom of movement, political participation, acceptance of unequal gender role, exposure to media, access to education, experience of domestic violence etc. based on data from different sources.

The study observed that access to education and employment are only the enabling factors to empowerment, achievement towards the goal, however, depends largely on the attitude of the people towards gender equality.

**(Madhvi et al. 2013)** made an attempt to assess the increase in the income levels and decision making power in the business activities of women entrepreneurs in draught prone district (Anantapur) in Andhra Pradesh State. The study is based on a sample of 300 women entrepreneurs selected from the district.

The data reveals that 92.34% of women entrepreneurs experienced change in their income levels in the positive direction while 91.67% of entrepreneurs reported positive change in their decision making ability in selected area. From the study it can be noted that financial independence & improved income level brings confidence among the women which increases their decision making ability.

However, the study does not communicate any information on certain points and has some limitations as stated below,

- The factor change is measured with is not mentioned
- No reasons are given or identified for the positive or negative changes in the income of the women entrepreneurs

Hence from the data we can assume that the authors mean to communicate change(increase) in the decision making power as a result of economic empowerment.

**Jose Sunny (2008)** in his paper has done a detailed analysis of paid employment and female autonomy in India. The main focus of the study is to evaluate the claim of paid employment for the enhancement of women's autonomy in India. The study examines two interrelated issues: a) Whether poverty induced paid employment contributes significantly to women's autonomy in the household; and b) Does the extent of women's autonomy in the household vary with varying types of women's paid employment? The study reveals some of the important observations as below:

- Participation in paid employment is necessary to sustain and enhance employed women's autonomy. However, the poverty induced paid employment or low level jobs have little influence on the autonomy level.
- Participation of women in decision-making does not necessarily indicate the autonomy.
- Self-employment is significantly associated with the higher level of autonomy even more than regular employment.
- Over one-third of currently married women do not even participate in important decisions such as decisions on their own healthcare and major purchases within the household.

The study concludes that participation of women in paid employment benefits to women's autonomy and hence women participation in workforce should be acknowledged.

**Singh and Gupta (2013)** in their study pointed out that, education & economic empowerment are the key prerequisite to overall empowerment of women. Other than these changes in women's mobility, intra-household decision-making and social interaction are necessary. Authors also say that women empowerment is not possible unless violence against women is removed from the society and gender equality is accepted as a fundamental principle of human existence.



### 3. OBJECTIVES, HYPOTHESES AND METHODOLOGY

**3.1. Objectives:** The present study has following objectives.

- To measure and analyze the participation of women in Family decision making over the stated indicators by self-decision when they are in paid employment
- To highlight the importance of income(Monthly income) level on their Family decision making

The research question is;

‘Does the economic empowerment of women significant in their participation in ;Family decision making’?

### 3.2. Hypothesis

The research hypothesis is evolved to examine the influence of **Income** on self-decision making of women in **Family decision making**. It is stated as below:

- ‘Economic empowerment improves the level of participation of women in Family decision making’
- Monthly income has positive association with the decision making of women on the stated indicators of Family decision making.

### 3.3. Methodology

**Data collection:** The study is based on the primary data collected in western suburb of Mumbai. A random sample of 661 women is drawn using stratified random sampling ( by proportion allocation) method. Religion followed by the women is taken as the strata for dividing the population of study area. A well-documented questionnaire collected the information of women on the socio-economic characteristics like, ‘**Religion**’, ‘**Family type**’, ‘**Education**’ & ‘**Monthly income**’ and their decision making *on the stated indicators of Family decision making by self-decision..*

#### Indicators of Family decision making:

- FM1- Family tour/picnic/outing
- FM2-Family type you are living (Joint/Nuclear)
- FM2- Going and staying with parents or siblings
- FM4-Holding any spiritual, social functions in the house

### STATISTICAL TECHNIQUES USED

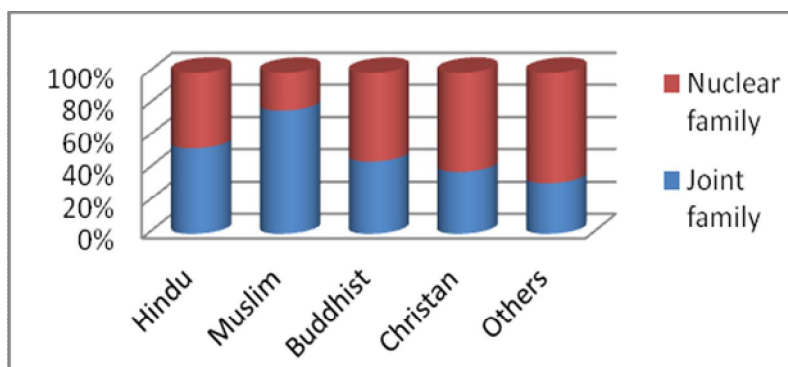
Tabulation, Pie-Charts, Chi-square test, Association of attributes, Z-test & ANOVA

## 4. DATA ANALYSIS, RESULTS AND DISCUSSION

### 4.1. Socio-economic characteristics of the respondents

**Table-1: Women by Religion & Family type**

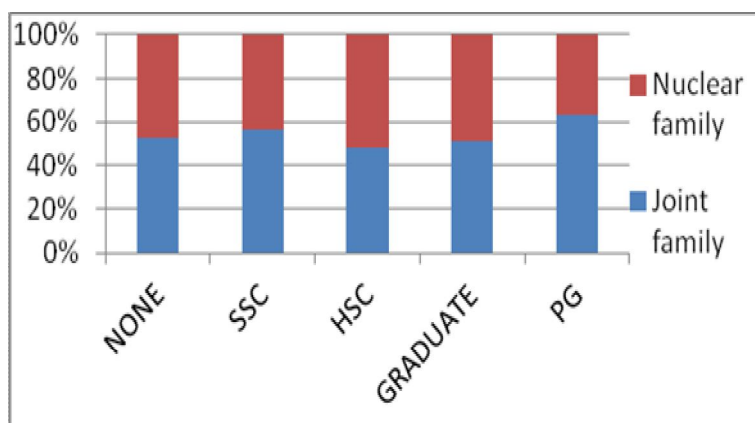
Religion	Joint family	Nuclear family	Total
Hindu	215	192	407
Muslim	68	21	89
Buddhist	51	63	114
Christian	5	8	13
Others	12	26	38
Total	351	310	661



**Fig-1: Women by Religion & Family type**

**Table-2: Women by Education level & Family type**

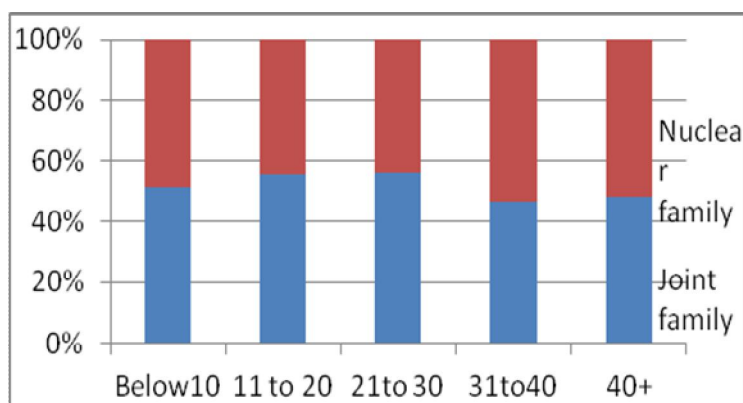
Education Level	Joint family	Nuclear family	Total
None	21	19	40
SSC	32	25	57
HSC	47	51	98
Graduate	52	49	101
PG	33	19	52
Total	351	310	661


**Fig-2: Women by Education level & Family type**

- Almost 21% (21.182%) respondent are from religious minority community majority living in Joint families.
- More than half (56%) women have education level up to H.S.C. only. Whereas only 52(14.94%) women have highest education level of PG
- About 80% “more than three quarter” earn below Rs.20000/- per month
- Only 17 (2.57%) women earn in the range of Rs.31000/- to Rs.40000/-.Whereas, 35 (5.29%) earn income above Rs.40000/- per month.

**Table - 3: Women by Monthly Income & Family type**

Income Level (000Rs.)	Joint family	Nuclear family	Total
Below10	175	164	339
11 to 20	105	83	188
21to 30	46	36	82
31to40	8	9	17
40+	17	18	35
Total	351	310	661


**Fig-3: Women by MLY Income & Family type**

Hence we can say that, the data represents more women from lower income group with moderate education level. This shows that, by education level very few women are in the highest as well as lowest education level.

**Table - 4: Women by MLY Income, Family type & no of decisions taken on 'Family decision making'**

Monthly Income (Rs.000)	No of decisions taken in Joint Family						No of decisions taken in Nuclear family					
	0	1	2	3	4	Mean	0	1	2	3	4	Mean
Below10	47	70	36	14	8	<b>1.23</b>	45	55	42	17	5	1.28
11 to 20	24	35	20	19	7	1.52	36	29	13	2	3	<b>0.88</b>
21to 30	5	14	12	10	5	1.91	9	12	8	3	4	1.47
31to40	2	1	4	1	0	1.5	4	1	1	3	0	1.33
40+	2	6	8	1	0	1.47	4	6	4	3	1	1.5
Total	80	126	80	45	20	1.43	98	103	68	28	13	1.21

The '**Chi-square test of independence**' shows that, there is significant relationship of 'Family decision making' of women with their 'MLY income'.

$$\chi^2 = 21.045 > \chi^2 \text{ table value-16.91 with p-value=0.012 at . 7 d.f.}$$

Therefore the hypothesis of no significant relationship is rejected. However the 'Carmer-V' statistic(0.089) calculated shows that, there is very weak association between 'Monthly income' of women & 'No of decisions' taken on 'Family' decision making indicators.

The mean no of decisions taken in 'Joint family' is 1.43, i.e. between 1 & 2. The minimum average is 1.23 for the women earning less than Rs.10000/- p.m. this may be because of low income they do not have much scope for their social participation. In case of '*Nuclear family*' the average is only 1.21 & the minimum average is for the women in the income group Rs.11000/- to Rs.20000/- p.m.

The ANOVA technique is applied to the data in Table 4 to test the significance of difference in mean no of decisions in different Income group (between & within) and in Joint & Nuclear families. The null & alternate hypotheses are stated as below.

H<sub>01</sub>: Mean differences in no of decisions taken are significantly equal between the 'Income groups'

H<sub>02</sub>: Mean differences in no of decisions taken within the same Income groups are significantly equal

H<sub>03</sub>: Mean differences in no of decisions taken in the same Income groups are significantly equal for Joint & Nuclear families

H<sub>11</sub>: Mean differences in no of decisions taken in different Income groups differ significantly

H<sub>02</sub>: Mean differences in no of decisions taken within the Income groups also differ significantly

H<sub>03</sub>: Interaction effects are significant i.e. Mean differences in no of decisions taken in the same Income groups are significantly different for Joint & Nuclear families

Two-way ANOVA with repetition						
Source of Variation	SS	df	MS	F	P-value	F crit
Sample (Income level)	7111.88	4	1777.97	94.07249	1.09E-14	2.75871
Columns (No of decisions)	2506.28	4	626.57	33.15185	1.16E-09	2.75871
Interaction (Family type)	2929.92	16	183.12	9.688889	4.6E-07	2.069088
Within	472.5	25	18.9			
Total	13020.58	49				

However, the ANOVA analysis shows that, the mean no of decisions are significantly not equal between as well as within the 'Income groups' and also by the *Family Type* they live.

## CONCLUSION

The study concludes that, access to employment gives women an access to resources & their use. The MLY income level shows a weak but significant relationship with their Family decision making. At the same time on average women are taking only 1 or 2 decisions in both Joint as well as Nuclear families.

It should also be noted that, the sample of 661 women is quite small as compare to population size of study area. At the same time perception of women though employed changes according to the religion & family type

they live. Hence, the results could be more informative & different if the sample size is sufficiently large in the range of 2000 to 3000. At the end we can conclude that, access to employment along with education increases women's Family decision making power. However the family type they live also matters

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**A STUDY ON SOCIAL MEDIA****Anjana Ramachandran**Assistant Teacher, Saket College of Arts Science and Commerce, Mumbai

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**ABSTRACT**

*The concept of Social Media is top of the agenda for many business executives today. They try to identify ways in which firms can make profitable use of applications such as Instagram, YouTube, Facebook, and Twitter. Social networks connect people at low cost; this can be beneficial for entrepreneurs and Small businesses looking to expand their contract base. These networks often act as a customer relationship management tool for companies selling products and services. Companies can also use social networks for advertising in the form of banners and text ads. Since businesses operate globally, socially networks can make it easier to keep in touch with contacts around the world. These Online communities represent a growing class of marketplace communities where participants can provide and exchange information on products, services, or common interest. Social media has given birth to many amateur businessman, as they find more profitable and seek great response from the public. But knowing the tactics is like cracking a nut from the shell. Companies are increasingly using online communities to create value for the firm and their customers. Earlier, the youngsters were found more involved in these online communities, but research show that other age group members also found active and enthusiastic. Also, people find more trustworthy on these social media site. The papers show the latest findings on the use of social networking in the context of businessman to know how it convinces them to buy and how they get enlightened with the changing trends focusing Kalyan and Dombivli area for data collection.*

*Keywords: businessman, profitable, online communities, trustworthy*

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**SOCIAL MEDIA**

Social media itself is a catch-all term for sites that may provide radically different social actions. For instance, Twitter is a social site designed to let people share short messages or “updates” with others. Facebook, in contrast is a full-blown social networking site that allows for sharing updates, photos, joining events and a variety of other activities.

Here we have considered to focus on how social has become the medium of marketing. Every day when I open my social media sites I always find a new born businessman. This is becoming a new trend of Marketing.

**RESEARCH PURPOSE**

The purpose of this research is primarily to identify and get inside in to what main factors the online consumer takes into consideration while purchasing from social media sites. Further I will find out if any segments can be established by identifying the consumers and how the segments relate to identified factors.

**RESEARCH METHOD**

Research on effect of consumer behaviour towards the influence of social media sites. Here population represents residence of Kalyan City. Samples sizes of employees students and other educated people Study Undertaken use stratified sampling that is population is divided into three tractor according to age income and occupation. Questions were prepared using nominal scale and ordinal scale as attribute studied where nonparametric. after checking the validity and reliability of questionnaire primary data was collected from respondents in city malls, cyber cafe friends and family. To determine the causal effect relationship between different variables Chi square test was used

**LIMITATIONS**

The limitations through this research was the products which are mainly used by the people are different according to their age occupation and income. Hence it was difficult to get a conclusion on a particular type of product. the most appropriate choice considering the limitations import time and soldiers were found out.

**CHOICE OF METHODOLOGY**

I will attempt to find the main factors that influence the people on purchasing through social media sites. In order to broaden my understanding of the subject I conducted my initial research by reviewing the studies similar to this aim and paid particular attention their result.

For my own research I decided that the most appropriate approach would be a questionnaire that would be filled out by the students and the employees. Having knowledge I continue to identify specific factors that are of importance when social media sites are used for marketing.

**RESEARCH APPROACH**

There are two most commonly used research approach, the Inductive and deductive method. Inductive research attempts to set up a Theory by using collected data while the deductive approach a chance to find the theory first and then test it to be observed data. I chose a deductive approach for my study as I would move from the most relevant to the specific. I will present the theoretical findings on the social media site influencing for marketing in the next chapter after which I will present my questionnaire in that following chapter where I present my collected primary data.

**PRIMARY DATA**

Primary data for every search was collected through question. When collecting primary data I chose to do interviews observations experiments and questionnaires. due to the purpose of our research only questionnaire method would be able to approach the topic and be able to collect the answers in a satisfactory Manner.

**QUESTIONNAIRES' AND ANALYSIS**

Gender	
Male (44%)	Female (56%)
0-26 students electronics items	0-26 students clothing
27-35 employed	27-36 employed clothing and household items
36 and above employed and retired	36 and above employed and retired house hold items

The other Questionnaires' include

Sites which you visited

EBay 10% flip kart 38 % Myntra is 16 % others is four percent Amazon is 32 %

Why do you prefer online shopping through social media sites?

30% because of easy way of transaction 50 % of door to door service 20% because it is reliable

How often do you make online shopping social media sites?

20 person once in a month five percent once in a week 30% twice in a three months 45 percent in once in 6 month

**HYPOTHESIS TESTING**

Hypothesis includes

This is each group between 0 to 20 years Surf internet most. There is high degree correlation between income of the respondents and their Purchase Decision.

**Hypothesis 1**

Age group between 0 to 20 years surf the internet most in order to prove above hypothesis Chi square test is conducted at so there is no significant difference between age and internet service or there is no relations between each of the respondent and internet surfing

It is significant difference between age of the respondent and internet surfing in other words that is relation between age of the respondents and internet surfing. Test statistics showed that chi-square calculated at 2 degree of freedom is 7. 71 at 0. 05 significance level where the critical value is 5. 99. Hence null hypothesis is rejected at a is equal to 0. 05 and alternate hypothesis is accepted.

**Hypothesis 2**

There is high degree correlation between income of the respondents and their Purchase Decision. Chi-square test is conducted between income of the respondents and their Purchase Decision affected by E marketing. Chi square statistic show that at 0. 05 of significance level calculated value comes out to be 5. 02 at 3 degree of freedom where the critical value is 7. 82. Hence it can be concluded that null hypothesis is accepted and ultimate hypothesis is rejected that is there a significant difference of relation between income of the respondent and Purchase Decision. Also significant difference is found between age of operation of the respondents and their Purchase Decision.

**FINDINGS AND CONCLUSION****Findings**

- It is found that there is no significant difference between internet surfing and gender of the respondent.
- But the age group of zero to 20 years Surf internet most.

- 
- The reason behind maybe the younger people are more Technology oriented and also maybe me working in organisations where they need to work up on computer and internet.
  - People with higher income income group usually have little time to go and purchase products and services from traditional shop because of their busy schedule hence they prefer social media site purchasing.

**CONCLUSION**

Online business is rapidly changing the way of people choosing it all over the world. In the business to consumer segment sails through the web have been increasing dramatically over the last few years. Consumer not only those from well developed country but also those from developing countries are getting used to these Online Shopping Channel.

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**SOCIO ECONOMIC BEHAVIOR OF THIRD GENDER**

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**ABSTRACT**

*Transgender people come from all walks of life. We are dada and moms, brothers and sisters ,sons and daughters .We are your coworkers and your neighbours.We are 7 year old children and 70 year old grandparents. We are a diverse community, representing all racial and ethnic backgrounds, as well as faith backgrounds. Each person is unique and gender identity is a deeply personal choice that needs to be respect at an individual level. The program made by the transgender community in India needs to celebrated and further encouragement given to their endeavours.with the down of independence, India emerged as a sovereign, democratic, socialist, secular, republic. Since the advent of independence, the whole set up of Indian society has undergone a change. India is a democratic country. The spirit of Indian constitution is to provide equal opportunity to every citizen to grow and attain their potential, irrespective of caste, religion or gender. In India there are three gender, male, female, and transgender. In a landmark judgment, the supreme court of India on April 2014 created the 'third gender' status for hijras or transgenders.As per census 2011, there are around 4.9 lack third genders in the country who faces social discrimination and harassment. Now, transgender will study in schools and colleges with all facility approving their admission under the category of 'disadvantaged group' defined by the Right To Education Act 2009(RTE) .Transgender are eligible for twenty five percent reservation under the economically weaker section (EWS) and dis advantaged students category for admission. The Supreme Court said they will be given educational and employment reservation as OBCs. Transgender are deprived of social and cultural participation, are shunned by family and society. This paper is as step towards enhancing the participation of transgender in mainstream education including higher education, political involvement, employment, social acceptance and respect .Government should also provide benefits by launching schemes in budget, through which directly and indirectly transgender are spent on commodity and services .so it's also great source to government for collecting of revenue in terms of tax.*

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**OBJECTIVES**

- To study, problems faced by transgender in everyday life.
- To know the cultural and social aspects.
- To know the expectations of transgender from government and society.

**RESEARCH METHODOLOGY**

Primary Data : Surveyed 25 transgender and collect information from vitthalwadi area.

Secondary Data: Web source, Journals

**INTRODUCTION**

In India, transgenderism is closely identified with the term Hijra. Legally hijras have been granted the status of a third in India, as well as in Pakistan and Bangladeshi April ,2014 a landmark supreme court judgment granted transgender the right to identify as a separate gender for government, documents and voting and so on. Though implementation might take time ,a bill has been passed in parliament requiring this to ensure that transgender are treated as a minority community and granting them access to jobs and education. The life of transgender people is daily battle as there is no acceptance anywhere and they are ostracized from the society and also ridiculed .They face high levels of stigma in almost every sphere of their life such as health, schools/colleges, employment, social schemes and project.

In India, some states work for the betterment of transgender. Tamil Nadu has been the only state which has successfully pioneered transgender inclusion by introducing the transgender (aravani ,as they are locally called) welfare policy. It was also the first state to form a Transgender Welfare Board in 2008 with representatives from the transgender community. In March 2009, Tamil Nadu government set up a telephone helpline called Manasu for transgender, an initiative which was responsible for the formation of India's first helpline for the LGBTQIA community in 2011 at Madurai. Tripura government which announced in July an allowance of Rupees 500 per month to the transgender people in the state to ensure their financial independence.

**HISTORICAL BACKGROUND OF TRANSGENDER**

Historically, however the hijra community is said to have existed since ancient times with reference dating to 4 millennia ago. There are reference to Tritya Parkriti on transgenders in the Kama Sutra .Certain detities are also



closely associated with the transgender community “Bahuchara” Mata, is a goddess whose temple in Mehsana, Gujarat, is a pilgrimage site for many transgender. In the Ramyana, a reference to transgender also made, wherein they are among the citizens of Ayodhya, who follow Lord Rama, into exile. When he commands the men and women of the city to return to their homes as he is entering the forests, the transgenders being neither remain on the edges of the forest for the duration of his exile.

On his return Lord Rama impressed by their devotion, grants them the power to grant blessings on auspicious occasions. This is the source of the belief that a blessing from hijras on a wedding or birth in a family is beneficial.

### MARRIAGE SYSTEM

Many hijras in India live in communities, formed around a proper social structure. There is typically a group leader or Guru, and the rest of the communal identify as her Daughters and sister and mother and grandmother. The communities are known to be very supportive and have a self-contained ecosystem, where other members marry with their guru, for maintaining guru shishya relationship. In that they celebrate all functions such as haldi, mehndi and sangeet, and every community members involved in that.

### ➤ RESULTS

- **Age:** The respondents age at the time of interview varied from a minimum of 16 years to 56 years.
- **Education:** A glance at Table I reveals that the transgender phenomena cuts across various educational levels. A huge variety of them were literate.

**Table-I: Education of Transgenders**

Education	Frequency	Percent	Cumulative%
Illiterate	4	16	16
Primary School	6	24	40
Middle School	5	20	60
High School	9	36	96
Graduate	1	4	100
Post Graduate	0	0	0
Professional	0	0	0
Total	25	100	

- **Occupation:** Table II shows traditional occupation where 2 were employed in projects (NGOS) in SAHAD run by the Maharashtra State Aids Control Society, who have employed transgender in their respective community-based NGOs. These NGOs have a primary focus on :
  - Health issue
  - Legal identity

**Table-II: Traditional Occupations**

Occupation	Frequency	Percent	Cumulative%
Sex Work	13	52	52
Begging	6	24	76
Social Offering	5	20	96
Self –Employment	0	0	0
Employed in a project	1	4	100
Total	25	100	

It is also important to note in table II, that the main occupations of the transgender are mentioned, though they may also be engaging in other types of occupation such as,

1. Tax Recovery
2. Segregation during time of Ganpati
3. Catering services
4. Candles making.

➤ **Income**

Income	Freuency	Percent	Cumulative%
Below 10,000	5	05	20%
10,000 To 20,000	10	10	40%
20,000To30,000	9	09	36%
More Than 30,000	1	01	4%
Total	25	25	100%

➤ **Problems Faced By Transgender:** This paper also tried to understand problem faced by hijra in civil society. It limit its presentation and problems faced due to police harassment.

**1. Health Problem: Almost 70% said that they do suffer from**

- HIV/AIDS
- HIGH/LOW BLOOD PRESSURE
- PLIES
- SEXUALLY TRANSMITTEDINFECTIONS

➤ **Problems Faced Due To Police Harassment:-** A great majority of hijras stated that they have experienced problems caused by the police whether policeman from respective police stations, traffic police ,railway police.

➤ 5 transgender commented that ‘I am good, so all are good. They are my friends .Another said; I am very decent in my begging. So am not troubled.’

There is presenting need to look into the deprivation of civic amenities on the basis of gender and make efforts for the following provisions:

1. Right to travel legally in ladies compartments in trains, use seats meant for ladies in other public transports and access to use of ladies toilets and bathing rooms.
2. Right To Housing: Hijras look forward to free/subsidized housing policies.
3. All government and no government applications forms for whatever purposes, to have three options for gender namely Man/Women/Transgender.
4. Census data to cover the hijra population and their demographic indicators.
5. Issuance of identity card for hijras to distinguish them from fake hijras.
6. Provide adequate pension amount for hijras who are above 60 years
7. Disbursing interest free loans for hijras skilled in business entrepreneurship with minimum or no formalities.
8. Educational institutions need to identify students with hijra /transgender orientation and make space for acceptance and discourage any kinds of abuse. Formulate penalties for those causing abuse.

**CONCLUSION**

All transgender are human beings and logically all human rights apply to all hijras. As all human beings have the right to live with dignity at all times, regardless of their legal, social or political status so do hijras. The content analysis of the problem narrated by the hijras revealed that the majority of them (87.5%) suffered harassment at the hands of police, general public particularly for begging and soliciting client for sex work. There are also been cases when hijra respondents have been raped and even gang raped by the people .The emerging global system is redefining the roles of state ,business and civil society in the protection and promotion of human rights especially of the marginalized groups. Citizens and civil society are the main and most responsible actors in such processes.

No single actor can be expected to provide for the fulfillment of all human rights .But by working together progress is possible.

**ACKNOLEDGEMENT**

Special thanks to all the hijras who participated in the study and especially leaders of the community Based a organizations.

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**DOWRY SYSTEM AND WOMEN EDUCATION**

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**ABSTRACT**

*This research paper argues on the evil sins of dowry system and its impact on Indian women education. The objectives of this research paper were to substantiate the effect, favoritisms and involvement of people in Dowry system. This research notified that dowry creates imbalance in the status of women, their education and affect women mentally and physically. Dowry also creates greed and conflicts in the society. Dowry has also leaded to bloodshed, murders, and suicides. Majority of people are involved in dowry system whether they are educated or illiterate. However, most of the respondents are against this system. Simple random sampling technique and Questionnaire as a data collection instrument has used to accomplish this research. Results have been evaluated in the light of women education.*

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**INTRODUCTION**

Marriage plays an important role in human life. As coin has two sides, head & tail, marriage leads to many problems in life but before marriage there is a big deal that can affect life after marriage i.e. dowry system. Among the societal tribulations that triumph and infecting Indian society, the dowry system plays the most significant role. It is sprawling its tentacles far & ample in the society distressing almost every segment of the society especially women & their education.

Dowry is no longer a set of gift items intended for contributing towards a suitable beginning of the practical life of a newly married couple. Copious & loud marriages, designers items studded bride, bridegroom & other family members, many course meals, decor etc. all put up with the dowry system. In a country where Goddess is worshipped, devoted on the other hand women are exploited for dowry. In India an immense majority of population lives beneath poverty line & is devoid of basic human requirements like water, sanitation & electricity, health & education the increasing leaning of such exhibiting marriages is adding miseries in society.

**OBJECTIVES**

The objectives of this research are:

1. To verify that to how much extent dowry system is affecting our society?
2. To examine points of view of society about dowry system?
3. To visualize the cause & effect relationship between dowry & women education.
4. To find out how much people are supporting this system & vice & versa.
5. To test how to control the evil of dowry system.
6. To inspect why educated people are still involve in this evil activity?

**METHODOLOGY**

There are numerous research methods but I choose this method of questionnaires to do the necessary findings for the research paper as it can be distributed to large number of people than it would be possible to interview. Total 50 pupils (women) samples were collected. And later observed and then analyzed.

**HISTORY**

Ancient Indian texts from old times suggest that dowry system was most prevalent in upper castes where Manusmriti classified 'streedhan' as a part of father's wealth the bride voluntarily brought with her for personal use and a mark of independence in her new home with in-laws.

In 19th century, during the British colonial rule, the practice of dowry was made legal. This was the suited to the colonial interest as firstly, women were considered inferior to men in labour market participation and secondly, the exploitative cash-based economy made poor common men look up to dowry as the easiest way to accumulate necessary and surplus wealth by marriage of sons to a woman. This ultimately translated into dowry turning into a mandatory price the bride pays for a man agreeing to marry her which in turn tightened the patriarchal notion even more in the society in the modern days too.

**CURRENT SCENARIO**

The custom of dowry system has long been blamed for Indian families preferring to have boys and thousands of girls being deserted, beaten, harassed or even burned to death every year over dowry payment disputes. This is

why in 1961, The Indian Parliament passed the Dowry Prohibition Act, outlawing the practice of dowry as a condition for marriage. However, despite a rapidly expanding middle-class and the ever-increasing role of women, dowries continue to be offered and accepted in the nation.

Whereas many police officers take bribe from the accused family and then refuse to take cases forward. In a country where goddess Durga, Laxmi, Saraswati, Parvati are worshipped and meanwhile you can kill a daughter-in-law in want of a scooter, a car or money, you won't see a change in such country.

### **CASE STUDY**

Dowry took a life of a housewife named Salma. Her husband Amjad pour kerosene on her body on the last 24th December as she questioned him about his extramarital affair and could not pay the amount of dowry. After 12 days of treatment in Rajshahi medical college hospital they transferred her to DCMH. But Salma's family took her home instead of getting her treatment done due to lack of money. And the next day Salam died.

According to Chatmohar Thana and Salma's family, Salma daughter of Abdul Khan of Chatmohar of Pabna was married with Amjad Khan son of Rafiq Khan of Kakmari Aatghoriya. Amjad was a garment worker in Dhaka. He was promised to give 30000 as a dowry. But the brothers of Salma who are daily labour could not afford more than 10000 at time so salma was cruelly beaten for the rest of money. Salma once came to her brothers family as she failed to tolerate the brutality.

At the next day of last Eid of 22nd December, Amjad came to his in-laws to demand for the rest of the money. When he was said that the money is not possible to pay, then he started to beat his wife and pour kerosene on his wife and set fire. Salma cried and her brothers came. In the meantime she was burned dangerously. And Amjad fled. She was admitted at Rajshahi hospital and treated there for 12 days and when they got no progress the doctors wished to transfer her at Dhaka. But as her poor brothers had not enough money so they took away their sister back home. The next day she died.

The poor family failed to manage any source of money to treat her, corresponding family members said, and no one came to help them. Most of the parts of the body of salma was burned and as she had wore warm cloth, so she got a quick fire. She needed a better treatment but her poor family could not bear the cost of treatment.

Salma's elder brother had filed a case against Amjad at the next day of the incident. But Amjad is still missing and not found by police and they are searching Amjad.

### **LAWS & AMENDMENT**

#### **The Dowry Prohibition Act, 1961, (20th May, 1961)**

It extends to the whole of India except Jammu and Kashmir. If any person, after the commencement of this Act, gives or takes or abets the giving or taking of dowry, he shall be punishable with the imprisonment for a term which shall not be less than 5 years, and with the fine which shall not be less than 15000 or the amount of dowry, whichever is more.

Provided that the Court may, for adequate and special reasons to be recorded in the judgement, impose a sentence of imprisonment for a term of less than 5 years.

**Section 498A of the Indian Penal code and Section 198A in the Criminal Procedure Code. Section 113A added in the Indian Evidence Act** further provides the family of bride to charge the husband's family of abetting suicide of their daughter within 7 years from the date of marriage.

### **QUESTIONNAIRE**

1. Have you heard any cases of dowry system?    Yes\_\_\_            No\_\_\_    I am not sure\_\_\_
2. Are you in favor of taking dowry?    Yes\_\_\_    No\_\_\_
3. Do you think it is because of dowry parents are not willing to give birth to a girl child?  
Yes\_\_\_            No\_\_\_
4. Do you agree that dowry system is the main cause of female feticide? Agree\_\_\_            Disagree\_\_\_
5. Dowry system is an obstacle in pursuing higher education for girls? Yes\_\_\_            No\_\_\_
6. Are you aware of laws against dowry system? Yes\_\_\_    No\_\_\_
7. Should the government make the existing laws stronger & take strict action against dowry system?  
Yes\_\_\_    No\_\_\_

8. Dowry system is more common in arranged marriage as compared to love marriage? Yes\_\_ No\_\_

9. Our youth should stand against the dowry system ? Yes\_\_ No\_\_

10. Educated people prefer dowry in order to raise their status in the society? Yes\_\_ No\_\_

### **ANALYSIS**

**1. Have you heard any cases of dowry system? Yes\_\_ No\_\_ I am not sure\_\_**

Out of 50 pupils, we found that majority of them were feeling awkward to share the cases still few of them tried:

12 pupils said Yes

35 pupils said No

03 pupils were not sure.

Hence, awareness regarding the laws and amendments must be known to all of us so that we can raise our voice against it and help the needy ones.

**2. Are you in favor of taking dowry? Yes\_\_ No\_\_**

Even though the answer to this question would sound obvious still pupils take as well as give dowry.

08 pupils said Yes.

42 pupils said No.

Hence, still somewhere there is need of awareness of laws against dowry system and strict action to be taken so that pupils deny to this system.

**3. Do you think it is because of dowry parents are not willing to give birth to a girl child? Yes\_\_ No\_\_**

It's a serious issue because it will lead to an impact on our population ratio of boys and girls.

48 pupils said Yes.

02 pupils said No.

Hence, the government should keep monitoring that pupils don't kill girl child and take strict actions against cases of dowry.

**4. Do you agree that dowry system is the main cause of female feticide? Agree\_\_ Disagree\_\_**

Pupils always forecast what might happen in future, if a girl child is born then it leads to lots of expense

40 pupils said Yes.

10 pupils said No.

Hence, the mindset of pupils need to be changed through education.

**5. Dowry system is an obstacle in pursuing higher education for girls? Yes\_\_ No\_\_**

Pupils have mentality of enjoying equal status even in terms of education, highly qualified girls will obviously marry highly qualified boys, so more dowry to be given.

37 pupils said Yes.

13 pupils said No.

Hence, say no to dowry system should be implemented by all of us individually.

**6. Are you aware of laws against dowry system? Yes\_\_ No\_\_**

Out of 50 pupils, we found that majority of them are unaware of the laws against dowry system, such as:

17 pupils said Yes

33 pupils said No

Hence, awareness regarding the laws and amendments must be known to all of us so that we can raise our voice against it.

**7. Should the government make the existing laws stronger & take strict action against dowry system?**

**Yes\_\_ No\_\_**

Pupils find corruption at this situation also where the police officers take bribes and don't file the cases.

36 pupils said Yes.

14 pupils said No.

Hence, we individually should follow the rules and regulations so that there's no trouble to the society.

**8. Dowry system is more common in arranged marriage as compared to love marriage? Yes\_\_ No\_\_**  
Indian society still believes and follows arrange marriage where they demand for dowry to keep their status high in the society.

44 pupils said Yes.

06 pupils said No.

Hence, let us follow our culture but not the crime of dowry.

**9. Our youth should stand against the dowry system ? Yes\_\_ No\_\_**  
Youth is the real power of their country. With the help of social media majority can formed against dowry system. *Na lo, na do*

All 50 pupils said Yes.

Hence, it is possible through education.

**10. Educated people also prefer dowry in order to raise their status in the society? Yes\_\_ No\_\_**  
Lust, fame, name, standard is preferred by educated pupil.

39 pupils said Yes.

11 pupils said No.

Hence, gaining status through dowry is a dangerous crime.

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### **Primary Data**

Questionnaire

## **CONCLUSION**

Marriage is a mutual bonding between two souls for the lifelong support to each other and not should not be a lust for money. Taking or giving dowry is a dangerous crime. It has spoiled many lives, families just for the sake of money. In the nation of democracy, equality there should be no place for such social evils. Laws never succeed in eradicating social evils. Social awakening is needed to achieve such goals. Let's educate people, make them aware about what crime are they going to do. From this research it shows a clear picture that youth of India will follow the trend of '*NA LO, NA DO*'. If you educate a man you educate an individual but if you educate a girl you educate entire family (NATION).

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## A STUDY OF EQUALITY AND INCLUSION OF TRANSGENDER WITH THE HELP OF SOCIAL MEDIA USE

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### ABSTRACT

*This study explored about the Equality and Inclusion of Transgender with the Help of Social Media Use. The objective of the study is to study the meaning of Social Equality, Social Inclusion, Transgender and Social Media in general and to study about the Evolution of Transgender community in India and to study the violation of Transgender Rights and to study about Rights of Transgender as being citizen of India and also to study about the Equality and Inclusion of Transgender with the help of Social Media Use. The researcher has collected information required for the study from various sources by using secondary data. The researcher has explained about the evolution of transgender community in India. The researcher has discussed about the violation of transgender rights and also explained about Rights of Transgender as being citizen of India. The researcher has also discussed that how equality and inclusion of transgender can be made with the help of social media use. So the finding of the study is that human rights are basic rights and freedoms which are guaranteed to a human by virtue of him being a human which can neither be created nor can be abrogated by any government. It includes the right to life, liberty, equality, dignity and freedom of thought and expression. Though we all have basic Human rights but still Transgender are deprived of such basic rights due to gender inequality in spite of having rights framed by the constitution. So it has been seen from various studies that social media use has become a critical tool for visibility and equality of transgender people, and may be one reason that mainstream attitudes toward transgender people are shifting so rapidly. It is mainly possible with social media use because it is able to bridge the gap of communication by making interactions easy and convenient, where transgender can share their feelings easily and it has been also seen that online interactions can produce a sense of empathy in people. So, we all can make equality and inclusion of transgender possible by being empathetic towards them and by spreading awareness of equality and inclusion of transgender with the help of social media use.*

*Keywords: Social Equality, Social Inclusion, Transgender, Social media, Empathy*

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### 1. INTRODUCTION

**Social equality** is a state of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services. However, it also includes concepts of health equality, economic equality and other social securities. It also includes equal opportunities and obligations, and so involves the whole of society. Social equality requires the absence of legally enforced social class or caste boundaries and the absence of discrimination motivated by an inalienable part of a person's identity.[1] For example, sex, gender, race, age, sexual orientation, origin, caste or class, income or property, language, religion, convictions, opinions, health or disability must absolutely not result in unequal treatment under the law and should not reduce opportunities unjustifiably.

**Social inclusion** is a process by which efforts are made to ensure equal opportunities for all. The multi-dimensional process aimed at creating conditions which enable full and active participation of every member of the society in all aspects of life, including civic, social, economic, and political activities, as well as participation in decision making processes. Social inclusion may also be interpreted as the process by which societies combat poverty and social exclusion. Social inclusion aims to empower poor and marginalized people to take advantage of burgeoning global opportunities. It ensures that people have a voice in decisions which affect their lives and that they enjoy equal access to markets, services and political, social and physical spaces.

**Transgender** people have a gender identity or gender expression that differs from their assigned sex. Transgender people are sometimes called transsexual if they desire medical assistance to transition from one sex to another. Transgender is also an umbrella term: in addition to including people whose gender identity is the opposite of their assigned sex (trans men and trans women), it may include people who are not exclusively masculine or feminine (people who are genderqueer or non-binary, including bigender, pangender, genderfluid, or agender). Other definitions of transgender also include people who belong to a third gender, or else conceptualize transgender people as a third gender. Infrequently, the term transgender is defined very broadly to include cross-dressers, regardless of their gender identity.



**Social media** is a computer-based technology that facilitates the sharing of ideas and information and the building of virtual networks and communities. By design, social media is internet based and offers users easy electronic communication of personal information and other content, such as videos and photos. Users engage with social media via computer, tablet or smartphone via web-based software or web application, often utilizing it for messaging. Social media can take the form of a variety of tech-enabled activities, such as photo sharing, blogging, social gaming, social networks, video sharing, business networks, virtual worlds, reviews and more. For individuals, social media is used to keep in touch with friends and extended family, network for career opportunities, find people from all over the globe who share a common interest, share content and more. Those who engage in these activities are part of a virtual social network.

## **2 OBJECTIVES OF THE STUDY**

4. To study the meaning of Social Equality, Social Inclusion, Transgender and Social Media in general.
5. To study the Evolution of Transgender community in India.
6. To study the violation of Transgender Rights.
7. To study Rights of Transgender as being citizen of India.
8. To study about the Equality and Inclusion of Transgender with the help of Social Media Use.

## **3. RESEARCH METHODOLOGY**

The researcher has collected information required for the study from the different sources. The secondary data of the above study is collected by referring to various books, journals, relevant articles of newspaper, magazines, published reports and research papers.

## **4. LIMITATION**

Since the present study is based on Secondary Data, hence the accuracy and reliability is not so comparable with the primary data.

## **5. THEME OF THE PAPER**

To Study the "Equality and Inclusion of Transgender with the Help of Social Media Use."

## **6. EVOLUTION OF TRANSGENDER COMMUNITY IN INDIA**

Transgender persons had been part of Indian society for centuries. There was historical evidence of recognition of "third sex" or persons not confirm to male or female gender in near the beginning writings of ancient India. The concept of "tritiyaprakriti" or "napumsaka" had been an integral part of the Hindu mythology, folklore, epic and early Vedic and Puranic literatures. The term "napumsaka" had been used to denote the absence of procreative ability, presented by signifying difference from masculine and female markers. Thus, some of the early texts extensively dealt with issues of sexuality and the idea of third gender which was an established thought therein. In fact, the Jain text even mentions the concept of "psychological sex", which emphasized the psychological make-up of an individual, distinct from their sexual characteristics. Lord Rama, in the epic Ramayana, was leaving in the forest upon being banished from the kingdom for 14 years, turns around to his followers and asks all the 'men and women' to return to the city. Among his followers, the hijras alone did feel bound by this direction and decide to stay with him. Impressed with their loyalty, Rama sanctioned them the power to confer blessings on people on auspicious occasions like child birth and marriage, and also at inaugural functions which, it was supposed to set the stage for the custom of badhai in which hijras sing, dance and confer blessings. Aravan, the son of Arjuna and Nagakanya in Mahabharata, offer to be sacrificed to Goddess Kali to ensure the victory of the Pandavas in the Kurukshetra war, the only condition that he made was to spend the last night of his life in marriage. Since no woman was willing to marry one who was doomed to be killed, Krishna assumes the form of a beautiful woman called Mohini and married him. The Hijras of Tamil Nadu considered Aravan their progenitor and call themselves Aravanis.

## **7. HOW RIGHTS OF TRANSGENDER ARE VIOLATED DUE TO GENDER INEQUALITY IN INDIA?**

The main problems that are being faced by the transgender community are of discrimination, unemployment, lack of educational facilities, homelessness, lack of medical facilities: like HIV care and hygiene, depression, hormone pill abuse, tobacco and alcohol abuse, penectomy, and problems related to marriage and adoption. In 1994, transgender persons got the voting right but the task of issuing them voter identity cards got caught up in the male or female question. Several of them were denied cards with sexual category of their choice. The other fields where this community feels neglected are inheritance of property or adoption of a child. They are often pushed to the periphery as a social outcaste and many may end up begging and dancing. This is by all means human trafficking. Sometimes running out of all options to feed themselves, they even themselves engage as sex workers for survival.

Transgenders have very limited employment opportunities. Transgender have no access to bathrooms/toilets and public spaces. The lack of access to bathrooms and public spaces access is illustrative of discrimination faced by transgenders in availing each facilities and amenities. They face similar problems in prisons, hospitals and schools.

Most families do not accept if their male child starts behaving in ways that are considered feminine or inappropriate to the expected gender role. Consequently, family members may threaten, scold or even assault their son/sibling from behaving or dressing-up like a girl or woman. Some parents may outright disown and evict their own child for crossing the prescribed gender norms of the society and for not fulfilling the roles expected from a male child. Parents may provide several reasons for doing so: bringing disgrace and shame to the family; diminished chances of their child getting married to a woman in the future and thus end of their generation (if they have only one male child); and perceived inability on the part of their child to take care of the family. Thus, later transgender women may find it difficult even to claim their share of the property or inherit what would be lawfully theirs. Sometimes, the child or teenager may decide to run away from the family not able to tolerate the discrimination or not wanting to bring shame to one's family. Some of them may eventually find their way to Hijra communities. This means many Hijras are not educated or uneducated and consequently find it difficult to get jobs. Moreover, it is hard to find people who employ Hijras/TG people. Some members of the society ridicule gender-variant people for being 'different' and they may even be hostile. Even from police, they face physical and verbal abuse, forced sex, extortion of money and materials; and arrests on false allegations. Absence of protection from police means ruffians find Hijras/TG people as easy targets for extorting money and as sexual objects. A 2007 study documented that in the past one year, the percentage of those MSM and Hijras who reported: forced sex is 46%; physical abuse is 44%; verbal abuse is 56%; blackmail for money is 31%; and threat to life is 24%.

Hijras face discrimination even in the healthcare settings. Types of discrimination reported by Hijras/TG communities in the healthcare settings include: deliberate use of male pronouns in addressing Hijras; registering them as 'males' and admitting them in male wards; humiliation faced in having to stand in the male queue; verbal harassment by the hospital staff and copatients; and lack of healthcare providers who are sensitive to and trained on providing treatment/care to transgender people and even denial of medical services. Discrimination could be due to transgender status, sex work status or HIV status or a combination of these.

Social welfare departments provide a variety of social welfare schemes for socially and economically disadvantaged groups. However, so far, no specific schemes are available for Hijras except some rare cases of providing land for Aravanis in Tamil Nadu. Recently, the state government of Andhra Pradesh has ordered the Minority Welfare Department to consider 'Hijras' as a minority and develop welfare schemes for them. Stringent and cumbersome procedures and requirement of address proof, identity proof, and income certificate hinders even the deserving people from making use of available schemes. In addition, most Hijras/TG communities do not know much about social welfare schemes available for them. Only the Department of Social Welfare in the state of Tamil Nadu has recently established 'Aravanigal/Transgender Women Welfare Board' to address the social welfare issues of Aravanis/Hijras. No other state has replicated this initiative so far.

## **8. RIGHTS OF TRANSGENDER AS BEING CITIZEN OF INDIA**

The right of equality before law and equal protection of law is guaranteed under Article 14 and 21 of the Constitution. The right to chose one's gender identity is an essential part to lead a life with dignity which again falls under the ambit of Article 21. Determining the right to personal freedom and self determination, the Court observed that "the gender to which a person belongs is to be determined by the person concerned." The Court has given the people of India the right to gender identity.

Further, they cannot be discriminated against on the ground of gender as it is violative of Articles 14, 15, 16 and 21.

The Court also protects one's gender expression invoked by Article 19 (1) (a) and held that "no restriction can be placed on one's personal appearance or choice of dressing subject to the restrictions contained in article 19(2) of the Constitution".

The Court recognized the right to as to how a person choose to behave in private, personhood and the free thought process of the human being, which are necessary for the fullest development of the personality of the individual. The Court further noted that a person will not realize his dignity if he is forced to mature in a gender to which he does not belong to or he cannot relate to which will again hinder in his development.

The Supreme Court has given certain directions for the protection of the rights of the transgender persons by including of a third category in documents like the election card, passport, driving license and ration card, and for admission in educational institutions, hospitals, amongst others.

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## **9. HOW EQUALITY AND INCLUSION OF TRANSGENDER CAN BE DONE WITH THE HELP OF SOCIAL MEDIA USE?**

Many in the Trans community will tell you that the social network has played an indispensable role in changing for the better what it's like to live as a transgender person in America. Despite much to be wary of about Facebook — its ubiquity, its invasiveness, its capacity to alter much about the national mood — it has also become a critical tool for visibility and equality, and may be one reason that mainstream attitudes toward transgender people are shifting so rapidly.

“Television made a huge difference to the civil rights movement. Absolutely, for this community, it's been Facebook. Now we have something that's even more rapid than TV,” said Aidan Key, a transgender rights organizer who runs an annual conference on gender identity issues. “Now you can see real-life transgender people. You can hear their stories. You can see the parents who have transgender children. Just imagine what kind of impact that has had.”

But the experiences of transgender people on Facebook suggest that many of these assumptions aren't so open-and-shut. Scholars who study online interaction say that humans do feel empathy online. We can be moved by what happens on the internet and we carry what happens there to our interactions beyond it.

For transgender people, online interaction afforded another luxury besides mere connection. It fostered a middle ground between being secretive and being out, a safe space for testing out a new way of living. In the last few years, the number of Facebook groups for transgender adults and teenagers and for the parents of young transgender children has grown rapidly. One Facebook support group that Mr Key belongs to has doubled from 2,000 members to 4,000 in the span of a few months. Parents say the online groups have also helped them look out for and intervene in difficult situations. Transgender people face an alarmingly high rate of suicide. Many times, people on the verge of a suicide attempt will hint at it online.

“And now that we have these groups, we immediately go into action,” said Debi Jackson, whose 9-year-old daughter, Avery, “socially transitioned” when she was 4. “We'll ask, ‘Is anyone nearby? Can we get someone there? Who can call the police?’ It's become a lifesaving tool.”

But little happens on Facebook without everyone else seeing it. So as more transgender people came to the social network to find others like them, other people on Facebook began to notice transgender people there, too. Mere visibility has had a positive effect. “It's not all about activism,” Ms Jackson said. “It's just being out there as a regular person, and being known as a normal person — to show that it's not salacious, that trans people are really just normal people who talk about movies and music and who post silly cat pictures, as normal as everyone else. “There have been no academic studies on the role that the increased visibility of transgender people online has played in helping to shift views about them. But there are clues from other research. According to a study published last year by L. Mark Carrier, a psychology professor at California State University, Dominguez Hills, and several colleagues, online interactions can produce a sense of empathy in people. The researchers found that you can identify and gain a feeling of understanding for another person's emotional travails online just as you would in real life.

“What we found is there is a different kind of empathy produced online,” Mr Carrier said in an interview. In general, this “virtual empathy” is not as strong as the sense of empathy we experience in face-to-face communication. But the internet affords us the opportunity for many more interactions than we might be able to handle off-line. A recent study that tracked Dutch teenagers' social-media use for a year found that using sites like Facebook improved people's ability to understand and share the feelings of others. Empathy is often considered a baseline necessity for prompting social change

A dynamic now seems to be influencing transgender acceptance. Since 2014, the advocacy group Human Rights Campaign has commissioned an annual survey on how Americans feel about transgender people. Each year, the percentage of people who say they personally know or work with trans people has gone up. And each year, Americans have reported higher “favourability” toward transgender people.

## **10. CONCLUSION**

Thus, Human rights are basic rights and freedoms which are guaranteed to a human by virtue of him being a human which can neither be created nor can be abrogated by any government. It includes the right to life, liberty, equality, dignity and freedom of thought and expression. Though we all have basic Human rights but still Transgender are deprived of such basic rights due to gender inequality in spite of having rights framed by the constitution. So it has been seen from various studies that social media use has become a critical tool for visibility and equality of transgender people, and may be one reason that mainstream attitudes toward

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transgender people are shifting so rapidly. It is mainly possible with social media use because it is able to bridge the gap of communication by making interactions easy and convenient, where transgender can share their feelings easily and it has been also seen that online interactions can produce a sense of empathy in people. So, we all can make equality and inclusion of transgender possible by being empathetic towards them and by spreading awareness of equality and inclusion of transgender with the help of social media use.

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**INCULCATING GENDER EQUALITY IN EDUCATION**

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**ABSTRACT**

*Gender equality in education has always been a matter of concern not only in India but across the world. In a world where we talk about women empowerment and the growing role of women in society, it is really disappointing to see gender disparity in education. There are various ways to eliminate this chronic problem and face the challenges related. In my view not only governments and academicians but it is the moral duty of every individual to promote the opportunity of educating a female child in one's own capacity.*

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**OBJECTIVES**

To study the problems of gender inequality in education.

To study the measures taken at different levels to overcome the same.

**RESEARCH METHODOLOGY**

The paper is made on the basis of secondary data available through various registered websites, books, journal etc.

**INTRODUCTION**

Around 12 million Indian children not in school are female. Between 2006 and 2010, only 26 % of girls completed secondary education, compared to 50 % of boys. This inequality between genders is more prominent in the lower-income families. 82 % of boys are literate while only 65 % of girls can read and write, according to the Census of India in 2011.

The United Nations Educational, Scientific, and Cultural (UNESCO) agency has found that girls with a higher level of education are less likely to fall pregnant. This allows girls to continue their education or start working and grab the opportunities coming their way. Access to basic education breaks the cycle of poverty and poor health.

**BARRIERS TO EDUCATION OF GIRLS**

- Poverty is one of the main reasons why girls are made to sit at home and do the household chores.
- Lack of road safety.
- Lack of sanitation facilities in schools.
- Lack of security in schools: the rising cases of kidnapping, molestation and rape add to this grave problem and discourage the parents to send their daughters to school in rural areas.
- Sexual violence and discrimination – due to these reasons girls are not allowed to continue school fearing what if they become pregnant or are forced into child marriage.
- Paternalistic attitude of the society.
- Considering a girl as a liability instead of an asset for the family.

**THE BENEFITS OF EDUCATING GIRLS**

- Education empowers women to take informed decisions.
- It reduces the chances of violence.
- It gives them a chance to contribute to the society and act as role models.
- Education changes the way a woman looks after herself and the family.

**PROBLEMS OF WOMEN WORLDWIDE**

Women perform 66% of the world's work, and produce 50% of the food, yet earn only 10% of the income and own 1% of the property.

**Women still face problems like:**

- Unequal pay
- Lack of job security
- Have no financial or social security
- Have to face the glass ceiling in promotions.

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**STATUS OF GIRLS' EDUCATION IN INDIA**

Girl's education in the state of Bihar is the priority of the Indian Government. Parents are encouraged to send their daughters to school in informal settings organized by the women in villages. Female literacy in India is still low but has risen from 34 per cent in 1990 to 45 per cent in 2000.

The growth rate of female literacy for Gujarat was far lower than the national average (14 per cent). The government took initiative to target 2000 villages with low literacy rates and convince parents to send their girls to school.

**INTERNATIONAL SCENARIO**

According to UIS data, 15 million girls roughly between the ages of 6 and 10 can never see a classroom as compared to about 10 million boys given the current situation.

In Afghanistan and Sudan, there are only about 70 girls enrolled in primary school for every 100 boys while large gaps persist in countries like Chad (77 girls for 100 boys), Yemen (84 girls) and Pakistan (85 girls). This gap gets wider with higher levels of education.

The situation in Southern Asia is improving. As compared to 6 years of education in 1990, it is 11 years now. In sub-Saharan African, a girl can expect 9 years of schooling while boys can expect 10 years. Various studies show the positive effects of female teachers as compared to male teachers. In Sub Saharan Africa, mostly men are teaching. Only 13% of primary school teachers are women while more than 50% of girls are out of school in Liberia. Considerable progress has been made, In many middle- and high-income countries, the conditions are getting better. More women are pursuing higher education but lesser than that of men which result in women accounting for less than 30% of the world's researchers.

The UN recognizes the need to address this problem, laying out both quality education and gender equality in its list of 2030 Sustainable Development Goals (SDGs). When women become financially independent, it helps to improve the economic growth of a country, ensuring that there is more investment in industrial development and reduced inequalities between the nations, which are all UN development goals.

**RECOMMENDATIONS**

Women can contribute both to the economy and its own households. Hence strong measures should be adopted by the Government to ensure girls' education and employment.

**CONCLUSION**

Providing girls the same level of education as boys can help change on a fundamental level and in ways that we cannot imagine.

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**CELEBRATING DIVERSITY AT WORKPLACES BY EMBRACING LGBTQS**

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**ABSTRACT**

*India is a country with rich cultural diversity. Diversity brings variedness and inquisitiveness which enriches experiences. Diversity is in fact the core of Indian cultural fabric; however, if we talk about diversity of our population, it is found that not everyone is equally accepted. Equality, though, is a fundamental right, is not enjoyed by all.*

*A considerable chunk of our population ; looked down upon as unnatural beings popularly called as Queers; labeled as LGBTQs are the ones who are not as fortunate as common people like us who enjoy easy adaptation and acceptance everywhere.*

*Workplace diversity has become an inevitable trend in today's corporate world. It enables organizations to cater to the diverse customer groups and markets, on one hand and on another, it encourages innovativeness and superior work outcomes and performance level, by allowing for a variety of perspectives, it promotes innovativeness and superior work outcomes and performance. Diversity without inclusivity is meaningless. LGBT community in India once faced legal and social disapproval from the society. They were the silent sufferers bearing the pain of their unaccepted identity. When you grow up feeling different, like there's something which isn't accepted or seen as natural, the best way to embrace this difference is by colouring outside the lines and charting your own lines. With organized efforts like forming groups, Pride march to name a few; these people have fairly made their representation internationally through organized forums and as a result, of late they have gained more and more tolerance and support.*

*This paper is an attempt to explore the reasons why the LGBT community is sulked down; the challenges faced by them and to find out the changes required in social and corporate set up to ensure their inclusivity in the corporates so that they are treated as equal counterparts in the mainstream.*

*Keywords: LGBT, equality, diversity, inclusiveness, acceptance*

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**INTRODUCTION**

Various LGBT studies have shown that LGBT people at work experience lot of unpleasant confrontation in the form of discrimination in hiring, promotion, performance evaluation, pay and benefits, verbal harassment, bullying and physical violence. Due to this fear, many LGBT people have been lying about their personal lives, feeling depressed, avoiding confronting with people and social events. The effects of such kind of treatment to the LGBTQs and on the workplace are serious and produce a very negative and discouraging impact on them. Although, a few companies have made LGBTQ inclusion a priority in their hiring process, but gender diversity in the workplaces is still a far cry in India.

The Corporates, of late, have realized the true value an inclusive workplace can bring to the employees, clients and brand and that is the reason why most of the organizations are now aiming to adopt this all inclusive work culture. One of the diversity areas they should be really committed to should be the adoption of LGBT employees which is crucial for the wellbeing and performance of the LGBT employees. Inclusion and diversity go hand in hand. Rather than considering diversity as a priority, Corporates should aim at balancing focus between diversity and inclusiveness which will enable them to unleash the true potential of a diverse workforce. Organizations need to rebalance their focus on inclusion rather than prioritizing only diversity, to fully unleash the potential of diversity

The workplace, induced by the pragmatic need for improved productivity, acquiring and retaining talented and motivated manpower has become a powerful driving source for social change and learning. The LGBT community is highly diverse within itself. Hays-Thomas and Bendick define it as 'the mixture of attributes within a workforce that in significant ways affect how people think, feel, and behave at work, and their acceptance, work performance, satisfaction, or progress in the organization' Our biology, psychological sense of self and our expression of self gives us an identity. In the workplace, LGBT diversity is about recognizing these dimensions of identity of this diverse group which will help us to be more empathetic towards them and accept them wholeheartedly in the organizations. Merely pushing for diversity through demographic dynamics like gender, or age, or geographies is not adequate to reap the benefits of having a diverse work force. The true essence of a diverse workforce lies in promoting value, admiration, and trust across multiple teams and

geographies that comprise of heterogeneous people in terms of demographic dimensions of age, gender, sexual preferences, physical abilities, and so on.

**OBJECTIVES OF THE STUDY**

- To explore the reasons why the LGBT community faces hostility in Indian society.
- To identify the challenges faced by them.
- To find out the changes required in social and corporate set up to ensure their inclusivity in the corporate so that they are treated an equal counterpart in the mainstream.

**BENEFITS OF INCLUSION OF LGBTQS AT WORKPLACE**

- It maximises employee's health and wellbeing and ensures unaltered commitment from the employees
- Inclusion ensures enhanced work productivity and job satisfaction.
- Ensures compatibility and effective collaboration within and outside the organization.
- Enables organization in talent retention and management.
- It induces employee's willingness to go beyond their job-related roles to engage in citizenship behaviours.
- Inclusion also brings in creativity, and enhanced career opportunities.
- By reflecting, embracing and valuing diversity, a company can strengthen its brand as a workplace

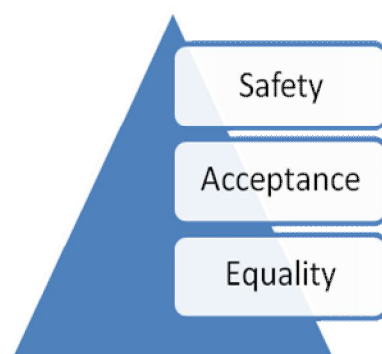
**REASONS FOR UNACCEPTANCE OF LGBTs**

- People who are not LGBT dismiss the need 'to be open about their sexuality as they consider it as private and inappropriate to discuss openly.
- In Indian Social Setup, talking about any such kind of issue is considered as taboo and not acceptable
- Indian culture is prejudiced and has a narrow outlook towards this vulnerable section of the society.
- Firmly deep-rooted stereotypes and beliefs negatively impact the perceptions and acceptance of the other group.
- Societal biases around gender unabatedly creep into the workplace.

**EFFECTS ON EMPLOYEES**

- LGBTs are being stereotyped and labeled as Unacceptable beings; looked down upon with hostility.
- Indian culture considers being of the third gender as a very unnatural phenomena and there's a social stigma being attached with this term in Indian Social climate.
- Upon disclosure of their sexual identity, LGBTs fear losing relationships,
- The gender and sexual orientation of LGBTs have a negative impact on their promotions too irrespective of their work performance.
- They commonly face humiliation, verbally attacked with puns and even fired at times.
- Such employees also suffer from increased sense of isolation, anxiety, stress, and distraction from work.
- Hostility and unacceptability often negatively impacts their self-esteem and mental health.

Three areas of concern for LGBT inclusion





**Safety** from ridicule, harassment, bullying and violence

**Acceptance** to foster understanding, goodwill and relationship building

**Equality** to ensure non-discrimination, recognition of full lives and respect for the integrity of relationships and families.

These concerns had been influential in setting up a useful framework for thinking through inclusive policy, and workplace culture change. While support through policies is necessary, inclusion is hugely impacted by mindsets.

## **PATHWAY TO INCLUSION: STRATEGIES TO PROMOTE GENDER DIVERSITY AND INCLUSION**

### **• Changing Mindsets**

While support through policies is necessary, Inclusion is hugely impacted by mindsets, the organization should aim at creatively acknowledge and celebrate the contribution of LGBTs at workplace and place it on record and communicate the same to all the employees which will gradually bring marked difference in the mindsets of the employees which would be highly instrumental in empowering the LGBT employees. Creating a culture that supports diversity requires sustained focus and effort.

### **• Sensitization for Inclusion of LGBTs**

Corporates should make efforts to sensitize the employees towards the differently oriented employees whom they consider as taboo and shun upon everytime. They need to be made aware that it is natural and absolutely alright to be endowed with a different sexual orientation. Special programs in that context and conscious efforts by the senior management will go a long way in promoting inclusion of LGBTs in the mainstream.

### **• Policies and practices**

Specific efforts should be made to identify, engage, develop, and retain high potential diversity employees. Besides this the company's should aim at refining the existing policies by ensuring that the policies are LGBT inclusive. It may include establishment of gender-neutral dress code, all-gender bathrooms and work to explore healthcare coverage for transgender employees, update maternity, paternity and partner, and adoption policies with appropriate and inclusive language. Organizations should also aim at developing a bullying and harassment policy to raise awareness and to send a strong signal towards acceptable behaviour at workplace. By explicitly including LGBT in the bullying and harassment policy, the company and employees can become equipped to prevent and manage potential problems and situations.

### **• Establishing an effective network:**

A functioning network with clear aims, objectives, responsibilities and internal support is the crucial first step to engaging the majority within an organisation. It provides a structure towards which a wider group of employees can contribute. The network can work as an organic social network but can transform itself into a more formal body which harnesses a variety of channels to build awareness, offer leadership support, foster a sense of community and educate employees and also act as a forum through which they can be heard.

### **• Engaging open and accessible role models:**

Role models are consistently recognised for their powerful influence within the LGBT community and effective enrolment and engagement is a genuine game-changer in organisations. Role models should be diverse and drawn from every area of the organisation. They should act as accessible points of contact within the organization, articulate clear messages and objectives and monitor the organisation's 'tone of voice' on that agenda, foster an open communication approach that would genuinely change the culture around transgender in a personal yet potent way.

### **• Build an inclusive workplace culture :**

All workplaces have a distinctive culture that influences how employees behave toward one another. Companies often engage in practices based on the company's values, which in turn influence employee behaviour and interaction. It is a good idea to reflect upon, which values and standards are important to the company and embody them, so it is obvious to everyone in the organisation what is aimed for and accepted, and thus what behaviours are unacceptable. Make it a part of good corporate culture to respect all employees, including LGBT people, by making it clear that it is not acceptable to gossip about employees' gender identity or sexual orientation, or to ask inappropriate personal questions. Also ensure that employees are involved while developing and embodying company values. Doing so gives ownership, and the employees are already the company's ambassadors.

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- **Evaluate internal and external communication and language use:**

The language we use influences whether we feel included in or excluded from a community. Even small linguistic adjustments can make a great difference. Try to use gender-neutral terms in oral communication. In external communication, the right use of language is important in media such as the company website, publications and the like.

### **CONCLUSION**

More than building a robust and progressive policy framework; it's important to think through how policy becomes practice, how inclusion will be communicated, implemented and supported. Diversity and inclusion often pushes us beyond our comfort zones expecting dismantling backlash and recognizing stereotypes and to keep an open-mind for learning from the experience of diverse others. A workplace environment guided by expectations for work relatedness, fairness and respect is well suited for advancing recognition and inclusion of LGBT people.

A company that employs a diverse workforce can draw strength from the variety of talent and different perspectives employees bring to their jobs. Diversity can also improve an organization's level of adaptability, strengthen its ability to provide service to diverse audiences, and ultimately inspire employees to think beyond their own realities and push their boundaries.

Companies that create an inclusive, supportive environment, will also strengthen their reputation and their employer brand, draw better candidates for open positions and retain top talent longer. People who feel secure in their workplace, supported by policies that engender acceptance and positivity will be more loyal, more focused on their jobs and less distracted and stressed. This, in turn, means that the organization will function better across the board, with greater efficiency and, ultimately, better profits.

Diversity is important and beneficial for business and a vital facet to success in the 21st century.

Driving our efforts through the committee, having policies and practices that acknowledge and support the differences, and continuing the dialogue and action towards bettering the inclusion practices— all reflect our commitment and sustained effort.

Diversity and Inclusion should not be perceived as merely an 'HR Issue' but should be supported as a core business agenda providing real business results. With such a focus in place, India Inc will definitely become progressively more diverse and inclusive as a workplace and will develop and nurture an environment where differences are respected, encouraged, and celebrated. It is high time that India Inc understands that diversity and inclusion are not merely 'nice-to-have' features in a corporate statement, but should form an essential ingredient of a progressive, high performance, and pioneering organization.

### **SUGGESTIONS TO OVERCOME THESE CHALLENGES**

Diversity should be one of the top priorities in the transformational agenda of every organization. Inclusion and diversity are to be nurtured and culminated in the Organizational cultural fabric. If diversity is to be appreciated as an asset, rather than feared as a divisive issue, leaders have to evolve with their workplaces and commit to championing diversity as a strength and priority for the long term wellbeing of the company. With the support of senior leadership, organizations can establish their workplace as an equal opportunity employer, including taking steps to prevent and address human rights complaints.

#### **Below are some actions to consider as part of an overall Diversity and Inclusion Strategy**

- Educating employees about the gender equality is an important aspect of HR practices
- Develop and promote anti-harassment and anti-discrimination policies that address homophobia. Groups like Pride at Work, Egale and CCDI provide resources and guidance. Making LGBT employees aware about these groups will foster confidence in them.
- Publicize and through appropriate action ensure that your organization is an equal opportunity employer
- Promote diversity at work and direct employees to know and respect the policy
- Create a discussion group to address issues related to LGBT+ diversity
- Set up a networking opportunities for LGBT+ staff and their supporters
- Encourage volunteering and fundraising for relevant charities
- Launching campaigns like awareness mailers to be circulated to employees highlighting the various aspects of sexual harassment, bullying, verbal abuse to LGBT at the workplace and beyond. Additionally, associated legal implications should also be highlighted.

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**FACTORS INFLUENCING PARTICIPATION OF FEMALE STUDENTS IN HIGHER EDUCATION  
WRT COMMERCE COLLEGES IN MUMBAI**

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**ABSTRACT**

*Mumbai is the financial hub of India. Mumbai is much ahead in economic and social development as compare to other cities or part of the country. For strengthening the economic development of the country education development is vital. Economic development and higher education is dependent on each other. Economic development of the country is directly related to educational participation of people of the country. Female almost makes half the population of the country hence, it is necessary to educate and develop female population of the country for their socio- economic development. Problem of the study is to analyse the educational environment of higher education for female students in Mumbai. Researchers intend to investigate the factors that influence female students in pursuing higher education. To delimit the study researchers specifically looks into the female participation in undergraduate commerce colleges in Mumbai. Primary and secondary data will be collected to investigate the research problem. Responses will be collected through questionnaire method from the female students of UG commerce colleges in Mumbai.*

*Keywords: Higher Education, Female Students, Colleges in Mumbai*

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**1. INTRODUCTION**

For the country's social and economic development, educational development of population is important. Higher education is the vital tool for the overall development of the country. Higher education provides ample opportunities for career development and advancement. There is a deep relationship between higher education and Education for All (EFA) (Ramchandran, 2011). Female population of the country comprises of almost 50 per cent of the population. It is vital to educate the other half of the population to push the economic development of the country.

Education for all (EFA) principle is based on the concept of equal opportunity to pursue higher education by all irrespective of the gender. Equally and proactive promotion of greater and equitable participation of women and men of all social and religious groups will have a significant impact. (Ramchandran, 2011).

Active participation of women in higher education will not only support economic development of the country but also social development of the country. The equal and active participation of women in higher education will lead to women empowerment. Education will help women securing employment as well as entrepreneur opportunities. Empowered women are not only financially independent but also socially strong. In other words education has the underlying force in it which can help women to face mental, social and economic barriers and will empower women all realms of life. Hence, it is necessary to expand opportunities of higher education to all women of the country.

Mumbai is the most advance city of the country hence, researchers intends to understand the trends and factors influencing active participation of female in higher education. Study specifically focuses on female enrolment in professional certifications or master degrees.

**1.1. Objectives of the Study**

- To study the female participation in higher education in commerce colleges in Mumbai.
- To understand the factors influencing participation of female students in commerce colleges in Mumbai.
- To study the family and institutional support female students gets for higher education in Mumbai.

**1.2. Research Methodology**

To conduct the study primary and secondary data was collected. Primary data was collected from 161 respondents through structured questionnaire. Non-random sampling method is used to collect the data. The respondents were the female students pursuing undergraduate program from commerce colleges in Mumbai. Secondary data was collected through reference books, journals, articles and websites.

**2. DATA ANALYSIS AND INTERPRETATION**

From the data collected through questionnaire following information was collected:

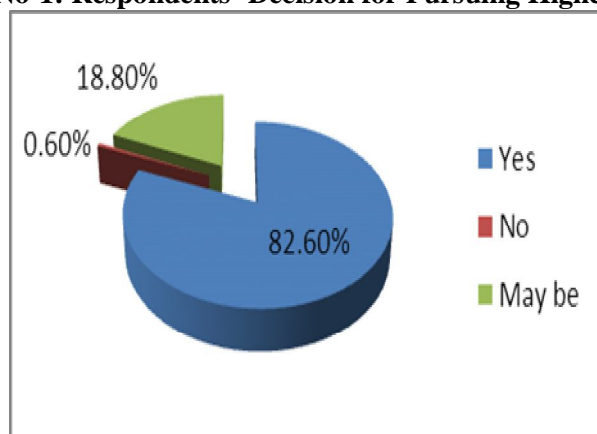
### 2.1. Basic Profile of the Respondents

- Out of 161 respondents 21% of female students is pursuing B.Com. and 78% is pursuing specialised programs.
- 41.4 % are in first year, 40% are from second year and 33% are from third year.
- The annual family income of 47.8% of respondents is less than 2.5 lakhs, 37.3% of respondents family income is between 2.5 lakhs to 5 lakhs whereas, 11.8% and 3 % of respondents' family annual income is between 5 to 10 lakhs and more than 10 lakhs respectively.
- It was further found that 51.6% of students have no sisters, 42.9 % of respondents have 1 or 2 sisters and 5% of respondents have more than 2 sisters. 43.5% of respondents do not have brothers, 54.0% of respondents have 1 or 2 students and 2.4 % students have more than 2 brothers. This data was collected to understand the difference in family support for the respondents having no siblings and respondents having more siblings.

### 2.2. Pursuing Higher Studies

To understand how many respondents are interested in pursuing higher studies following information was collected.

**Figure No-1: Respondents' Decision for Pursuing Higher Studies**



Source: Primary Data

Through the data collected it was highlighted that 82.6 % of students will pursue higher studies, 16.8 % may pursue higher studies whereas, 0.6 % of respondents would not pursue higher studies. This shows that majority of female respondents wish to pursue higher studies after their graduations.

### 2.3. Reasons for Pursing Higher Studies by Female

Following information was collected to know the reasons motivating female students in pursuing higher studies.

**Table No-1: Reasons for Pursing Higher Studies by Female**

Sr. No.	Reasons	Mean Score
1	To be financially independent	4.72
2	To get the status in the society	4.15
3	Your parents intends to see you educated	4.43
4	For better marriage prospects	2.90
5	To get the company of your friends	2.82
6	Society acceptance / pressure	2.31

Source: Primary Data

Amongst all the reasons stated above respondents mainly wish to pursue higher studies to be financially independent (mean 4.72), parents intends to educate them (mean 4.43), to get the social status in the society (mean 4.15). Whereas reasons like better marriage prospects, to get friends company and society pressure has the mean score less than 3 which shows that these are less influencing reasons for pursuing higher studies

### 2.4. Reasons for not pursuing Higher Studies or may be pursuing Higher Studies

There were around 19% of students who may or may not pursue higher studies. Thus the following information was collected to understand the reasons motivating female students in pursuing higher studies.

**Table No-2: Reasons for not pursuing Higher Studies or may be pursuing Higher Studies**

Sr. No.	Reasons	Mean Score
1	Lack of family support as they wish to get you married after graduation	1.90
2	Lack of family support because you are a girl	1.66
3	Unavailability of funds	2.27
4	Lack of guidance or information	2.38
5	You are not career oriented or lack of interest	1.87
6	You wish to marry after graduation	1.70
7	You got the job or you would like to do job without any further studies	2.23

Source: Primary Data

Only one 17 % of respondents were not sure of pursuing the higher studies. The main reasons for not pursuing were either unavailability of funds (mean 2.27), lack of guidance (mean 2.38) or they have got job without higher studies degrees or certificates (2.23). The mean score of lack of family support (as they wish to marry their daughter or the gender biased), respondents wish to get married after graduation and lack of interest were less than 2 which shows that these reasons were least affecting the decision for not pursuing higher studies.

### 2.5. Factors Influencing Female Students in pursuing Higher Studies

There are many factors in the environment that influences human decisions. Here researchers intends to study the factors that influences female students in pursuing higher studies with reference to family support, college environment and peer / friends support.

**Table No-3: Factors Influencing Female Students in pursuing Higher Studies**

Sr. No.	Factors	Mean Score
<b>I.</b>	<b>Family Support</b>	<b>4.60</b>
1.	Your father supports you to pursue higher studies	4.32
2.	Your mother supports you to pursue higher studies	4.66
3.	your family gives you monetary support for pursuing higher studies	4.72
4.	Your family allowed you to take admission in college of your choice	4.53
5.	You had a freedom to choose course / program of your choice	4.66
6.	Your family members are highly educated	4.74
<b>II.</b>	<b>Support from College</b>	<b>3.98</b>
1.	Your college encourages female students to participate in co-curricular or extra-curricular activities	3.41
2.	Special career development lectures are arranged for female students in your college	4.57
3.	Your teacher encouraged you to pursue higher studies	3.98
<b>III.</b>	<b>Peer Group</b>	<b>4.50</b>
1.	Your male friends encouraged you to pursue higher studies]	4.56
2.	Your female friends encouraged you to pursue higher studies]	4.45
3.	You will pursue higher studies because your friend is pursuing]	4.50
<b>IV.</b>	<b>Others</b>	<b>3.70</b>
1.	Extent to which Media - TV, Newspaper, Social Media influenced respondents to pursue Higher Studies	2.39
2.	Extent to which Highly educated females in your society, college, friends, relatives, etc. influenced respondents to pursue Higher Studies	3.74
3.	Self-Motivated	4.20
4.	Success stories of great educated female leaders influenced respondents to pursue Higher Studies	4.63

Source: Primary data

From the above table it was found that family (mean 4.60) highly motivates respondents to pursue higher studies followed by influence of peer group (mean 4.50), support from college (mean 3.98), and lastly other factors (3.70). Highly educated family is the most influencing factors for respondents in pursuing higher studies, whereas, media is the least influencing factor in pursuing higher studies.

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**5. FINDINGS AND CONCLUSION**

From the above study it was found that female students in Mumbai actively participate in higher studies. They get support from family, friends and college. The main reason for pursuing higher studies amongst the female student was that they wanted to be financially independent and for social recognition. It was also found that female students in Mumbai the factors like better matrimonial prospects or friends company were least influencing reasons for pursuing higher studies. The female students in Mumbai aspire to pursue higher studies and be financially independent. They are been highly supported by family and friends. They are also been encouraged by college and teachers for pursuing professional programs or masters after their graduation. Media such as TV, Newspaper and Social Media least influences them to pursue higher studies. Female students also get influenced by successful stories of great female leaders. This shows that there is gender equality in higher education in Mumbai.

**6. SUGGESTIONS**

From the above study researchers put forward following suggestions to further encourage participation of female students in higher studies

- Parents and college authorities should provide career guidance female students from their early years of education.
- Female students should be encouraged to participate in co-curricular and extra-curricular activities to build confidence in them.
- They should be encouraged to take start up projects.

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**A STUDY OF CHANGE READINESS OF TEACHER EDUCATORS WITH RESPECT TO RESOURCEFULNESS AND ADAPTABILITY**

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**ABSTRACT**

*Today every aspect of society is being transformed to meet the demands of an increasingly changing world due to technological advancements, ever increasing access to information, changing perceptions and aspirations due to confluence of ideas and trends from across the world. The educational field is redesigning itself to rise to the requirements and challenges of this changing scenario. Institutions of higher education need to adopt appropriate change management practices in order to successfully achieve their goals with regard to the changing environment. The crux of any change management is very often the readiness for change among the teachers /professors because studies prove that if people are not ready for change they will resist which leads to the failure of change initiatives.*

*Teachers play a critical role as agents of change in taking the institution on the path to attain its goals vis-à-vis the changing world. In this context, colleges of education and teacher educators who are at the forefront in creating competent teachers equipped to adjust and adapt to the changing environment play a crucial role. It is vital that teacher educators who guide the future teachers are themselves willing to adjust and adapt to these changes.*

*Resourcefulness and adaptability are two important components of change readiness that reflects the willingness of teachers to change. This paper focuses on the change readiness of teacher educators with gender as a parameter. A survey was conducted on 45 teacher educators from colleges of education affiliated to University of Mumbai and results were concluded based on quantitative analysis.*

*Keywords: Change Readiness, Resourcefulness, Adaptability.*

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**INTRODUCTION**

Today every aspect of society is being transformed to meet the demands of an increasingly changing world due to technological advancements, ever increasing access to information, changing perceptions and aspirations due to confluence of ideas and trends from across the world. The educational field is redesigning itself to rise to the requirements and challenges of this changing scenario. Educational institutions have to adopt technologically based innovative pedagogies, an advanced curriculum, appropriate resources and other learner centric practices that aid the institution to be dynamic, purposeful and with the capacity to successfully adapt to the changing times.

Institutions of higher education need to adopt appropriate change management practices in order to successfully achieve their goals with regard to the changing environment. The crux of any change management is very often the readiness for change among the teachers/professors because studies prove that if people are not ready for change they will resist which leads to the failure of change initiatives. Successful change can take place when effective change management practices are understood and adopted by the institution. All organizations fundamentally comprise of individuals and if the organization has to change then the individuals within that organization have to be willing to change. Change readiness indicates the willingness of individuals to accept change and thereby lead to the successful adoption of changes introduced in their organization. In this context resourcefulness and adaptability are important components of change readiness as resourcefulness reflects the individual's ability to use available resources to plan and meet contingencies and adaptability indicates the ability of the individual to be flexible and resilient in any situation.

Teachers play a critical role as agents of change in taking the institution on the path to attain its goals vis-à-vis the changing world. In this regard, colleges of education and teacher educators who are at the forefront in creating competent teachers equipped to adjust and adapt to the changing environment play a crucial role. It is vital that teacher educators who guide the future teachers are themselves willing to adjust and adapt to these changes. A better understanding of the teacher educator's willingness to change i.e. their change readiness is required to take the institution on the path to positive change. Today one of the important areas of change in many fields is the need to bring about gender parity, mitigate or eliminate aspects of gender discrimination etc. This necessitates an enhanced understanding of the capabilities and attitudes that characterizes the individual on the basis of gender.



**AIM OF THE STUDY**

To study the change readiness of teacher educators with respect to adaptability and resourcefulness on the basis of gender.

**Hypotheses**

- 1) There is no significant difference in resourcefulness of teacher educators on the basis of gender.
- 2) There is no significant difference in adaptability of teacher educators on the basis of gender.

**Sample**

In the present study simple random probability sampling technique was used. The sample consisted of 45 teacher educators from colleges of education affiliated to University of Mumbai.

**TOOLS FOR DATA COLLECTION****The following tools were used for the study**

Personal Data Sheet; Change Readiness Rating Scale

**INFERENTIAL ANALYSIS**

The t –test was performed for comparison.

**Hypothesis-1:** There is no significant difference in the resourcefulness of teacher educators on the basis of gender.

For df -43, the computed t value is 2.40, while the table value at 0.05 level is 2.02 and at 0.01 level is 2.69. This means that the computed t value is higher than the table value at 0.05 and less than the table value at 0.01 level of significance. The computed t value is significant at 0.05 level. Therefore the null hypothesis is not accepted.

**Conclusion:** There is a significant difference in the resourcefulness of teacher educators on the basis of gender.

**Hypothesis 2)**

There is no significant difference in the adaptability of teacher educators on the basis of gender.

For df -43, the computed t value is 1.20, while the table value at 0.05 level is 2.02 and at 0.01 level is 2.69. This means that the computed t value is less than the table value at 0.05 and at 0.01 level of significance. The computed t value is not significant at 0.05 level and at 0.01 level of significance. Therefore the null hypothesis is accepted.

**Conclusion:** There is no significant difference in the adaptability of teacher educators on the basis of gender.

**DISCUSSION****1) There is a significant difference in the resourcefulness of teacher educators on the basis of gender.**

There is a significant difference in the resourcefulness of teacher educators on the basis of gender. This could be because women are good at multi tasking and have to handle variety of issues at home regarding family, children and at the workplace. They are sensitive to the requirements of the student teachers majority of who are females. Women are familiar with making use of available resources to accomplish their tasks at home and do the same when required at the workplace. Colleges of education are encouraging teacher educators to use innovative teaching methodologies, update themselves with the latest trends in education in order to provide enhanced teaching learning experiences to the students. There is a lot of emphasis on the use of technology in many aspects of the B. Ed programme. Earlier there were a lot of inhibitions about women dealing with technology but nowadays that scenario has changed. Female teacher educators are at the forefront of carrying out these changing transactions. The semester pattern has brought in lot of changes in the B. Ed curriculum with more practicum and female teachers are adept at doing the needful to meet the challenges of the changed curriculum to complete the tasks in the available time. The internship duration has increased from what it was earlier and female teacher educators are better equipped to deal with the many issues and contingency situations that arise during this longer duration in practice teaching schools.

**2) There is no significant difference in the adaptability of teacher educators on the basis of gender.**

There is no significant difference in the adaptability of teacher educators on the basis of gender. Due to emerging changes in education irrespective of gender teacher educators need to adapt to the current scenario. Colleges of education today are trying out new initiatives to meet the increased focus on quality as required by agencies such as NAAC, NCTE etc. They are encouraging teacher educators to upgrade themselves with latest teaching strategies, conduct research work and have publications. The focus is on academic teaching, extension and research work. Both female and male teachers have to update themselves so as to meet the requirements of

API. They are involved in participating and organizing conferences, seminars and workshops and are very well aware of the emerging trends in the educational field. This enables them to have a broader perspective and be more flexible in their approach towards change initiatives carried out by the institution. Today institutions emphasize on communication and feedback from all stake holders this aids the teacher educators to change their strategies with respect to curriculum transactions and bring about qualitative improvements.

### **CONCLUSION**

Teachers are the pivots in the educational process as the effective accomplishment of curriculum transactions rests on their shoulders. They have an important role in enabling the institution to successfully achieve its objectives and remain relevant in a changing society. It is essential that they are well equipped to adjust to the changing environment and that there is an appropriate alignment of teachers' attitudes, drive and motivations and the institution's goals for effective change to take place.

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**GENDER EQUALITY IN EDUCATION THROUGH SKILL DEVELOPMENT**

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**ABSTRACT**

*Women often face discrimination and gender inequalities; this is because of background or caste. This paper focused on gender equality through skill development along with various measures such as pradhan mantra Kausal Vikas Yojana, National Skills Development Corporation, national Skills Development Mission. Even Ministry of Labour and Employment has taken a number of initiatives in the field of skill Development and employment. And National Institute of open schooling also takes a lot of initiative to give skills for gender equality. Skill development for employability will be used as an agent of change in promoting women's' employment. Women face a multitude of barriers in accessing skills and productive employment, remaining on the job due to effect of globalisation. The women's vocational training programme will be expanded and the institutional network providing training facilities exclusively for women. So that they can obtain skills with high wage and self-employment potential will be greatly expanded. Gender stereotyping in vocational courses will be eliminated to encourage women's participation in on-traditional occupations including existing and emerging technological fields.*

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**INTRODUCTION**

Gender equality means when women and men enjoy the same rights and opportunities across all sectors of society. The equality specifies the work, money, knowledge, time, power and health. Both men and women are free to develop abilities and make choices without the limitations set by stereotype, rigid gender and prejudices. Responsibilities, rights and opportunities will not depend on their gender. It includes equal treatment that is different but equivalent in terms of rights, obligations and opportunities. The global of providing better education for women does not mean neglecting or suppressing men. By giving equal level for both the genders, the relatively increased valuing of women will also benefit men by informing them of the strengths, capabilities and contributions of members of the opposite sex. For India Skill development is critical from both socio economic and demographic point of view. The increasing globalisation and digital presence can be possible through skill development for gender equality in Education.

**OBJECTIVES OF THE STUDY**

- To study about the Gender Equality in Education through Skill Development
- To examine whether skill development can bring Gender Equality in Education
- To analyse the essentiality of Skills for Gender Equality

**IMPORTANCE OF THE STUDY**

Soft skills are identified as the most critical skills in the current global job market. It is being used to describe skills in working area that managers and leaders use that is creative thinking, communication skills, dealing with people issues, coaching for performance. Nowadays there is no difference in Gender Equality in Education because both the genders are achieving and utilising the opportunities to prove themselves in the current scenario. So through Skill Development for Gender Equality in Education the soft skills requirements are communication skills, Thinking and problem solving skills, Team work dynamics, lifelong learning and information management, Entrepreneurship skills, Ethics and Professionalism, Leadership skills, more and more job roles are requiring formal training qualifications either because of legislative requirements or to meet the requirements of specific employers.

**REVIEW OF LITERATURE**

Sudarshan (2000) in his paper "Educational status of girls and women". The Emerging scenario" describes Education in India from independence to the present, evaluates the status of girls/women, and analyses quantitative data on the range of educational indicators within the content of an evolving educational policy.

Vimala Ramchandran(2003) writes on " Backward and Forward Linkages that strengthen primary Education " in Economic and political weekly" it is a significant proportion of children, especially those from under privileged backgrounds and girls either drop out of primary school. In this paper she emphasized on the creation of backward and forward linkages is essential to creating an environment where every child not only goes to school but benefits from it.

Siddiqui.M.Idris (2004) in his book entitled “Women Workers in his book author explained the status of women. Women workers in India , women employment, Sectoral employment of women , occupational distribution of women workers and wages structure.

### **RESEARCH METHODOLOGY**

This research paper is based on secondary data by observing various concepts given by various scholars related to Gender Equality in Education

### **GENDER EQUALITY**

Women represent both half of the world’s population – and half the world’s economic potential. Their participation in the labour market reduces poverty because they often invest 90 per cent of their income in the well-being, education and nutrition of their families. Yet labour force participation by women has stagnated at about 55 per cent globally since 2010. Moreover, women are disproportionately represented in precarious work – low-paid, low-skilled and insecure jobs.

Training plays an important role in the pursuit of equality of opportunity and treatment for women and men in the world of work. Yet women often lack access to technical and vocational education and training. Many also lack the basic functional skills, such as literacy and numeracy, to participate meaningfully in the work force. Overcoming this challenge requires the adoption of a life-cycle approach. This includes improving girls’ access to basic education; overcoming logistic, economic and cultural barriers to apprenticeships and to secondary and vocational training for young women; and meeting the training needs of women re-entering the labour market and of older women who have not had equal access to opportunities for lifelong learning.

Gender discrimination in developing world is a crucial reality. The problem of gender inequality plays a major problem in all life. Indian Constitution has granted equality to women. In reality majority of Indian women are facing the problem of inequality and discrimination. This paper is about how skill development plays a major role in gender equality in Education. In the changing world scenario there is more wanted of skill workers, skilled human resources is pivotal to social and national development.

Every child has the right to safe formal quality education and access to lifelong learning, through some soft skills training millions of girls can get to the education, they need to transform their lives and secure their future. Skill succeeds to ensure free and equal access to quality, safe education for all girls, including in areas affected by emergencies. An innovative training programme is helping thousands of your women to get good jobs. Breakdown of preconceptions of what women can do, and become financially independent.

The importance of soft skills in Education is a term used by employers to describe the personality traits and interpersonal skills required of employees to succeed in a working arena. The main soft skills the students should gain during their Education are adaptability, Intercultural competence, communication, problem solving, and Leadership development for Education purpose not only empower the workforce in advancing career development and personal growth, also they create new opportunities and go beyond money motivation.

In the research paper of Gender skill Development and employability by Bijaylakshmi Mohapatra, Odisha, India stated that access to skill development opportunities is unequal across caste, gender and different socio-geographical locations. She emphasized in her study that stereotype mindset with regard to education and employability of women and further unwillingness of the parents to invest on women’s education has led to women’s disparity in education and employability. Her research statistics says that participation rate in rural , male were 54% whereas female were 26% in urban male were 54% and female were 15%.

In recent trend open schooling had started to build a skill gap for gender equality, especially girls can develop in various activities and get employability without going to schools. The open school like National Institute of open schooling (NIOS) offers courses at secondary and senior secondary school, NIOS offers different vocational courses such as Agriculture, Business and Commerce, Engineering and Technology, Home Science , Hospitality Management Teachers Training etc. The main objectives of NIOS are

1. To meet the need for skilled and middle level human resource for growing sector of economy both organised and unorganised
2. To prepare learners for self-reliance and gainful self-employment
3. To enhance individual employability by providing professional skills in various vocations.

### **CONCLUSION**

Introduction of skill training at a young age will by all means give the student an opportunity to explore various options and accordingly , narrow down on a vocation of his/her liking. There are also those set of students who

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are not able to cope with and main stream education because of economic reasons or academic inabilities. Gender equality in education through skill development will motivate and directing to utilise opportunities that will have a larger impact on workforce in this country.

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**AMBEDKAR'S POLICIES FOR EMPOWERMENT OF DALITS AS COMPENSATION OF HISTORICAL EXCLUSION**

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**INTRODUCTION**

Academicians, policy makers and the government have always been engaged in an intensive discussion on developing a solution to the problems of social groups which have historically suffered from social exclusion and the resultant deprivation and poverty.

Among those who devoted their intellectual and political efforts and were instrumental in developing equal opportunity policy in the form of reservation, Babasaheb Bhimrao Ambedkar occupies a central place. In fact he could be considered as the architect of the present reservation policy. Ambedkar was a pioneer in so far as he was instrumental in piloting the concept of reservation policy at all India level.

Ambedkar had always seen the necessity of both economic and social measures for the liberation of Dalit. The caste system's characteristic of fixed social and economic rights for each caste, implies 'exclusion' of one caste from having social interaction with, and undertaking the occupations of other castes. Exclusion and discrimination are thus an obvious consequence of this system.

In the past, the scheduled castes were subjected to several forms of social disabilities. In all areas of social interactions with the caste Hindus, social distance was extensively observed. The caste Hindus who were influenced by the narrow interpretation of the Hindu religion, had no option but to treat the scheduled as low in status. The scheduled caste were prohibited from the entry into temples and schools. Drawing water from common public wells and tanks, participation in religious procession, entry into caste Hindu streets and even mixing with caste Hindus in public places etc were all denied to them on the grounds that they were impure or not pure—resulting from their unclean habits and occupations. In other words untouchability was observed, in every field of social interactions by the caste Hindus.

As soon as, independence was declared, the popular government, inspired by the Gandhian philosophy and principles, decided to put an end to this evil, particularly in the rural society. So the government undertook several steps. The constitution of India which was framed by Dr. Ambedkar has several provisions to tear up the stigma of untouchability, exploitation and social injustice by roots.

Ambedkar had been concerned with the problem of lower caste from 1919 onwards and argued that their problem had been deeply entrenched in the institution of the caste system and untouchability which involved the denial of human rights so, the remedies against discrimination were placed within the framework of citizenship rights. Therefore what follows is the summary of the policies he suggested for social justice

**i) Claim for equal rights**

Ambedkar started with a claim for equal rights to the untouchables which he called 'citizenship rights'. He understood that it was in the absence of these rights that they were not treated as equals and as a consequence suffered from discrimination, exploitation, seclusion and exclusion in multiple ways in society and without and without having acclaim on such rights their position would lack the primary conditions of participating in socio political developments. Ambedkar gave his justification for remedies against caste discrimination of untouchables on the denial of citizenship rights. To deny citizenship right is to deny basic human rights for the growth of human beings. He said 'In a country like India where it is possible for discrimination to be practiced on a vast scale and in the relentless manner fundamental rights have no meaning.

**ii) Legal Safeguards against discrimination and violation of rights**

Equal rights have no meaning without sufficient safeguards in one form or the other. These safeguards have to be through adequate legal protection in case of violation of such rights. Ambedkar stated that claims of equality of opportunity have no meaning in Indian social conditions, which do not allow equality to prevail, and efforts by Untouchables to secure equal rights are strongly opposed by the so called higher castes. The remedy lies not merely in having equal rights for the untouchables as possessed by others but rather in having a device that provides legal ways and methods to claim rights if violation takes place and impose penalties against infringement of rights as rights without guarantee to exercise them have no meaning, if the society at large does not allow the rights to be protected.

**iii) Measures for equal opportunity and participation**

The measures in the form of equal rights and legal safeguards against violation of rights also suffer from limitation in ensuring due shares in various spheres of society to take steps putting minorities or under privileged sections in a advantageous position in the public domain. This may not enable the untouchables to enjoy just access and participate in social, economic and political processes due to the prevalence of the practice of discrimination and opposition of the higher caste. In this content Ambedkar observed, 'In a country like India where it is possible for discrimination to practice on a vast scale and in a relentless manner fundamental rights have no meaning thus in addition to legal safeguards against discrimination, protection against discrimination becomes significant and this could be possible only through equal access and participation in legislature, Executive, educational institutions, government services and other spheres in proportion to their population through an instrument of reservation policy.

**iv) Policies for empowerment to compensate for historical exclusion and denial of equal rights**

Ambedkar strived for a threefold approach to provide safeguards against the denial of equal rights to the lower caste in the present. This include claims for equal rights, remedies against violation of rights in terms of legal provision and measures for equal access, share and participation in legislature, Executive and other public domains for discriminating groups in the form of reservation policy.

For the overall development of discriminated group as well as other poor sections, in addition to reservation, Ambedkar suggested the political and economic system to remove structural inequalities and the effective role of scheduled caste in policy making and governance. To remove this inequalities governing the economic life of the people was necessary and this could be done through state socialism where there is state ownership in agriculture with collective farming. On similar lines, he proposed a modified form of states socialism for industries with this kind of arrangement the state would have the duty of recognizing the economic life of the people by which not only socially discriminated groups like SC/ST and OBC would be benefitted, but also the general masses of poor would get advantage of state interventions in deciding their economic life.

Ambedkar suggested a statutory obligation to maintain a separate administrative division to deal with their problems – that is to watch the interests of the depressed classes and promoting their welfare.

Caste was thus neither social nor economic what then were the main explanatory factor the motive of historical change that produce the caste system, this social division of the people? According to Ambedkar the answer for this question is the civilizational forces that produce the conflicts and changes in Indian society differentiated three major phases with the central element being the conflict between Hinduism as representing in inequalitarian and oppressive elements, and Buddhism as the advance, egalitarian and rational mode.

With growing nationalist educations and workers and peasants struggles in the 1930s, he founded the Independent Labour Party which grew up and became the only party in India which struggled against caste oppression calling for a radical opposition to the Brahman Bourgeoise congress and seeking the people in non-brahmans as well as Dalits. While Ambedkar himself did not support a non-Aryan theory of Dalits shudra identity. Poems and songs published in his weekly 'Janata' show how pervasive these ideas were, and how linked and anticaste radicalism which calls for class struggle.

It has to be noted that in using the term 'Shudra' Ambedkar was not clearly not referring to the untouchables whom he saw as 'broken men' settled outside the village, he was referring to the non-Brahman masses whom he saw along with untouchables and tribals as victims.

**To summarize the central points of Ambedkars position**, we observe that each suggested two sets of remedies on set of remedies against continuing caste discrimination in present, and another set of remedies against the historical deprivation due to the denial of economic, civil and cultural rights in the past. **In the first**, three safeguards are suggested against the continuing practice of untouchability and caste discrimination. Safeguards against present discrimination included the provision of equal rights, legal safeguards in the form of preventive laws against the violation of rights and continuous proactive measures for fair share and participation in Legislative, Executive, public services, education and other public spheres for discriminated groups of untouchables in the forms of reservation policy. All these provisions have not erased the continous discrimination among various castes/sects in our society even after adopting the Reservation Policy.

**The second set of remedies** included measures to address the problems of deprivation due to historical exclusion from access to resources, education and employment but even this has still not brought any change, relief or accessibility to a sizable number of Sc/ST/OBC especially in rural areas.

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This argument for equal access in the form of reservation in the Indian conditions are an innovative and original formulation to bring together the requirements of representation and participation of marginalized groups through an elaborate system of rights. **But how do we implement the Reservation Policy in this era of globalization?**

The inclusive policy towards the marginalized was not to be confined to the public sector only as has been done through the reservation policy in the spheres of Education, public services and politics. Ambedkar insisted that safeguards against discrimination be extended to the private domain as well as discrimination also widely persisted in the private domain. **The Reservation Policy becomes irrelevant with regard to Privatisation, Liberalisation and Globalisation. A new set of rules should be formulated to protect the rights of the vulnerable sections of society for this era of globalization.**

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