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LITERARY FINDINGS

A PEER REVIEWED INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH



Women and the Society

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October 2023

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GENDER DISPARITIES: STUDENTS PERCEPTIONS AND REALITIES

Dr.Saileela K

Assistant Professor, Department of Education, Annamalai University

Abstract

This study examines the perceptions of gender inequality among 110 B.Ed students in Pudukkottai District, Tamil Nadu, India, utilizing a 15-item Perception of Gender Inequality scale, constructed by Dr.K.Saileela,(2023) was used The findings reveal diverse perspectives on issues such as education denial, workplace discrimination, domestic violence, and more. Notable concerns include varying perceptions of the prevalence of gender-based challenges and disparities. The research provides a foundation for further exploration and practical recommendations to foster a more inclusive and equitable educational environment in the region.

Keywords : *Gender Inequality, Women, Perception, B.ed students.*

I Introduction

Against the backdrop of a rapidly evolving educational landscape and societal shifts, understanding how future educators perceive gender-related issues is crucial. The need for this study arises from the persistent challenges faced by women in various facets of life, ranging from education and employment to health and safety. As individuals poised to influence future generations, the perspectives of B.Ed students provide valuable insights into prevailing attitudes and awareness levels regarding gender disparities. The study is imperative for informing targeted interventions and educational strategies that address specific concerns and foster a more inclusive and equitable learning environment. By exploring the nuances of gender perceptions among this cohort, the research aims to contribute substantively to the ongoing discourse on gender equality in the region.

II Objective

The objective of this study was to assess the perceptions of gender inequality among B.Ed students in Pudukkottai District, Tamil Nadu, India. The focus was on various dimensions of gender inequality, including education denial, workplace discrimination, domestic violence, acid attacks, dowry system impact, barriers to economic freedom, hindrances to education access, job entry difficulties, property assertion challenges, inequities in food access, sexual harassment prevalence, restrictions on women's mobility, and healthcare inequalities.

III METHODS AND PROCEDURES

(i) Samples.

A sample of 110 b.ed students of Pudukkottai District Tamilnadu, India attempted the survey. The data were collected using

- Personal data form,
- Perception of Gender Inequality scale constructed by the investigator

(ii) Tools Used in The Study

For the purpose of data collection, the following tools were used.

(a) Perception of Gender Inequality scale

Perception of Gender Inequality scale constructed and validated by Dr.K.Saileela, 2023. It consists of 15 items. The scores for the items are

- Not at all (1)
- To little extent (2)
- To some extent (3)
- To a large extent (4)
- To a very large extent (5)

IV. Data Analysis and Interpretation

a. Descriptive Analysis

The average Gender Inequality (GI) score for the group is 52.36, with a standard deviation of 14.67. This suggests a moderate overall perception of gender inequality. The mean score being below the maximum of 75 indicates that, on average, respondents may not perceive gender inequality to its fullest extent. The standard deviation of 14.67 implies variability in individual responses, highlighting diverse perceptions within the group. The findings suggest a nuanced understanding of gender inequality among the participants.

b. Percentage Analysis

Statement 1: Girls in our rural areas are still denied education

Table-1

1.Girls in our rural areas are still denied education	Frequency	Percentage
To a very large extent	14	12.7
To a large extent	7	6.4
To some extent	20	18.2
To little extent	20	18.2
Not at all	49	44.5
Total	110	100.0

From table -1 it's evident that a notable proportion (12.7%) of respondents strongly believes that girls in rural areas are denied education "to a very large extent." This suggests a perception among this subset of respondents that there is a serious issue of education denial for girls in rural areas. Another portion of respondents (6.4%) recognizes the denial of education for girls in rural areas "to a large extent." While the percentage is lower than those indicating a very large extent, it still reflects acknowledgment of a substantial challenge. A combined 18.2% of respondents feel that the denial of education for girls in rural areas occurs "to some extent" or "to a little extent." This suggests a more moderate perception, possibly indicating a nuanced understanding that the issue exists but may vary in severity. A significant portion of respondents (44.5%) believes that girls in rural areas are not denied education at all. This optimistic view is encouraging and may indicate a belief in the accessibility and fairness of educational opportunities for girls in rural areas according to this group of respondents.

Statement 2: Women in our area often encounter workplace discrimination.

Table-2

2. Women in our area often encounter workplace discrimination.	Frequency	Percentage
To a very large extent	16	14.5
To a large extent	18	16.4
To some extent	17	15.5
To little extent	30	27.3
Not at all	29	26.4
Total	110	100.0

From table -2 it's evident that the majority of respondents (14.5% + 16.4% = 30.9%) believe that women in their area face workplace discrimination to a significant extent, either "to a very large extent" or "to a large extent." Another considerable portion of respondents (15.5%) feels that workplace discrimination against women occurs "to some extent." This suggests a middle-ground perception among this group of respondents. A notable percentage of respondents (27.3%) believes that workplace discrimination against women occurs "to a little extent," indicating a perception that such discrimination is relatively limited. A significant portion of respondents (26.4%) believes that women in their area do not encounter workplace discrimination at all. The data collectively portrays varied perceptions within the community regarding workplace discrimination against women. While a substantial portion acknowledges its existence to some extent, a significant number also perceives limited or no discrimination.

Statement 3: Prevalence of domestic violence against women in our area is high

Table-3

3.Prevalence of domestic violence against women in our area is high	Frequency	Percentage
To a very large extent	17	15.5

To a large extent	8	7.3
To some extent	21	19.1
To little extent	39	35.5
Not at all	25	22.7
Total	110	100.0

From table -3 it's evident that a substantial proportion (15.5%) of respondents strongly believes that the prevalence of domestic violence against women in their area is "to a very large extent." This indicates a significant concern within this subset of respondents about the extent of domestic violence. Another portion of respondents (7.3%) perceives the prevalence of domestic violence against women as "to a large extent." While the percentage is lower, it still suggests acknowledgment of a considerable issue within the community. A combined 19.1% of respondents feel that the prevalence of domestic violence against women occurs "to some extent," and 35.5% believes it occurs "to a little extent." These percentages suggest a range of perceptions, from moderate concern to a belief that the issue is limited in scope. A notable portion of respondents (22.7%) believes that there is no domestic violence against women at all in their area. This optimistic view may indicate a belief in the safety and well-being of women within the community according to this group of respondents.

Statement 4: Acid attacks on female are happening in our area.

Table-4

4.Acid attacks on female are happening in our area.	Frequency	Percentage
To a very large extent	2	1.8
To a large extent	0	0
To some extent	7	6.4
To little extent	16	14.5
Not at all	85	77.3
Total	110	100.0

From table -4 it's evident that the majority of respondents (77.3%) believe that acid attacks on females are not happening at all in their area. This suggests an optimistic perception within the community, with a significant portion feeling that such incidents are not prevalent. A substantial number of respondents (14.5%) believe that acid attacks on females occur "to a little extent." This suggests a moderate level of concern among this group, recognizing that the issue exists but perceiving it as relatively limited. Only a small percentage of respondents (1.8%) believe that acid attacks on females happen "to a very large extent." Additionally, no respondents indicated that such attacks occur "to a large extent." This indicates a perception among the majority that these incidents are not widespread. The low reported frequencies for higher categories ("to a very large extent" and "to a large extent") could suggest a lack of awareness or underreporting of acid attacks. It's important to note that the actual occurrence may be different from perceived occurrences.

Statement 5: In our area women are affected by the dowry system**Table-5**

5.In our area women are affected by the dowry system	Frequency	Percentage
To a very large extent	18	16.4
To a large extent	17	15.5
To some extent	20	18.2
To little extent	28	25.5
Not at all	27	24.5
Total	110	100.0

From table -1 it's evident that a considerable proportion of respondents (16.4% + 15.5% = 31.9%) believes that women in their area are affected by the dowry system "to a very large extent" or "to a large extent." This indicates a substantial concern within this subset of respondents about the significant impact of dowry practices on women. Another group of respondents (18.2%) perceives the impact of the dowry system on women "to some extent." This suggests a moderate level of concern among this group, acknowledging that the issue exists but possibly viewing it as variable in its severity. A notable proportion of respondents (25.5%) feels that the impact of the dowry system on women occurs "to a little extent." This suggests a perception that, while the issue exists, its impact is relatively limited for this group of respondents. A significant portion of respondents (24.5%) believes that women in their area are not affected by the dowry system at all. This optimistic view may indicate a belief in the resilience or fairness of social practices in their community.

Statement 6: Women in our area face barriers to economic freedom**Table-6**

6.Women in our area face barriers to economic freedom	Frequency	Percentage
To a very large extent	20	18.2
To a large extent	24	21.8
To some extent	23	20.9
To little extent	17	15.5
Not at all	26	23.6
Total	110	100.0

From table -6 it's evident that a substantial proportion of respondents (18.2% + 21.8% = 40%) believes that women in their area face barriers to economic freedom "to a very large extent" or "to a large extent." This suggests a notable concern within this subset of respondents about the magnitude of barriers to economic freedom for women. Another group of respondents (20.9%) perceives the barriers to economic freedom for women "to some extent." This indicates a moderate to high level of concern among this group, acknowledging that the issue exists but possibly viewing it as variable in its severity. A significant but lower proportion of respondents (15.5%) feel that the barriers to economic freedom for women

occur "to a little extent." This suggests a perception that, while the issue exists, its impact is relatively limited for this group of respondents. A notable portion of respondents (23.6%) believes that women in their area do not face barriers to economic freedom at all. This optimistic view may indicate a belief in the opportunities and economic empowerment available to women in their community.

Statement 8: Women's access to education is held back in our area

Table-8

8. Women's access to education is held back in our area	Frequency	Percentage
To a very large extent	10	9.1
To a large extent	8	7.3
To some extent	20	18.2
To little extent	17	15.5
Not at all	55	50.0
Total	110	100.0

From table -8 it's evident that the majority of respondents (50%) believe that women's access to education is not held back at all in their area. This optimistic view suggests a belief among this group of respondents that women have substantial access to education. Another substantial group of respondents (18.2% + 15.5% = 33.7%) perceives that hindrances to women's access to education exist, either "to some extent" or "to a little extent." This indicates a moderate to high level of concern among this group, acknowledging that there may be barriers but possibly viewing them as variable in severity. A smaller but still notable proportion of respondents (9.1% + 7.3% = 16.4%) feels that hindrances to women's access to education are limited, either "to a very large extent" or "to a large extent." This suggests a perception among this group that, if barriers exist, they are not substantial.

Statement 9: Women encounter difficulties when it comes to job-entry in our area

Table-9

9. Women encounter difficulties when it comes to job-entry in our area	Frequency	Percentage
To a very large extent	18	16.4
To a large extent	16	14.5
To some extent	25	22.7
To little extent	23	20.9
Not at all	28	25.5
Total	110	100.0

From table -9 it's evident that a significant proportion of respondents (16.4% + 14.5% = 30.9%) believes that women encounter difficulties entering the job market "to a very large extent" or "to a large extent." This suggests a notable concern within this subset of respondents about the challenges women face in job entry. Another group of respondents (22.7%) perceives that women encounter difficulties entering the job market "to some

extent." This indicates a moderate level of concern among this group, acknowledging that the issue exists but possibly viewing it as variable in its severity. A notable but lower proportion of respondents (20.9%) feel that women encounter difficulties entering the job market "to little extent." This suggests a perception that, while difficulties may exist, their impact is relatively limited for this group of respondents.

Statement 10: In our area women face challenges in asserting their property

Table-10

10. In our area women face challenges in asserting their property	Frequency	Percentage
To a very large extent	24	21.8
To a large extent	17	15.5
To some extent	18	16.4
To little extent	22	20.0
Not at all	29	26.4
Total	110	100.0

From table -10 it's evident that a substantial proportion of respondents (21.8% + 15.5% = 37.3%) believes that women face challenges in asserting their property rights "to a very large extent" or "to a large extent." This suggests a notable concern within this subset of respondents about the obstacles women encounter in property assertion. Another group of respondents (16.4%) perceives that women face challenges in asserting their property rights "to some extent." This indicates a moderate level of concern among this group, acknowledging that the issue exists but possibly viewing it as variable in its severity. A notable but lower proportion of respondents (20.0%) feel that women face challenges in asserting their property rights "to little extent." This suggests a perception that, while challenges may exist, their impact is relatively limited for this group of respondents. A substantial portion of respondents (26.4%) believes that women in their area do not face challenges in asserting their property rights at all. This optimistic view may indicate a belief in the protection of property rights for women in their community.

Statement 11: Girls and women experience inequities in access to food in our area

Table-11

11. Girls and women experience inequities in access to food in our area.	Frequency	Percentage
To a very large extent	8	7.3
To a large extent	3	2.7
To some extent	16	14.5
To little extent	17	15.5
Not at all	66	60.0
Total	110	100.0

From table -11 it's evident that a significant majority of respondents (60.0%) believes that girls and women do not experience inequities in access to food at all in their area. This

optimistic view may indicate a belief in the adequacy and fairness of food distribution for girls and women in the community. Another group of respondents (14.5%) perceives that girls and women experience inequities in access to food "to some extent." This indicates a moderate level of concern among this group, acknowledging that the issue exists but possibly viewing it as variable in its severity. A notable but lower proportion of respondents (15.5%) feel that girls and women experience inequities in access to food "to little extent." This suggests a perception that, while inequities may exist, their impact is relatively limited for this group of respondents. Only a small percentage of respondents (7.3% + 2.7% = 10%) believes that girls and women experience inequities in access to food "to a very large extent" or "to a large extent." This indicates a perception among the majority that such inequities are not widespread or significant.

Statement 12: Sexual Harassment of Women in our area is more prevalent

Table-12

12. Sexual Harassment of Women in our area is more prevalent	Frequency	Percentage
To a very large extent	5	4.5
To a large extent	7	6.4
To some extent	11	10.0
To little extent	33	30.0
Not at all	54	49.1
Total	110	100.0

From table -12 it's evident that a significant majority of respondents (49.1%) believes that sexual harassment of women is not prevalent at all in their area. This optimistic view may indicate a belief in the safety and respect for women within the community. A substantial portion of respondents (30.0%) perceives that sexual harassment of women occurs "to little extent." This suggests a moderate level of concern among this group, acknowledging that the issue exists but possibly viewing it as relatively limited in occurrence. Another group of respondents (10.0%) perceives that sexual harassment of women occurs "to some extent." This indicates a moderate level of concern among this group, acknowledging that the issue exists and has some prevalence. Only a small percentage of respondents (4.5% + 6.4% = 10.9%) believes that sexual harassment of women is more prevalent, either "to a very large extent" or "to a large extent." This indicates a perception among the majority that such harassment is not widespread.

Statement 13: In our area women's mobility are restricted due to fears of physical harm

Table-13

13. In our area women's mobility are restricted due to fears of physical harm	Frequency	Percentage
To a very large extent	5	4.5
To a large extent	6	5.5
To some extent	15	13.6

To little extent	30	27.3
Not at all	54	49.1
Total	110	100.0

From table -13 it's evident that a significant majority of respondents (49.1%) believes that women's mobility is not restricted at all due to fears of physical harm in their area. This optimistic view may indicate a belief in the safety and freedom of movement for women within the community. A substantial portion of respondents (27.3%) perceives that women's mobility is restricted "to little extent." This suggests a moderate level of concern among this group, acknowledging that there may be some restrictions, but viewing them as relatively limited. Another group of respondents (13.6%) perceives that women's mobility is restricted "to some extent." This indicates a moderate level of concern among this group, acknowledging that the issue exists and has some prevalence. Only a small percentage of respondents (4.5% + 5.5% = 10%) believes that women's mobility is significantly restricted, either "to a very large extent" or "to a large extent." This indicates a perception among the majority that such restrictions are not widespread.

Statement 14: Women in our area confront several difficulties for political participation

Table-14

14. Women in our area confront several difficulties for political participation	Frequency	Percentage
To a very large extent	22	20.0
To a large extent	13	11.8
To some extent	13	11.8
To little extent	26	23.6
Not at all	36	32.7
Total	110	100.0

From table -14 it's evident that a notable proportion of respondents (20.0% + 11.8% + 11.8% = 43.6%) believes that women in their area face significant barriers to political participation, either to a very large extent, a large extent, or to some extent. This indicates a substantial concern within this subset of respondents about the challenges women encounter in engaging in political activities. Another group of respondents (23.6%) perceives that women face difficulties in political participation to a little extent. This suggests a moderate level of concern among this group, acknowledging that barriers may exist but viewing them as relatively limited. Surprisingly, 32.7% of respondents believe that women in their area do not confront difficulties for political participation at all. This optimistic view may indicate a belief in the accessibility and inclusivity of the political landscape for women in their community.

Statement 15: In our area there are inequalities between the health care received by men and women

Table-15

15.In our area there are inequalities between the health care received by men and women	Frequency	Percentage
To a very large extent	68	61.8
To a large extent	6	5.5
To some extent	14	12.7
To little extent	22	20.0
Not at all	110	100.0
Total	68	61.8

From table -15 it's evident that a significant majority of respondents (61.8%) believe that there are significant inequalities in the healthcare received by men and women in their area. This high percentage indicates a prevalent concern within the community regarding gender-based disparities in healthcare access and treatment. While 12.7% of respondents perceive healthcare inequalities to some extent, and 5.5% perceive them to a large extent, these numbers are relatively lower compared to the 61.8% who perceive it to a very large extent. This suggests that a substantial portion of the community recognizes the issue as a significant and pervasive concern. The combined percentage of respondents perceiving healthcare inequalities to some extent or to a large extent is 18.2%. This moderate but notable portion suggests a varying degree of concern among community members. It's essential to explore the specific aspects of healthcare where these concerns are rooted.

Interestingly, 20.0% of respondents feel that there are inequalities to a little extent, and 110 respondents (100.0%) believe that there are no healthcare inequalities at all. This indicates a level of optimism within the community, suggesting that a significant portion may perceive healthcare services as equitable between men and women.

V Implications for the study

1. The survey reveals significant concerns about gender-based healthcare inequalities in the community.
2. Education denial for girls in rural areas and workplace discrimination against women are highlighted issues.
3. Different opinions are found about how common domestic violence, acid attacks, and the impact of the dowry system are perceived in the community.
4. Barriers to economic freedom and hindrances to women's access to education are subjects of concern.
5. Challenges in asserting property rights and mobility restrictions for women are recognized.
6. Optimism and lack of awareness regarding certain gender-related issues are notable findings.
7. Policymakers should consider community perceptions when designing interventions to address healthcare inequalities.

8. Community engagement and awareness campaigns are essential for challenging stereotypes and promoting gender equality.
9. The survey provides a foundation for targeted research and actionable

VI Conclusion:

The survey findings underscore a spectrum of perceptions on gender inequality among surveyed B.Ed students. It is noteworthy to reference the research by Erinn C et al. (2023), which identified predictors of human trafficking legal cases. While not directly explored in our study, their work highlighted the importance of considering structural gender inequality and violence against women, particularly rape rates, as significant correlates with trafficking instances globally. This insight suggests avenues for future research to enhance our understanding and develop effective strategies against human trafficking.

Key concerns arising from our survey include education denial for girls in rural areas, workplace discrimination against women, and varied perspectives on issues like domestic violence, acid attacks, and the impact of the dowry system. Barriers to economic freedom and obstacles to women's education access also emerged as recognized challenges. The study importantly reveals widespread concerns about gender-based healthcare inequalities, emphasizing the need for strategic interventions.

To strengthen health outcomes in the region, addressing these concerns requires a multifaceted approach. Enhancing women's education, increasing workforce participation, and expanding social and political opportunities stand out as crucial strategies. Collaboration with men to shift gender imbalances is identified as another pivotal task for regional policymakers and civil society groups (Ehrhardt AA, 2009).

The survey also brings attention to areas where optimism and lack of awareness prevail, signaling a necessity for targeted interventions and awareness campaigns. By providing a comprehensive foundation, this study not only prompts further research but also furnishes actionable recommendations to advance gender equality in the region.

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WOMEN ACCREDITATION AND RIGHTS

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Abstract:

From conception to death, women have a significant influence on our society. Even if they excel in every role, women still seem to be trailing males in the modern world. In a society where men predominate, women's abilities are viewed as inferior to men's. The life of a woman has become significantly more complicated than that of a male, despite the government undertaking several awareness campaigns. When we contrast the status of women in modern society with that of mythological civilization, it is evident that things have changed for the better. Dichotomy and womanhood go hand in hand. The components that make up this dichotomy go far beyond even the broadest range of what is deemed acceptable. Discord exists between how women behave themselves, how they are treated, and how society wants them to treat others. This aberration in the hierarchical dualism that determines how a woman's acts and behaviours ought to be (or ought not to be!) is one that we frequently see in a wide variety of situations. There are unspoken standards that govern what is expected of women, and any deviation from these guidelines is seen as incorrect and less acceptable. Beginning in the 1980s, women were expected to manage the home, raise the children, and demonstrate the virtues of a wife. These expectations were simpler and more linear. Of course, the silence was regarded as ideal. Later decades have seen completely different representations of women: a more self-assured and independent gender walking the dog alone, speaking up and breaking the silence, being more self-aware, tying herself not only to her family as her focal point but also unleashing her potential to lead her way into uncharted territory. Events like International Women's Day serve as a reminder to her to not limit her search for love and success to sources that society has conceptualized, but rather to bounce it off of her friends' laughter, her moments of success as well as her challenges, and to identify as part of the mainstream without labeling herself as social outcasts in the process.

Keywords: *Dichotomy, Self – Assured, Empowerment, Skilled, Awareness.*

INTRODUCTION:

Women contribute significantly to the advancement and modernization of society, as well as its growth and development. Brigham Young is credited with saying, "You educate a man; you educate a man. You teach a lady and a generation is educated". Women's empowerment and the advancement of society both depend on the education and empowerment of women, which is of utmost importance. Because it is true, that a man can only profit from education and empowerment if he is a male, whereas a woman can benefit her entire family and society if she is a woman.

Women have begun to work and help to pay household bills. In several fields, women now outnumber males. Girls are consistently setting records that make the entire nation—not just their families or societies—proud. We have seen women in a variety of roles throughout history, including sister, mother, wife, daughter, etc. The woman works for the betterment of others by involving herself in various relationships. The situation is not too awful even in urban areas, but the state of women in rural areas is concerning. Due to an inadequate educational system, the situation of women has gotten pitiful. A woman gives birth to a child and then spends the rest of her life taking care of the child's needs. She performs her duties patiently and unquestioningly without expecting anything in return. Due to their lack of authority and power, women should be empowered and encouraged to pursue higher education rather than being overlooked. Half of the world's population and therefore half its power are women. If women are not given equal rights in a country, that nation is only half powerful. Women are innately capable of carrying out all of their tasks and creating strong families, stable societies, and powerful nations. Despite several efforts, in some parts of the world women still lag and are only permitted to carry out domestic tasks. We must realize that if a woman with no formal education can manage her family well, why can't a woman with formal education govern the entire nation like men?

In terms of advancing women, the Indian government is also making progress. The government has recently implemented several programs that are assisting women in escaping social constraints while also inspiring them to advance. The government has officially outlawed the old ways in addition to closing them. The main ones were child marriage, feticide, the use of dowries, child labour, domestic abuse, etc. The status of women in society has significantly improved since all of these were legally outlawed. The present ruling central government has brought a 33% reservation bill for women, which is a great boost for the success of women in society.

INTERNATIONAL WOMEN'S DAY (8TH MARCH):

The day serves as a clear reminder to recognize and honour the accomplishments and very existence of unsung heroes and true multitaskers. Studies have shown that women are better multitaskers than men since they still handle the majority of domestic and childcare duties while also performing admirably in part- or full-time employment. The majority of working women work double shifts. It's fantastic to witness working mothers balancing work and life like a masterfully performed symphony. However, this does not minimize the significance of the homemakers. Homemakers have consistently shown themselves to be the best and biggest multitaskers. Women can now make more independent decisions about their education, careers, healthcare, investments, and marriage than ever before. From conception to death, women have a significant influence on our society.

When we talk about women's empowerment today, the majority of people picture working women as independent. However, empowered women are those who want to or are compelled to do so to fulfill their roles as a wife, daughters-in-law, and mothers. They are where growth begins. They are necessary for a man to be able to go to work. Society functions and a nation grows thanks to a mother who stays at home.

Every society's development can be attributed to her numerous unrecognized and unpaid services. Currently, women make up 45.4% of the worldwide workforce on average. A community can become a participant in the national economy by utilizing the official and informal work of women, which can change it from a largely autonomous society. Despite major challenges, women-owned small businesses in rural developing communities can not only provide for the needs of an entire extended family but also serve as a networked economic base for coming generations.

IMPORTANCE OF EMPOWERMENT:

Nothing is possible for men without women; they are the fundamental building blocks of society. Women form families, which in turn create homes, which create communities, which in turn create nations. So, from giving birth and caring for a child throughout their entire life, women contribute in many different ways. Women's full range of roles and responsibilities cannot ever be disregarded by society. No family, society, or nation can develop without education and the empowerment of women. Women are adept at communicating and acting appropriately with people from different social classes, etc. She can play her part graciously as a key contributor to creating a strong society because she is well-versed in the fundamentals of a good society and knows how to handle all situations.

Women can be empowered through supporting their sense of self-worth, their freedom to make their own decisions, and their right to have an impact on social change for both themselves and other people. It is intimately related to female emancipation, a basic human right that is also essential to the realization of a more tranquil, wealthy world. Female empowerment is frequently linked in Western nations to particular historical eras of the women's rights movement. The suffrage movement typically developed in three waves, with the first wave starting in the late 19th and early 20th century. The sexual revolution and the position of women in society were part of the second wave of the 1960s. The 1990s are frequently cited as the start of the third wave of feminism. In recent years, a significant global movement that is dedicated to empowering women and advocating for their rights has formed and is continuing to make progress.

The well-being and socioeconomic advancement of families, communities, and nations depend on the empowerment of women. Women can realize their greatest potential when they lead secure, contented, and fruitful lives. raising happier, healthier children and contributing their skills to the workforce. They can also support healthy economies, advance societies, and benefit all of humanity. Education plays a big role in this empowerment. Empowering women is essential for community development since it has many advantages and beneficial effects.

- a) **Economic Development:** Women's empowerment promotes community prosperity and economic development. Women can participate in the workforce, launch enterprises, and boost the local economy when they have access to education, skill development, and economic possibilities. Empowered women inspire innovation, productivity, and entrepreneurship, which promotes economic growth and the eradication of poverty.

- b) **Social Progress:** By confronting and altering societal conventions, attitudes, and practices that restrict women's rights and opportunities, women's empowerment fosters social progress. It entails advancing gender equality, combating violence against women, advancing women's rights, and increasing public understanding of women's issues. Women who are empowered can actively participate in building a society where everyone's rights are respected and that is more inclusive and egalitarian.
- c) **Education and Skill Development:** Women's empowerment through educational and skill-building initiatives directly affects the growth of the local community. Education gives women the knowledge, skills, and critical thinking abilities they need to make wise decisions and contribute to the welfare of their families and communities. Women with higher levels of education are more likely to support community development efforts and spend money on their children's education.
- d) **Health and Well-Being:** The empowerment of women has a positive influence on the health and well-being of people and communities. Women can make decisions about their health and the health of their families when they have access to healthcare services, reproductive rights, and health information. Taking care of women's health and well-being promotes better public health outcomes, lower rates of maternal and infant mortality, and healthier neighborhoods.
- e) **Leadership and governance:** Better governance and representation result from empowering women to take on leadership and decision-making responsibilities within the community. Decisions made by the community are more inclusive and represent the different needs and goals when women community leaders are given equal chances to offer their perspectives, expertise, and skills. Women's involvement in local governance as community leaders encourages responsibility, openness, and efficient community development methods.

WOMEN ROLE IN SOCIETY:

It is impossible to express enough gratitude to women for their unwavering commitment to and constant responsibility for their families, communities, and societies. The future of the family, the community, and the nation are all created when a woman gives birth to a child. The advancement of women is necessary for the advancement of society. Children's growth and health have been accelerated by women's education. In every nation on earth, women are the primary kids and elder caretakers. International studies show that women take the lead in assisting the family in adjusting to new realities and problems as a society's economy and political structure change. Women are the ones who give birth, maintain the stability of families, and ably guide their communities.

Women play a key role in the chain of advancements that build the long-term capacity of families and communities. The nation's founders were women. The United Nations Secretary-General claims that women make up 50% of human capital, making them the most valuable human resource after the highly potential man.

Women have important roles to perform in society, and these positions are acknowledged in the social, political, economic, cultural, and religious arenas. They have the skills and abilities necessary to participate in these activities effectively.

According to Napoleon, "Give me good mothers and I will give you a good nation." Women are the key to a family's quality and long-term development, which creates a strong society. As the leader, the director, the manager of the family's finances, and last but not least, the mother, they take on several duties. People are motivated by her to work hard and make positive changes in their lives. They have supported society's growth and influenced the destiny of the country. In today's dynamic social environment, women are essential in many fields. They can no longer be viewed as only heralds of peace but rather as a source of power and a symbol of transformation. A woman wants to improve the community because education empowers women to take advantage of opportunities, challenge gender norms, and alter their situations. Women are a place of worship where adolescent boys and girls can make a spiritual discourse to help solve society's problems with juvenile criminality. Additionally, they are crucial in the pre-and post-marital counseling that is provided to youth on sexually transmitted diseases. Their mission is to increase public knowledge of issues such as human rights, rights for women and children, bank credit, and other immunization programs for those with low social and economic standing.

CONCLUSION:

For India to advance and achieve gender equality, women must be empowered. As NGOs, grassroots development groups like Mahila Housing Trust are essential to putting policies into action and implementing on-the-ground projects. In recent decades, women's employment opportunities in both urban and rural settings have increased dramatically. Since 2014, the percentage of women who pass the UPSC Civil Services Examination and other prestigious exams to join the Indian Administrative Service, or IAS, has averaged around 30%. In addition to becoming doctors, engineers, police officers, politicians, ministers, educators, homemakers, and other professions, women are also breaking new ground at NASA.

According to our culture, "women" are the most valued things on earth. Salute to all women across the planet. Women have the power to create anything they wish, making them the true architects of society. It's time to acknowledge the significance of gender equality and to begin taking steps to give women equal rights and respect. The good news is that young women now have more options and control over their lives than ever before. For a woman to fully govern her life both within and outside the home, it is crucial to support her sense of self-worth and autonomy. Young, active women in our culture are working tirelessly to establish their worth in the eyes of the world, and despite several obstacles, they are outperforming males in terms of accomplishments. Because they are more self-assured and ambitious about their careers than previous generations, female millennials are making up a growing portion of the workforce.

"Man can never be a woman's equal in the spirit of selfless service with which nature has endowed her" - Mahatma Gandhi

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EMPOWERING WOMEN THROUGH MICROFINANCE INITIATIVES

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Abstract:

The empowerment of women, through microfinance has emerged as a transformative strategy that has implications for promoting gender equality and driving socio-economic development. This abstract delves into the impact of microfinance initiatives on women highlighting their role in fostering inclusivity, economic empowerment, and greater decision-making authority. Microfinance is a system that provides loans, savings accounts, and financial services to individuals who are marginalized or have incomes. It primarily focuses on women recognizing the role they play in managing household finances. By addressing the barriers that hinder women's access to financial services this approach enables them to accumulate capital invest in income-generating activities and improve their economic standing. Through gaining access to resources women often break free from the cycle of poverty. Contribute to enhancing their family's overall quality of life. One important aspect of empowering women through microfinance is fostering independence. As women engage in business ventures or invest in agriculture, they develop a sense of self-reliance and autonomy in making decisions. The increased income derived from these endeavors does not sustain their businesses. Also boosts their self-confidence and influence, within their households. Furthermore, the impact of microfinance goes beyond gains. When women become more involved, in their communities and actively participate in decision-making processes it brings about changes in dynamics. They achieve this by networking and establishing self-help groups, which creates an atmosphere, for sharing experiences and gaining knowledge and skills including literacy.

Keywords : *empowerment, household finances, self-reliance, microfinance.*

INTRODUCTION:

Women's empowerment via microfinance has emerged as an effective method of addressing gender disparities and advancing socio-monetary development. Microfinance, an economic strategy that gives small loans, savings bills, and monetary services to folks who are regularly excluded from traditional banking, has proven to be an effective device for

uplifting girls in both developed and developing economies. This technique is specifically instrumental in areas where ladies face systemic boundaries to getting access to financial assets and where their capacity contributions to monetary boom and societal well-being are often neglected. Microfinance applications are designed with a wonderful awareness of women, spotting their pivotal position in coping with family budgets and promoting financial balance. By imparting entry to financial resources, these packages empower women to interact in profit-producing activities, put money into small groups, and gather assets. The result is a change in girls' monetary reputation, allowing them to be free from cycles of poverty and enhancing their average fine of existence.

Beyond the economic impact, microfinance additionally has the potential to catalyze profound social and cultural adjustments. As women advantage of monetary independence, they often enjoy heightened self-esteem and assertiveness, leading to extra participation in family decision-making and network sports. This now not only blessings women for my part but additionally contributes to more equitable societies.

This advent units the degree for a comprehensive exploration of the multifaceted dimensions of women's empowerment through microfinance, delving into the economic, social, and cultural ameliorations that result from this empowering method. It underscores the crucial role that microfinance performs in advancing gender equality and selling sustainable improvement.

WOMEN'S SELF-HELP GROUPS AND THEIR IMPORTANCE:

The text highlights both the potential and challenges associated with women's Self-Help Groups (SHGs) in fostering economic empowerment and social development, particularly in the context of poverty alleviation and women's rights. It underscores the importance of addressing these challenges to fully realize the potential of SHGs as a vehicle for positive change.

KEY CHALLENGES AND OBSTACLES THAT CERTAIN SHGS FACE INCLUDE:

Lack of Business Acumen : Some SHGs may lack a deep understanding of essential business principles, limiting their ability to grow and operate effectively.

Socio-Cultural Pressures : Societal norms and expectations can discourage women from pursuing business ventures, impacting their desire to engage in entrepreneurial activities.

Presentation and Communication Skills : Effective communication and presentation abilities are vital for business success, and the absence of these skills can hinder growth.

Knowledge Transfer: A lack of mechanisms for knowledge transfer within SHGs can limit their ability to learn from each other's experiences and successes.

Financial Literacy: Insufficient financial knowledge may lead to mismanagement of funds and inefficiencies in business operations.

Weak Managerial Structure: A shaky managerial structure can hinder the decision-making process and the ability to scale up operations.

Limited Appreciation of Sustainable Development Goals: Not fully appreciating the significance of Sustainable Development Goals can result in a lack of alignment with broader global development initiatives.

Marketing and Advertising Skills : Effective marketing and advertising are essential for reaching a wider audience and expanding business opportunities.

Short-Term Orientations: A focus on short-term gains rather than long-term sustainability can limit the growth of SHGs.

Despite these challenges, SHGs offer several advantages, such as strengthening the economically disadvantaged, reducing transaction costs, empowering rural communities, providing an alternative to informal lending, and gaining support from large corporations. The collective strength of SHGs and their role in social capital building are important aspects of their effectiveness.

Efforts to address these challenges and build the capacity of SHGs can contribute to more sustainable and impactful women's empowerment and poverty reduction initiatives, ultimately benefiting not only the individual members but also their community and regions as a whole.

THE ROLE OF MICROCREDIT IN WOMEN'S ENTREPRENEURSHIP:

Microcredit has therefore become one of the most effective means of empowering female entrepreneurs. Micro-credit is a form of financial support that enables people to raise their own money for starting or expanding a business venture, purchasing land or equipment, constructing an asset, etc. It has assisted women in economically developing countries to start and expand their businesses, generate jobs, and raise their incomes. Microcredit works well for those whose poor background hinders them from the conventional banking system.

The microcredit has enabled many women to venture into business and make strides towards escaping the poverty that affects their locality. Microcredit has been effective in helping women venture into business, who are traditionally viewed to be more flexible to take such risks and chances. Women have been able to run small businesses with the use of microcredit and in turn, this has made them economically independent as well as stable financially. Moreover, it has facilitated market entry of women into the formal financial sector through savings and access to credit for business purposes.

Besides offering financial assistance, microcredit gives women the opportunity to be connected to vital networks and business connections. The women using microcredit are mostly mentored by local successful business owners, as well as other seasoned entrepreneurs who help them with proper advice. Such support may assist women in gaining the appropriate ability as well as expertise for the prosperity of their ventures.

In many parts of the world, microcredit has been beneficial for female-owned enterprises. It has empowered women to be economically independent, run companies, and lead their societies. Supporting microcredit as a vehicle for empowering women entrepreneurs with the ability to create a more stable foundation of life for their family members in particular.

From Borrowers to Leaders: The Journey of Women in Microfinance:

Many women in various parts of the world for many years were not allowed to collect any property. In numerous societies around the globe, women do not have sufficient access to credit lines and banks for saving, this puts them in extremes of comparison between men about economic issues. On a positive note, the idea of microfinancing that gives out very tiny credit facilities to the downtrodden has gained traction over the past few decades, together with the emancipation of disadvantaged females.

Women can rise from poverty by taking charge of their financial situation through microfinance. The availability of these small loans from commercial or banking institutes has enabled many to commence entrepreneurship hence earning them some revenue. The extra earnings accrued into savings are also achieved through these rotating credit associations. Though these assets may be small, they constitute significant asset bases that raise their economic and social profile.

However, an increment in access to finances has provided many women all over the globe with the opportunity to become proactive participants in the social and economic progress of their society. This capital is used to create projects for education, health, small businesses, and so on. With control of their family's financial issues, they have gained a newfound freedom to determine the course of their country's history.

Indeed, it is hard to deny that the microfinance revolution has made significant changes to the lives of many of them. The economic independence and affluence that have come with this period have made it possible for many to go from being debtors to leaders, which is a great transformation. These opportunities enable women to create a prosperous and lasting legacy out of a better life for themselves and their families as well as society at large.

EMPOWERMENT AT THE GRASSROOTS: SHGS AND MICROFINANCE:

The strong weapon of grassroots empowerment and poverty elimination is the SHGS & Microfinance. These give support to people especially the poor for various loans and other financial services that could be used as resources. Self-help groups (SHGs) and microfinance have offered community members the means of sustainable economic ventures, as well as a microcredit system. Such practice has increased the social and economic power of rural poor enhancing their ability to fend for themselves in times of hardships and other economic challenges.

Likewise, microfinance is an important means of boosting investment among the SHGs, giving them financial support for businesses and enterprises. It supports a robust entrepreneurial base. People have moved from a lifestyle of subsistence to a sustainable lifestyle and achieved economic and financial independence through microfinance. The rural poor gain financial independence that enables them to make personal decisions concerning their lives and livelihoods.

SHGs and Microfinance additionally assist in establishing a sound social capital amongst the community members. The existence of these groups assists individuals in getting together and making joint decisions regarding resource management. They transformed perceptions towards the poor assuring them of financial safety. Microfinance and SHGorient

into joint actions and cooperative development of communities, enabling people to take collective or individual actions.

Moreover, through the process referred to as SHGs development and microfinance have been doing a very significant role in reducing poverty and improving the standard of living among the rural poor from the bottom up. Through this, they have been connected to numerous economic and financial prospects that have promoted economic growth in the world and the creation of a self-sufficient community.

CASE STUDIES OF SUCCESSFUL MICROFINANCE INITIATIVES IN INDIA:

Grameen Bank of India (GBI): The successful operations of a bank inspired by the Nobel laureate, GrameenBank of Bangladesh in India, and GrameenBank. These are small loans that are provided to rural women to help set up and grow small businesses. The model of group lending and social collateral of GBI has significantly improved women's leadership as well as reduced poverty in the community.

Self-Employed Women's Association (SEWA): SEWA is a popular trade unionism and cooperative in India, which empowers women working in the informal sector. It gives financial assistance that includes savings and credit to its members consisting of poorly employed female workers. The secret behind SEWA's success lies in the holistic tackling of women's issues, comprising economic, social, and political perspectives.

BASIX: BASIX is a micro-financing industry operating in many states across India. It provides microcredit, insurance, and promotion of livelihood for poor people, especially women who reside in the countryside. BASIX, through ensuring financial inclusion among disadvantaged groups, contributed significantly towards enhancing the socioeconomic standing of these populations.

Bandhan Bank: The story of Bandhan Bank is interesting as initially it was considered an MFI but today it is a fully-fledged Commercial Bank. This company has continued to be faithful in serving the poor, particularly women. Bandhan Bank's reach has grown to several states since its start to improve the poor population, especially women, financial access.

Swayam Shikshan Prayog (SSP): The SSP is a project aimed at empowering women from rural areas of Maharashtra through microfinance and entrepreneurship development. The "Aajeevika" program implemented by SSP targets strengthening women's leadership, financial literacy, and entrepreneurship capability that leads to setting up sustainable micro-enterprises.

Ujjivan Financial Services:Ujjivan is one of the top microfinance banks that serve both the urban and semi-urban populations in India. Through incorporating technology, it has successfully penetrated these zones by offering women's financial services, education as well and entrepreneurial assistance.

Spandana Sphoorty Financial Limited (SSFL): One of the biggest MFIs operating in India and across various states includes SSFL. Women in low-income settlements benefit from access to financial assistance such as microloans, and savings accounts and also include

some types of insurance provision through the center. The role of SSFL in alleviating poverty has lifted women and their families from impoverished status.

CONCLUSION:

Women's empowerment may be enabled by microfinance and this could prove effective in improving women's lives on political, economic, and social fronts. By availing themselves of microfinance, women can engage fully in businesses and attain financial stability. It becomes the main driving force that pushes them towards independence and stimulates national economic expansion. Micro-finance creates a chance for rural and urban people who do not have access to credit or even assistance in banks. Moreover, micro-finance has a high potential in combating poverty because these women also realize that they can be empowered. Therefore, micro-finance serves as a tool for female emancipation by reducing poverty, prejudice, and disadvantage, while improving the nation's economy. It is an empowerment of a woman who comes out from a stereotyped position to participate in leadership. As a result, there is an urgent need to widen micro-finance schemes at the macro-economic level together with governments to have greater impacts on mass gains.

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MENTAL HEALTH CHALLENGES OF THE ELDERLY WOMEN AND THE ADOPTION OF YOGIC PRACTICES FOR THEIR WELL BEING

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&

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Abstract

Mental health problems are common among the senior women population which include isolation, anxiety disorder, stress disorder, dementia, psychosis, sleep and behavioral disorder, etc. On a broad scale, mental health declines over time which may be attributed to the weakening of the nervous system. The risk conditions like delirium, stroke, Alzheimer's disease, schizophrenia, etc increase with age. Practicing yoga may be able to help senior citizens to maintain balance in their life. Yogic practices are the ideal support health care system to (i) provide better health, (ii) increase self-awareness, (iii) boost self-confidence, (iv) enhance focus and concentration, (v) improve cognitive function, (vi) reduce stress and mental disability (vii) expand social interaction, (viii) maintain happiness, quality and longevity of life. Yoga is a physical & mental activity that impacts positively on the life and well-being of elderly women. A low-impact yogic practice helps to build joint flexibility and muscle strength with a lower risk of injury.

Keywords: *Mental Health, Cognitive, Physical, Mental and Psychological, well-being, MRI, Sukshama Viayama.*

Introduction

Populations are aging globally, leading to new public health challenges. It is estimated that the number of people aged above 60 years will increase from 900 million in 2015 to 1400 million by 2030. An increase in the population aged 60 and above is a characteristic of the 21st century all over the world. According to World Health Organization (WHO, 2002) by 2025, the world population aged 60 and above will have reached 1.2 billion people, and by 2050 there will be two billion seniors. Among the older population, the ratio of females to males is on the increase. Worldwide, women account for 61% of those aged 80 years and above. Almost everywhere in the world, women live longer than men, are more likely to experience serious illness, and have co-/multimorbidity which adversely affects their quality of life (QOL).

Further, it is reported that 50% of elderly women suffer from chronic medical conditions, the prevalence of which increases with age. There are more than 15 crore persons aged 60 years and above living in India. By 2050, the share of older persons will go up to 34.7 crore. Life expectancy shows that at 60 years, a female may expect to live 19 years as compared to males at 17.5 years.

Health Issues Associated with Aging Women Population

Aging is associated with multiple medical conditions, mainly due to deteriorating physiological reserves and impaired immune mechanisms. Epidemiological and population aging studies reported that chronic, non-communicable diseases such as diabetes, hypertension, ischemic heart disease, and arthritis are integral parts of aging women. Multiple health complaints especially pain, fatigue, and mobility impairments were reported to predict low quality of life (LQOF) in older adult women leading to a higher risk of dependency. Epidemiological studies have reported a high prevalence of psychiatric disorders such as depression and dementia in the elderly ranging from 9% to 35%. Further, increasing age as well as the presence of multiple chronic medical illnesses, especially diabetes, vascular risk factors, physical frailty, and chronic distress increase the risk of mild cognitive impairment. Many elderly women have subsyndromal depressive symptoms, which can hurt their quality of life (QOL). Sleep disturbance is another commonly reported problem in the elderly. It is strongly associated with respiratory symptoms, physical disabilities, use of non-prescription medicines, depressive and anxiety symptoms, cognitive dysfunction, and poorer self-perceived health.

Yoga as a form of Health Intervention among Elderly Women

Recent reports show increasing trends of complementary and alternative medicine usage among the elderly for various health issues. Yoga is one such mind-body intervention that is increasingly being explored for therapeutic potentials in the elderly. A survey carried out on the American population indicated that about 15.8 million or 6.9% of its population practice some form of yoga and a sizeable proportion is willing to take it up in the future. It is agreed worldwide that yoga can be used for physical, mental, and spiritual well-being and it is used as an effective intervention for improving the health status and QOL of the elderly women. A common yoga package suggested for older women adults consists of (i) Sukshmyayama (loosening exercises), (ii) Yogasana (physical posture) (iii) Pranayama (breathing exercise), and meditation in the form of Nadanusandhana (OM meditation). Studies reported the beneficial effects of yoga-based interventions on physical health, psychological health, social relationships, and environmental domains of QOL in elderly women living in old age homes. A clinical study by Manjunath and Telles reported that 6 months of yoga programs in the elderly involving physical postures, relaxation techniques, voluntarily regulated breathing, and lectures on yoga philosophy had improved sleep latency, sleep duration, and feeling rested in the morning. In addition to multiple health complaints, subjective memory problems and disturbed sleep were reported to predict low QOL especially health-related QOL in older adults. Studies have established that yoga techniques improved bodily physiological functions such as (i) cardiovascular respiratory efficiency, so also (ii) biochemical parameters like blood sugar, lipid levels, serum triglycerides, and

cognition in the elderly. Yoga programs in the elderly were also reported to improve (i) muscle strengthening, (ii) active range of motion, (iii) gait and balance, (iv) mobility (v) physical and emotional well-being.

Yoga and Cognitive Well-being of Elderly Women

Aging often brings several cognitive and mental health problems that lead to disability and reduced quality of life among the elderly. As per Mexican health and aging study, the overall prevalence of cognitive impairment in the elderly is 34%. Another study conducted in China on rural elderly women reported that the prevalence of cognitive impairment without dementia is 23.3%. These studies indicate the growing problems of cognitive decline among elderly women.

Apart from cognitive issues, the elderly population often experiences mental health problems as well. A survey conducted in 77 primary care centers in Spain found that 20% of elderly women had some psychological disorder. Another European study found that 25% of the elderly have some ongoing mental disorder. Among different mental illnesses, anxiety, affective, and substance-related disorders were the most prevalent. In affective disorders, depression is a major psychological problem with a prevalence ratio ranging from 10% to 38%. Both cognitive issues and mental health problems cause significant disability and deterioration in the QOL of the elderly.

Scientific studies have shown that regular exercise and cognitive training have a positive role in sustaining cognitive and mental health in the elderly. Exercise interventions having higher cognitive demands are more effective for cognitive enhancement in the elderly. Studies on mind-body practices like yoga, Tai chi, and Qigong have a physical component with higher cognitive demand and beneficial effects on cognitive and mental health.

According to UCLA Health Study, Kundalini yoga, a type of yoga that focuses on breathing, meditation, and mental visualization, appeared beneficial for older women who had risk factors for Alzheimer's disease and were concerned about episodes of memory deterioration. Using a type of MRI that measures activity in regions and subregions of the brain, UCLA Semel Institute for Neuroscience and Human Behaviour researchers discovered that Kundalini yoga, which combines movement and meditation and focuses on breathing, mantra recitation, and mental visualization, increased connectivity in an area of the brain that can be impacted by stress and is associated with memory decline. UCLA researchers made a comparative study of the effects of yoga and memory enhancement training (MET) on connectivity in subregions of the hippocampus, a critical area of the brain for learning and memory. The results showed that kundalini yoga training appears to better target stress-related hippocampal connectivity, whereas MET may better target sensory-integration subregions of the hippocampus, supporting better memory reliability. The key takeaway is that this study adds to the literature supporting the benefits of yoga for brain health, especially for women who have greater perceived stress and subjective memory impairment.

Measures to improve the quality of the life of the elderly women:

To make aging a positive experience, it must be accompanied by continuous opportunities for good health, participation, and security (WHO, 2002). Active aging is

characterized as the process of optimizing opportunities for health, participation, and security to enhance the quality of life in older age. The word active includes not only continuing with physical activity or work but also the participation of the elderly women in various areas-social, economic, cultural, spiritual, and civil. The key objective of active aging is to maintain autonomy and independence, promoting the physical and mental health of individual living conditions.

There are several strategies to improve the quality of the life of elderly women adults including (i) practicing regular social interactions, (ii) staying connected with family and friends, (iii) investing time in hobbies, (iv) continuing or renewing physical activities, (v) engage in mental health activities, etc. Out of these parameters, what best determines the quality of life of the elderly population is related to their overall well-being.

Impact of Yoga on the Well-being of elderly women

Well-being is a multidimensional concept, that incorporates the different domains of health viz. (i) physical, (ii) mental, (iii) emotional, (iv) spiritual, and (v) social functioning. Research indicates the beneficial effect of yoga on several health outcomes affecting the elderly adults. The question is how yoga helps the longevity of the older adults. Yoga is a significant part of health care facilities for elderly women, as it can enhance their quality of life by improving their overall physical and mental health status. It provides a healthy and positive alternative to depressing negative thoughts and gives them a sense of purpose and hope. Though Yoga is reported as an effective modality in improving various physical and psychological aspects of the elderly women population, a comprehensive study of yoga and its effect on various health-related problems of elderly women is not reported. This paper is a maiden attempt to explore the benefits of yogic practices on the well-being of elderly women.

Yoga and Physical Well-being of elderly women

People over 60 years and above are the most inactive segments of the population. The question is how to make these larger segments an active and healthy population. According to physicians, the best way to age healthily and strongly is to adopt yoga. How does yoga impact flexibility and balance in the physical activities of the elderly? With the advancement of age, the muscle becomes stiffer and less flexible. Yoga improves, strength, balance, and flexibility. Some of the asanas that help improve balance and flexibility include (i) Tadasana-Mountain Pose; and (ii) Uttanasana-Standing forward building pose. (iii) AdhoMukhaSvanasana- Downward Facing Dog pose, (iv) Virabhadrasana -Warrior 1 pose, (v) Paschimottanasana- Seated forward bend pose, (vi) Balasana- child's pose, (vii) Baddhakonasana-Bound Angle pose, (viii) ArdhaPawanmuktasana- One legged wind releasing pose, (ix) Bhujangasana-cobra pose, (x) Shavasana-Corpse pose. The above-mentioned yoga poses are considered the most appropriate forms of exercise for elderly people as they do not require too much strength to practice. They would help (i) strengthen the body movements, (ii) enhance spine flexibility, (iii) slow down the loss of bone density, (iv) combat osteoporosis, and (v) promote mindfulness. They also help to correct posture, tackle menopausal issues like weight gain and stress, improve blood circulation, ease muscle tension, and enhance respiration. In short, the above yogic practices help to stay fit and healthy and live a happy post-retirement life.

Yoga intervention results in high improvements in balance and physical mobility in people aged 60 + years. It encompasses various poses, and asanas which involve a gradual stretch of muscle that helps to improve flexibility of the various muscle groups of our body. Apart from enhancing the muscle's flexibility, strength, and toning the body. Yoga can also help in weight loss, protection from injuries, and improving body posture, vitality, and metabolism. Various studies conducted across the world have shown that regular yoga practice drastically optimizes body function like respiration, heart rate, and pulse rate, lowers blood pressure, keeps cardiovascular health problems at bay, and helps in reducing chronic back pain or joint pain among other key physical benefits yoga also helps to redress physical disabilities (like paralysis, inability to sit, stand and /or walk, severe pain, obstructive disease, glaucoma) or a severe cognitive deficit (dementia).

Hatha yoga is considered particularly suitable for older adults. The opening postures include cat/cow poses, mountain poses, and partial sun salute. Thereafter, classic Hatha yoga postures are instructed, including chair pose, plank, tree pose, warrior I and II, downward facing dog, side stretch, spine twist, cobra pose, and bridge pose. The finishing series includes relaxation exercises; dead man's pose and relaxation.

Yoga and Mental Well being of the elderly women

Mental well-being is a related concept and is also known to impact health status. It is more than the absence of mental illness and involves both feeling good and functioning well. It encompasses two perspectives: (i) the subjective experience of happiness (affect) and life satisfaction; and (ii). positive psychological functioning, good relationships with others, and self-realization. It is associated with a lower risk of early mortality and underpins healthy aging. Some of the yogic practices to be adopted by the elderly include:

- (i) Asanas maintain health in a cellular sense; all the inner organs are also toned up;
- (ii) Pranayama practices revitalize the nervous system, bringing abundant energy without disturbance;
- (iii) Pratyahara techniques stabilize the senses after years of overuse;
- (iv) Dharana practices prevent the dissipation of energy;
- (v) Meditation brings the mind to a level of neurophysiological steadiness necessary for the aged.

Despite the significance of yoga for the elderly, there is a paucity of research evaluating interventions to promote mental well-being in older age. The physical and mental benefits associated with yoga suggest that it has the potential to produce improvements in the overall quality of life. However, yoga's effect on mental well-being in people aged 65 years and older has not been properly evaluated and there is currently no published systematic review that synthesizes the evidence for the effect of yoga on mental well-being among older people. A few existing studies have reported that yoga has affected improved mental health outcomes by redressing (i) depression, (ii) anxiety, (iii) stress, (iv) mood disorder, etc. The recommended asanas to achieve mental well-being include (i) savasana-corpse pose, (ii) sukhasana-happy pose, (iii) sethubandhasana-bridge pose, (iv) halasana-plough pose, and

Balāsana-child pose. What are the five mental benefits of yoga? Regular yoga practice creates mental clarity and calmness, increases body awareness, relieves chronic stress patterns, relaxes the mind, centers attention, and sharpens concentration. The mental health benefits of yoga can be summarized as follows: One can get amazing levels of mental clarity and calmness only by doing a combination of meditation and yoga consistently. In the long run, Yoga can even aid anyone in (i) fighting depression, (ii) maintaining a positive self-image, (iii) positive outlook towards life in general, (iv) help in developing high willpower, and (v) tolerance (towards self and others). This is due to changes in central neurotransmitters, such as Gamma-aminobutyric- acid coupled with increased para-sympathetic tone and decreased sympathetic adrenal activity.

Yoga and psychological well-being of the Elderly Women

Yoga is a psychology in itself. Regular yoga practice makes us feel better and enhances our sense of gratitude and well-being. Besides, yoga is becoming increasingly accepted as an alternative therapy to improve the quality of life of an individual. Doing regular yoga helps elderly people achieve mindfulness, develops greater self-awareness and tranquility, and catapults their ability to focus and remain happy throughout their lives. Needless to say, yoga is the gateway to better spiritual and emotional health as well. What effects does yoga have on psychological well-being? Over time, yoga's effects are believed to slow the natural aging process there's less brain shrinkage in the areas of the brain that process information and store memory. The various yogic practices to be followed for achieving psychological well-being include (i) sukhasana and (ii) garudāsana. (iii) adhomukhasvanāsana, (iv) balāsana etc

Conclusion

Yoga intervention would increase health-related quality of life (HRQOL) and mental well-being in women aged 60+ years. However, scientific information is scarce where yoga's effect is examined on overall well-being and multiple outcomes in the elderly. Further, research is needed to determine the optimal yoga to maximize health impact. Hence, there is a need for rigorously designed and adequately powered community-based yoga which include assessment of diverse health outcome. yoga should be part of health care facilities for the elderly as it can enhance their quality of life by improving their overall mental health status. It could provide a healthy and positive alternative to depressing negative thoughts and give them a sense of purpose and hope.

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THE IMPACT OF SEXUAL HARASSMENT AND WOMEN'S WORK IDENTIFICATION

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Abstract:

One of the many challenges that employees encounter is sexual harassment in the workplace. It has a deleterious impact on persons of all genders, albeit women are disproportionately affected. This study will build on previous research by taking into account both male and female employees and delving into the effects of sexual harassment in the workplace on the mental health and work performance of individuals impacted. Furthermore, the study intends to advance our understanding of the various forms of sexual harassment that occur in the workplace, as well as to investigate the reasons that may contribute to its increased incidence and preventive measures. A literature review will be conducted for this aim. The research will provide an understanding of how sexual harassment in the workplace affects employees' physical and emotional health, as well as preventive actions. As a result, it may aid in the acquisition of knowledge that will aid in the development of programs to combat workplace sexual harassment. It believes and hopes that expanding knowledge in this field of study will contribute to enhanced awareness and the development of programmes to combat workplace-related sexual harassment.

Keywords: *Sexual Harassment, Work Identification, Women.*

Introduction:

Sexual harassment is organized into three interconnected dimensions. Gender harassment, sexual coercion, and unwelcome sexual attention are all examples of unwanted sexual attention. Gender harassment encompasses a wide range of verbal and nonverbal acts that demean and degrade women and are not intended to lead to sexual participation. Undesired sexual attention, on the other hand, comprises both offensive and undesired verbal and nonverbal behaviour. Sexual coercion is defined as the exchange of sexual participation in exchange for working-related considerations. Discrimination based on gender and sexual harassment are all interconnected and linked. Nonetheless, contemporary organizational remedies for interpersonal mistreatment rarely explore issues of general respect and do not include sexual harassment as a component. However, it has been demonstrated that these ways are most likely limited because interpersonal abuse can occur in all of its general interconnected forms. A coordinated effort targeted at eliminating all elements that contribute to a hostile work environment may be the most successful and efficient. 2005 (Lim and Cortina)

Smidts, Prayn, and Van Reil (2001) studied the impact of employee communication and perceived external prestige on organizational identification and the results showed that communication climate plays a central role in mediating the impact on organizational identification and thus helps to explain organizational identification.

Mael and Ashforth (2001) conducted a study on identification in work and its contrasting benefits and risks. In their deliberation, they argued that the potential benefits of identification included enhanced self-esteem, meaning, belongings, and raised aspiration.

Lowe, Schellenberg, and Shannon (2003) conducted a study on employees' perceptions of a healthy work environment i.e., how healthy they identify their work environment. In addition, the study also perceived to show the influence of employees' perception on job satisfaction, employee commitment, workplace morale, absenteeism, and intention to quit. Results revealed that employees in healthier environments have significantly higher job satisfaction, commitment, and morale and lower absenteeism and intention to quit. The study supported the comprehensive model of workplace health that targets working conditions, work relationships, and the workplace for healthy promotion interventions.

Kreiner and Ashforth (2004) studied the expansion of the model of work identification, i.e., the author studied the treatment through which individuals could drive identity from the organization. The paper gave four dimensions of the model viz. identification, dis-identification, ambivalent identification, and neutral identification. Results suggested the use of this model to get strong potential for application in organizational identification.

NEED FOR THE STUDY

Sexual harassment is a continuous issue that affects all countries, industries, and occupations around the world. Victims of sexual harassment, on the other hand, are generally hesitant to disclose it.

This is often due to the normalization of sexual harassment, a lack of understanding about what constitutes sexual harassment, fear of retaliation from coworkers, supervisors, family members, or the employer, a lack of effective redress or reporting processes, and stereotypes that blame the victim rather than the perpetrator. There are also evidence issues, particularly when sexual harassment occurs without witnesses, which can make proving it through corroborating evidence difficult.

Gender-based violence and harassment is then described as "violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment." Sexual harassment is an everyday occurrence that hinders workplace equality. It can have a detrimental influence on victims' pay, career advancement, and working conditions, potentially driving them out of the workforce. While it can harm everyone, sexual harassment has a disproportionate impact on women, reinforcing prejudices about their talents and goals. It also adds to fewer women entering or remaining in the labor force (expanding the labour force participation gap) and women earning less than males.

OBJECTIVES

1. To find out the levels of Women's Work Identification scores in the total Sample.
2. To find out the levels of Sexual Harassment scores in the total sample
3. To find out whether there is any significant difference in the women's work identification with respect to (Education Qualification, Marital status, Type of Management)
4. To find out whether there is any significant difference in the women's work identification with respect to (Education Qualification, Marital status, Type of Management)
5. To find out whether there is any significant difference in the Sexual Harassment with respect to (Education Qualification, Marital status, and Type of Management)

HYPOTHESES OF THE STUDY

- ❖ The level of Women's Work Identification of women at the workplace is high.
- ❖ The level of Sexual Harassment of women in the workplace is high.
- ❖ There is no significant difference in the Women's Work Identification of women at the workplace with respect to (Education Qualification, Marital status, and Type of Management)
- ❖ There is no significant difference in the Sexual Harassment of women at the workplace with respect to (Education Qualification, Marital status, and Type of Management)

METHOD OF THE STUDY

Normative survey method has been used in the present study.

MEASUREMENT OF INSTRUMENT

1. Women's Work Identification of Women Scale was constructed and Validated by the Investigator. The Scale was constructed consisting of 28 statements in the form of 'Yes' or 'No' type questions. If anyone answers 'Yes' a score of '1' is given and if anyone answers 'No' a score of '0' is given. Based on the correlation values 20 items were selected.
2. Sexual harassment scale was constructed and validated by the investigator. The scale consists of 25 items including three dimensions verbal abuse, written abuse and physical abuse.

SAMPLE OF THE STUDY

Random sampling technique has been used for the selection of the sample of as many as 300 Women's Work Identification of women in Villupuram District of Tamilnadu, India.

STATISTICAL ANALYSIS

Descriptive analysis, differential analysis, and correlational analysis techniques were employed to find out the Sexual harassment of working women and Women's Work Identification.

RESULTS AND ANALYSIS

DESCRIPTIVE ANALYSIS

Hypothesis 1: Women at the Working Women's Work Identification have an average level

Table- 1

Showing the Mean and Standard Deviation of the entire sample about Women at the Working Women's Work Identification have an average level

S. No	Entire Variable	N	Mean	Standard Deviation
1	Women's Work Identification of Women	300	46.63	13.39
2	Sexual Harassment	300	58.49	14.91

INTERPRETATION

The above table shows that the mean and standard deviation is found to be 13.39 and 14.91. Which is higher than that of the mean and standard deviation of the tool. Therefore it is concluded that working women have high awareness about Women's Work Identification.

The above table shows that the mean value is found to be 58.49, the mean value is higher than the mean value of the tool. Therefore it is concluded that the Sexual Harassment of working women is high.

Null Hypothesis No: 2

There is no significant difference in Women's Work Identification at working with respect to (Education Qualification, Marital status, and Type of Management)

Table -2

The Significance of the Difference between Means and Standard Deviation scores of at the working women Work Identification.

Variable	Sub Sample	N	Mean	S.D	't' value	Level of Significance
Education Qualification	12th	113	45.07	16.33	0.60	Not significant at 0.05 Level
	B.A	187	68.07	14.11		
Marital status	Married	148	44.22	18.29	0.05	Significant
	Unmarried	152	56.43	17.62		
Type of Management	Government	150	43.74	19.37	7.48	Significant
	private	150	84.12	18.08		

INTERPRETATION

To determine the significance of Women's Work Identification with educational qualifications (12th and B.A.) among working women, a 't' value was calculated. The computed 't' value was found to be 0.54, which is not statistically significant at the 0.05 level. Consequently, the null hypothesis is accepted, leading to the conclusion that there is no

significant difference in Women's Work Identification between working women with 12th-grade education and those with a B.A. degree.

To assess the significance of Marital Status concerning Married and Unmarried individuals, a 't' value was computed and found to be 4.42, which is significant at the 0.05 level. Consequently, the null hypothesis is rejected, leading to the conclusion that there is a substantial difference between Married and Unmarried individuals in terms of Women's Work Identification.

Similarly, to determine the significance of Type of Management concerning Government and Private employment for working women, a 't' value was calculated and found to be 7.48, which is significant at the 0.05 level. Therefore, the null hypothesis is rejected, and it is concluded that there is a noteworthy difference between government and private working women regarding Women's Work Identification.

Hypothesis -3

There is no significant difference in Sexual Harassment of the working women with respect to (Education Qualification, Marital status, Type of Management)

Table -3

The Significance of the Difference between Means and Standard Deviation Scores Women at the Working Women's Work Identification.

Variable	Sub Sample	N	Mean	S.D	't' value	Level of Significance
Education Qualification	12th	148	42.53	20.18	1.31	Not significant at 0.05 Level
	B.A	152	45.43	18.06		
Marital Status	Married	166	43.69	19.04	0.06	Not Significant
	Unmarried	74	43.85	20.66		
Type of Management	Government	166	43.69	19.04	0.50	Not Significant
	private	60	45.07	17.80		

INTERPRETATION

To assess the significance of Education Qualification concerning women with qualifications of 12th and B.A., a 't' value was computed and found to be 1.87, which is not statistically significant at the 0.05 level. Therefore, the null hypothesis is accepted, leading to the conclusion that there is no significant difference between women with educational qualifications of 12th and B.A. regarding the experience of sexual harassment in the workplace.

Similarly, to examine the significance of Marital Status concerning Married and Unmarried women, the calculated 't' value is 0.70, which is not significant at the 0.05 level. Hence, the null hypothesis is accepted, and it is concluded that there is no significant difference between Married and Unmarried women concerning the experience of sexual harassment in the workplace.

On the other hand, to explore the significance of Type of Management concerning Government and private employment for working women, a 't' value was calculated and found to be 3.87, which is significant at the 0.05 level. Therefore, the null hypothesis is rejected, leading to the conclusion that there is a substantial difference between Government and private working women regarding the experience of sexual harassment in the workplace.

Discussion:

As a whole, the findings of this study reveal that age, gender, exposure to sexual harassment at work (SHW), and self-efficacy methods all strongly predict perceptions of mental health. The effect size was small, likely due to the complexity of the phenomenon—encompassing psychological, group, organizational, and social aspects—that might not have been fully accounted for in the modeling. Nonetheless, this is a significant discovery because it demonstrates how the phenomenon of sexual harassment of women impacts not only the direct victim but also those who witness it indirectly. This finding is consistent with recent research that, although using different approaches, reveals that sexual harassment of women is a risk factor at all levels of examination, from the psychological impact on the individual to the social impact on the wider society.

The effects on organizational climate and societal welfare metrics were more pronounced among those classified as non-witnesses compared to those who were younger. While Power discovered that age did not affect how women experienced sexual harassment, she found that younger people were more inclined to tolerate it than older people. Younger women were shown to be the least inclined to tolerate sexual harassment, while younger men were found to be the most likely. The authors discovered that tolerance of sexual harassment increases with age in women up to the age of 50, but then declines. For men, however, they discovered the opposite age impact: tolerance of sexual harassment dropped up to the age of 50, but acceptability increased thereafter. It was also found that age did not correlate with Australian workers' views of sexual harassment. According to the findings of our study, younger workers take sexual harassment more seriously than older workers.

Women and men who observed sexual harassment were more likely than non-witnesses to suffer the emotional and psychological consequences of the event, corroborating the findings of this study. However, male witnesses suffered more than female witnesses because they distanced themselves and expressed negative feelings such as rage and depression-stress.

Conclusion:

Due to the increasing number of instances of sexual harassment against employees, this issue must be extensively examined to acquire a better understanding of its causes and impacts. This understanding will aid movements, programs, and others in working towards a solution. It will contribute to the reduction of these types of behaviors, making the workplace a safer place where gender equality and the rights of all workers are respected and upheld.

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WORKPLACE SEXUAL HARASSMENT IN INDIA

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Abstract

Today, a significant number of Indian women are joining the workforce due to enhanced opportunities for education and employment. However, a considerable number of employed women experience frequent instances of sexual harassment within their professional environments. It is imperative, therefore, that as a nation, we endeavor to eradicate workplace sexual harassment. This is essential to ensure that women have the opportunity to engage in gainful employment within an environment that is both safe and secure. The safeguarding of women is crucial for achieving gender equality and fostering the overall progress and advancement of the nation.

Maneka Gandhi, an Indian politician and animal rights activist, has been actively involved in politics and has held various positions.

***Sexual Harassment in the Workplace** Sexual harassment in the workplace can be viewed as a manifestation of pervasive violence in society. It is characterized by discriminatory and exploitative behaviors that infringe upon women's fundamental rights to personal safety and economic well-being. The infringement upon a woman's fundamental rights to equality, as outlined in **Articles 14 and 15**, and her right to live with dignity, as enshrined in **Article 21** of the **Constitution of India**, constitutes a violation.*

*On July 9, 1993, India acceded to the **Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)** by becoming a signatory. In the Indian context, it is noteworthy to mention that in 1997, a petition was formally submitted to the highest court of the land with the aim of upholding the fundamental rights of women engaged in gainful employment. This legal action was prompted by the highly distressing incident of the gang rape perpetrated against **Bhanwari Devi**, an individual actively involved in social work from the state of Rajasthan.*

*In addition to the **Vishaka guidelines** established in the case of **Vishaka & Ors. v. State of Rajasthan**, the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** (referred to as the **POSH Act**) has also been implemented.*

Keywords: *Sexual Harassment, Vishaka guidelines, POSH Act, Globalization and Economy.*

****INTRODUCTION****

Women's independence has increased along with their economic power as a result of globalization, and they are no longer restricted to the role of housework. However, as the country progresses and the status of women rises, they continue to encounter several unacceptable obstacles in the job market. The economy suffers when people engage in inappropriate behavior at work.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013 was implemented 16 years after the Vishaka case. This legislation was enacted with the purpose of providing protection to women in the workforce against instances of sexual harassment. According to the legislation, sexual harassment is defined as the occurrence of unwelcome physical, verbal, or nonverbal behaviors with a sexual connotation. These behaviors include physical contact and advances, solicitation or insistence for sexual favors, the utterance of sexually suggestive comments, the display of explicit material, and any other form of unwanted sexual conduct.

It is widely acknowledged that a significant number of women are currently joining the labor force and playing a crucial role in the progress of our society. However, it is also evident that a considerable proportion of these women encounter instances of sexual harassment regularly. As a result of the enactment of the ****Women's Equal Pay Act of 2013****, employers are now obligated to establish a work environment that is free of sexual harassment.

The status of a nation can be discerned by examining the condition of its women. ****Pandit Jawaharlal Nehru****, a prominent figure in Indian history, holds significant academic and political importance.

****WHAT IS SEXUAL HARASSMENT? ****

Sexual harassment is a form of behavior that involves unwelcome advances or conduct of a sexual nature. It is characterized as any form of sexually explicit behavior that is not consensual. Gender-based violence against women, including workplace sexual harassment, is pervasive across global regions, regardless of their level of economic advancement. This issue can impact individuals of all genders. From a statistical standpoint, this phenomenon exhibits a higher prevalence among the female population.

Violations persist despite concerted efforts and the implementation of numerous safeguards. The act in question can be classified as a violation against the most vulnerable individuals within the community—namely, women. Hence, a wide range of offenses, including female feticide, human trafficking, stalking, sexual abuse, harassment, and the most severe manifestations of sexual violence, are perpetrated against women. Sexual harassment is considered unlawful, whether it is targeted at an individual seeking employment or an existing employee.

The term "sexual harassment" encompasses various forms of unwelcome verbal or physical conduct with a sexual connotation, including making sexual advances, soliciting sexual favors, or engaging in sexually suggestive remarks.

Sexual harassment is characterized as behavior that is unwelcome and has the potential to cause offense, degradation, or intimidation to the individual being targeted. Various forms of communication, including physical, verbal, and written, can be used for harassment.

The crux of the matter lies in an individual's behavior. The term "unwanted" does not necessarily imply involuntariness. There is the potential for a victim to provide consent to offensive behavior by actively participating in it. Hence, in cases where the recipient perceives the behavior as undesirable, it can be deemed as unwanted. The receptiveness of an individual towards a sexually-oriented comment, joke, or invitation for a date depends on the specific circumstances at hand.

According to *Section 354A of the Indian Penal Code***, the following definition is provided:**

A male individual can be deemed culpable of sexual harassment when he exhibits any of the following behaviors towards a female counterpart:

- Initiating unwelcome physical contact and advances that involve explicit sexual overtures.
- Making demands or requests for sexual favors.
- Displaying pornography against the will of a woman.
- Uttering sexually suggestive or inappropriate remarks.

In the event that an individual accumulates a three-point score for the initial instance, they are subject to potential penalties, including monetary fines, an extended period of incarceration of up to three years, or a combination of both.

The team has the authority to administer a maximum prison sentence of one year to any male individual found guilty of committing the final point offense, in conjunction with a monetary penalty.

Historically, the utilization of provisions outlined in the Indian Penal Code was not a viable recourse. Sections 94, 354, and 509 of the Indian Penal Code pertain to legal provisions concerning offenses committed against women, specifically acts of sexual harassment.

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE AS A PROBLEM

One of the major issues our women face today is sexual harassment in various settings. The kind of events that should be labeled "social problems" are constantly brought to our attention, and seldom do we go an entire week without being reminded of them.

The prevalence of sexual harassment is steadily rising, making it a serious issue in educational institutions. Surveys indicate that between forty and seventy percent of college students have experienced sexual harassment. Professors who demand sexual favors in exchange for excellent grades account for only 2% of all cases of harassment on college campuses. Both male and female students make up the bulk of those affected.

CONSTITUTIONAL PROTECTION OF WOMEN AGAINST SEXUAL HARASSMENT AT WORKPLACE

According to Article 19 (1)(g) of the Indian Constitution, everyone has the right "to practice any profession, or to carry on any occupation, trade, or business." Every woman has a constitutionally protected right to work in the public sector; however, sexual harassment often discourages women from pursuing these careers. The workplace becomes a dangerous place for women due to the prevalence of sexual harassment.

Article 21 of the Indian Constitution, which states that no individual shall be deprived of their life or personal liberty, is also violated by sexual harassment of women in the workplace. A person's right to make a living is essential to their right to life. Consequently, sexual harassment is a form of economic sabotage.

HOW LAWS ON SEXUAL HARASSMENT DEVELOPED OVER THE YEARS IN INDIA

If a woman experienced sexual harassment in the workplace before 1997, she could file a complaint under Indian law, specifically sections 354 ('criminal assault of women to outrage women's modesty') and 509 ('word, gesture, or act intended to insult the modesty of a woman').

Landmark Judgement of Vishaka Case

Vishaka, along with a collective of women, initiated a Public Interest Litigation (PIL) against the state of Rajasthan, seeking the enforcement of the constitutionally protected fundamental rights of employed women as outlined in Articles 14, 19, and 21 of the Indian Constitution. The petition was submitted on behalf of Bhanwari Devi, a social worker based in Rajasthan who was subjected to a brutal gang rape as a result of her efforts to combat child marriage and other injustices. The Indian Supreme Court demonstrated significant concern regarding the matter and derived its decision from the principles outlined in the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as well as the constitutional provision safeguarding women's entitlement to equitable treatment. These regulations were implemented, assigning employers and other relevant entities the duty to proactively prevent instances of sexual harassment and take appropriate measures to address, resolve, or pursue legal action in response to claims of sexual harassment.

Employers in both the public and private sectors need to take necessary measures to combat sexual harassment in the workplace. This includes:

Providing appropriate notice, circulation, and publication of the above-discussed restriction on sexual harassment.

Government and public sector organizations providing rules and regulations pertaining to conduct and discipline should provide rules and regulations preventing sexual harassment and shall provide adequate sanctions under such rules against the offender.

Ensuring that women are not subjected to a hostile work environment and that they have access to adequate working conditions in terms of employment, leisure, health, medical care, and hygiene. In addition, no woman shall face discrimination in the workplace.

If such behavior constitutes an offense punishable under the Indian Penal Code, the employer has a legal obligation to ensure that the victim has filed a formal complaint with the appropriate authorities. Victims must not be treated differently when filing a complaint of sexual harassment. The victim should be allowed to choose whether or not the offender is transferred.

If the act is serious enough to be considered misconduct according to the norms and regulations of the service, disciplinary action should be initiated.

Workers should have the freedom to take legal action against sexual harassment if they experience it on the job.

Caring for female employees means informing them of their rights and keeping them updated on new legislation as soon as possible.

CONCLUSION

As more and more women in India enter the labor sector, the country as a whole makes tremendous progress towards its development goals. Preserving women's human rights necessarily includes the right to protection against sexual harassment. All of this is a step in the direction of granting women autonomy, equal opportunity, and the right to be treated with respect in the workplace.

The issue of sexual harassment in the workplace is one that must be solved as a social problem. Employers and workers alike would benefit from a greater understanding of sexual harassment in the workplace, its causes, potential solutions, and the laws that protect against and punish it.

Offenses against women, such as unwanted sexual advances in the workplace, are on the rise, highlighting the need for a safe atmosphere and effective rules. Such undesirable behavior in a civilized society has far-reaching effects on physical and mental health and prevents women from achieving independence. Every woman has a constitutionally protected right to work in the public sector; however, sexual harassment often discourages women from pursuing these careers. Women strive for autonomy, but their efforts are hampered by an unsafe and unsettling society that does nothing but harm women and the economy.

A positive work environment can be fostered through the promotion of a culture of respect and awareness. The workplace should not be a dangerous place for women due to the prevalence of sexual harassment. A secure setting can be achieved through education and the implementation of preventative measures. Staff training, clear guidelines, and regular inspections are all effective ways to achieve this goal. Creating a safe haven for employees to congregate in can help alleviate tension in the office.

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A STUDY ON PARENTAL ATTITUDE AND SEXUAL HARRASMENT OF HIGH SCHOOL STUDENTS

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Abstract

This study examines the impact of parental attitudes on high school students' sexual identity development and character development, considering both positive and negative effects. The primary goal is to assess the influence of parental attitudes, specifically in the context of sexual harassment policies and education. While previous research has explored parental opinions on sexual harassment policies, this study delves deeper into the preferences, factors influencing attitudes, and their potential impact on students' sexual identity. It also investigates the factors that contribute to parents' negative attitudes toward sexual education. The literature on parental attitudes and perspectives regarding sexual harassment is limited, making this analysis a valuable contribution to the field. This research aims to provide an overview of parental views, preferences concerning sexual harassment, and the factors influencing their attitudes and perceptions.

Keywords: *Parental Attitude, Sexual Harassment, High school students.*

INTRODUCTION

Sexual identity pertains to an individual's recognition and acceptance of their own sexuality and gender identity, as well as the alignment of their emotions and behaviors with these aspects. It involves understanding oneself as a sexual being, with a gender identity and sexual orientation. The development of sexual identity, like other facets of human development, should be carefully monitored and guided. Unfortunately, in many societies, parents often discourage their children from exploring their own sexuality, and schools are often reluctant to provide sexual education programs due to parental concerns. As a result, there is a lack of comprehensive understanding of how these attitudes affect students' sexual identity development.

Parents play a significant role in shaping and supporting their children's sexual and reproductive health education. In line with the existing literature, this study aims to provide an overview of parental perspectives and preferences regarding sexual harassment and the factors influencing their attitudes.

SINGIFICANCE OF THE STUDY

Children naturally identify with individuals who show them affection, interest, and intimacy, often considering them as role models. Imitation and observation are key learning mechanisms for children. They gain an understanding of familial privacy and norms by observing the relationships between parents, siblings, and other family members. As children grow, they start forming gender-appropriate identities, imitating their same-sex parent and developing their self-concept based on these observations.

The reactions of parents significantly impact the formation of children's sexual identities. If parents display a positive attitude and provide a supportive environment, children are likely to develop positive self-images. However, oppressive or impatient attitudes can lead to sexual complexes and negative self-perception.

REVIEW RELATED LITERATURE

The following studies are relevant to the topic:

1. Devi, Nirmala (2001) conducted research on Creative Thinking in Secondary School Students, considering the influence of Parental Disciplinary Practices and School Climate. The study explored various factors, including parental disciplinary practices and their effects on creative thinking in students.
2. Sharma, S. (2003) examined the role of Parents' Attitudes and Family Background in Personality Development of Children. The research aimed to understand how family background and parental attitudes influenced children's personality development.
3. Jayaswal, M., Sinha, S.K., Kumari, K., and Arora, A. (2003) focused on Parental Support and Academic Achievement in Tribal School Students of Jharkhand. The study investigated the role of parental support, need for achievement, and parental aspirations in the academic achievements of tribal school students.

OBJECTIVES OF THE STUDY

Following objectives are stated for the present study:

1. To find out the level of Parental attitude of high school students.
2. To find out the level of Sexual Harassment of high school students
3. To find out if there is any significant difference in Parental attitudes of high school students with respect to demographic variables.(Locality, Marital Status, Type of family)
4. To find out if there is any significant difference in Sexual Harassment and of high school students with respect to demographic variables.(Locality, Marital Status, Type of family)
5. To find out there is any significant relationship between Parental Attitude of high school students and sexual harassment of high school students.

HYPOTHESES OF THE STUDY

The hypotheses formulated for this study are:

1. The level of parental attitudes among high school students is high.
2. The level of sexual harassment among high school students is moderate.
3. Significant differences exist in parental attitudes among high school students based on demographic variables (Locality, Marital Status, Type of Family).
4. Significant differences exist in the experiences of sexual harassment among high school students based on demographic variables (Locality, Marital Status, Type of Family).
5. There is no significant relationship between parental attitudes and sexual harassment experiences among high school students.

METHODOLOGY

This research employs the normative survey method. The study involves 150 high school students (66 males and 84 females) from the Puducherry region, selected using stratified random sampling techniques.

Measurement Instruments

1. The investigator developed and validated the "Parental Attitude Towards Scale" consisting of 50 items, addressing different types of parental attitudes, including authoritarian, authoritative, and permissive styles.
2. The "Sexual Harassment Scale" developed and validated by the investigator comprises 55 statements.

Statistical Analysis

The study employs descriptive analysis, differential analysis, and correlational analysis techniques to assess parental attitudes and experiences of sexual harassment among high school students.

RESULTS AND ANALYSIS

Hypothesis – 1

The level of Parental attitude of high school students is high

Table-1 : Level of Parental attitude of high school students

Variable	Low		Moderate		High	
	N	%	N	%	N	%
Parental attitude	35	23.3%	55	36.7%	60	40 %

INTERPRETATION

From the table-1 above, it is evident that 40% of the teachers are in the high level category, while 36.7% of the students fall into the moderate level, and 23.3% are in the low level category. These findings suggest that the level of parental attitude among high school students is high. Therefore, the stated hypothesis is rejected, confirming that high school students exhibit a high level of parental attitude

Hypothesis -2

The level of sexual harassment of high school students is high

Table-2 : Level of Sexual Harassment of high school students

Variable	Low		Moderate		High	
	N	%	N	%	N	%
Sexual Harassment	41	26.7%	52	34.7 %	57	38.6 %

INTERPRETATION

The table-2 above reveals that 38.6% of students are in the high level category, 34.7% are in the moderate level, and 26.7% are in the low level category regarding sexual harassment. These results suggest that the level of sexual harassment among high school students is high in nature, leading to the acceptance of the stated hypothesis. The level of sexual harassment among high school students is high in nature

Hypothesis -3

There is no significant difference in parental attitude of high school students with respect to locality, marital status, and type of family

Table - 3: Significant difference in Parental Attitude of high school students with respect to Demographic variables

Locality, Marital Status, Type of family	N	Mean	SD	Calculated 't' value	Table Value	Level of Significance
Rural	96	79.44	9.96	3.57	1.96	S
Urban	74	77.5	10.11			
Married	83	81.96	12.56	2.94	1.96	S
Unmarried	67	80.11	12.42			
Nuclear	96	81.02	13.24	2.24	1.96	S
Joint	54	80.54	12.24			

INTERPRETATION

From the table-3 it is found that the calculated 't' values (3.57, 2.94, 2.24) are greater than the table value (1.96) for 148 degrees of freedom at a 5% level of significance. Hence, the null hypothesis that 'there is a significant difference in Parental Attitude of high school students with respect to Locality, Marital status, and Type of family' is rejected. So, there is a significant difference in Parental Attitude of high school students with respect to Locality, Marital status, and Type of family.

Hypothesis -4

There is no significant difference in **Sexual Harassment** of high school students with respect to locality, marital status, and type of family

Table 4 : Significant difference in Sexual Harassment of high school students with respect to Demographic variables.

Locality, Marital Status, Type of family	N	Mean	SD	Calculated 't' value	Level of Significant
Rural	96	34.03	20.02	3.56	S
Urban	74	21.84	21.84		
Married	83	37.83	52.00	2.65	S
Unmarried	67	33.48	76.34		
Nuclear	96	74.16	7.24	2.21	S
Joint	54	70.50	8.12		

From the table-4, it is found that the calculated 't' values (3.56, 2.65, 2.21) are greater than the table value (1.96) for 148 degrees of freedom at a 5% level of significance. Hence, the null hypothesis that 'there is a significant difference in **Sexual Harassment** of high school students with respect to locality, marital status, and type of family is rejected. So, there is a significant difference in **Sexual Harassment** of high school students with respect to Locality, Marital status, and Type of family.

Hypothesis -5

There is no significant relationship between Parental Attitude and sexual harassment of high school teachers

Table -5: Significant relationship between Parental Attitude and sexual harassment of high school student.

VARIABLES	N	'r' Value	Level of Significant
Parental Attitude and Sexual Harassment	150	.039	Not Significant

From the above table, the 'r' value of 0.039 is not significant. This suggests that there is no statistically significant relationship between the level of Parental Attitude and sexual harassment among high school students

Discussion

Findings of this study indicate that the levels of sexual identity development among high school children are within the normal range. According to teacher observations, children exhibit appropriate behaviors related to sexual identity development during this stage. Sexual identity is defined as the awareness of one's own gender and the corresponding behaviors aligned with that gender (Artan, 2003).

During this phase, children become aware of changes in their sexual identities; boys begin to resemble their fathers, while girls start to resemble their mothers. This period is crucial for sexual identity modeling and identification. Social learning, encouragement, and incentives play significant roles in guiding young individuals toward these identifications. When a child gains social approval and feels a sense of worthiness, their sexual identity solidifies.

In high school, children primarily look up to their mothers and fathers as role models, followed by other family members and close relatives.

CONCLUSION

This study emphasizes the importance of parental attitudes in shaping high school students' sexual identity development and character. It underscores the need for policy measures and interventions that promote a positive and supportive environment for students. Parents should lead by example and model the behavior they expect from their children. This research contributes to the understanding of parental attitudes, their impact, and the implications for sexual identity development among high school students.

JOB SATISFACTION AND SEXUAL HARASSMENT AMONG HIGHER EDUCATION TEACHERS

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Abstract

Sexual harassment is a health issue that has serious consequences for students' dignity and respect, as well as their physical and psychological well-being. Individuals with a high level of job satisfaction and experience of sexual harassment in Teacher Higher Educational Institutions are more prepared to handle sexual harassment situations efficiently and courageously. The goal of this study was to determine the level of sexual harassment university Faculties. The descriptive research design was employed in this study to evaluate the study goal. A self-structured questionnaire was used to collect data. The participants in this study were chosen using convenience sampling. A total of 300 respondents were chosen for sampling from Puducherry higher educational institutions. The current study's findings demonstrates that the majority of students were aware of sexual harassment.

Keywords: *Sexual harassment, Job Satisfaction, Higher Education Institution.*

Introduction

Sexual harassment is regarded as a symptom of unhealthy human-to-human relationships. It is considered a violation of human rights, particularly the right to life, a quiet existence guaranteed by the rule of law, human dignity and honor, social security, and the right to equality as provided by India's constitution. Sexual harassment in the workplace has gained increased attention from society. Sexual harassment, on the other hand, has received little attention in the country's educational institutions. Sexual harassment is defined as unwanted and sexually exploitative behaviour that can take many forms, including physical contact, demand or unreasonable solicitation for sexual favours, and sexually coloured casting. Colourful statements towards a possible victim for harassment. It can take more extreme forms, such as displaying pornography against a person's will. It also encompasses verbal or nonverbal sexual misbehavior such as gazing, telling dirty jokes, making sexual comments about a person's attire, body, and looks, and so on. Sexual harassment is often regarded as one of the most severe types of abuse against women around the world. The landmark case of "Vishaka vs State of Rajasthan" (1997) in India, in which the Supreme Court recognised sexual harassment at work as a violation of human rights. The decision in

this case served as the foundation for the law's provisions on sexual harassment. With the historic decision of *In Vishaka vs. State of Rajasthan*, there were no rules or regulations in place to handle the issue of sexual harassment. It took sixteen years for India's legislature to establish a bill on sexual harassment that provided a clear mechanism for grievances connected to sexual harassment. "The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 defines sexual harassment as any one or more of the following unwelcome acts or behaviour (whether directly or indirectly): (i) making physical contact and advances (ii) demand or request for sexual favour (iii) making sexually coloured remarks (iv) showing pornography (v) any other unwelcome physical, verbal or nonverbal conduct of sexual nature" Gender equality has recently become a hot topic of the key issues in educational institutes. A lot of studies have been undertaken on sexual harassment of female students in educational institutions. According to Bizu et al. (2009) and Hill and Silva (2005), the problem of sexual harassment is widespread, particularly at all levels of schooling.

Significance of the study

A strong educational system relies on high-quality teaching personnel, which is why attracting and retaining high-quality teachers is critical for educational institutions. Teachers are both the most expensive and the most valuable human capital resource in an educational institution. Attracting and keeping high-quality teachers is therefore a critical requirement for educational institutions. However, effective teachers are difficult to find and almost impossible to keep if the rewards of teaching do not outweigh the potential for dissatisfaction and human capital. Satisfaction with teaching as a career, rather than just a job, is an essential policy problem because it is linked to teacher characteristics, surrounds, and facilities. As a result, identifying the numerous aspects that influence teacher satisfaction is critical to enhancing the information case required to support a successful educational system resource. Teachers' salaries in India are low when compared to other occupations that require similarly skilled individuals. The introduction of improved pay scales for teachers is frequently delayed. Teachers must be content with their jobs if they are to perform their many roles well. Otherwise, a drop in job satisfaction may result in alienation, apathy, absenteeism, strikes, work neglect, quitting, and poor adjustment. It is critical in this environment to investigate teacher job satisfaction. The researcher attempted to investigate elementary school teachers' job satisfaction. This study will continue to be useful in addressing the real difficulties that teachers confront in terms of job satisfaction.

REVIEW OF LITERATURE

Whatley and Wasienleski (2001) studied sexual harassment at Valdosta State University. The sample size was 397, including faculty, staff, and administrators from the Office of Information Technology. Their purposive sampling found that 20% experienced sexual harassment during that time, with 63% reporting once or twice, 26.3% "sometimes," and 5.2% "often" or "many times." Most victims (90%) were female, 10% male, with 42.1% staff, 26.3% faculty, and 26.3% administrators. Studies indicate both male and female students face harassment from colleagues, seniors, teachers, and staff. Incidents often go

unreported due to awareness issues or victims not recognizing the harassment in educational institutions.

Leach (2013) revealed that countries with weak educational systems, poverty, and gender discrimination have a high prevalence of sexual harassment cases in their higher educational institutions. Beninger (2013) reported that sexual harassment is more prevalent in institutes where teachers are not efficiently trained and are paid less.

Akhtar (2013) conducted a qualitative study on sexual harassment in workplaces and educational institutes. The researcher conducted case studies in the Srinagar district of Jammu and Kashmir, revealing that 21% of the participants experienced sexual harassment at either their workplace or in educational institutions. The study also found that 31.7% of the victims of sexual harassment were in the age group ranging from 20 to 30 years. The study underscores the presence of sexual harassment in educational institutions, experienced by victims in various forms.

Deora (2016) investigated the theoretical framework of sexual harassment in India and noted that sexual harassment cases were on the rise. There was a strong need for the strict implementation of sexual harassment laws in India, emphasizing the importance of a straightforward criminal justice system and avoiding delays in the settlement procedure. Beyond legal formalities, there is a need to understand the fear and pressure faced by aggrieved women.

Methodology:

Research methodology:

To examine the study goal, the current study used a descriptive research approach. Survey design was employed to assist the research purpose. A self-structured questionnaire has been used to collect data.

STATISTICAL TECHNIQUES USED

For the analysis of the data, the following statistical techniques have been used.

- a. Descriptive analysis (Mean and Standard deviation)
- b. Differential analysis ('t' – test and 'F' - test)
- c. Correlation analysis (r – coefficient of correlation)

TOOLS USED FOR INVESTIGATION

Two tools were employed: a constructed and validated job satisfaction scale and a constructed and validated sexual harassment scale.

1. Constructed and Validated Job satisfaction scale by Jayalakshmi Indiresan.
2. The investigator constructed and Validated the sexual harassment scale. The measure includes 25 elements divided into three dimensions: Verbal abuse, written abuse, and physical abuse. The questionnaire comprised a total of 25 questions. Cronbach alpha was used to test the internal consistency and reliability of the questionnaire. The reliability statistic was recorded 0.980 and the inter-item correlation was 0.726, which proved high internal consistency between the questions included in the questionnaire.

OBJECTIVES OF THE STUDY

1. To find out the level of Job satisfaction of the higher education institution teachers.
2. To find out the level of Sexual Harassment of the higher education institution teachers.
3. To find out if there is any significant difference in job satisfaction and Sexual Harassment of the higher education institution teachers with respect to demographic variables.(Gender, nature of school and type of school)
1. To find out if there is any significant difference in Sexual Harassment of higher education institution teachers with respect to demographic variables.(Gender, nature of school and type of school)
2. To find out whether there is any significant relationship between the job satisfaction and sexual Harassment of the higher education institution teachers.

HYPOTHESES OF THE STUDY

The based on the above objective the suitable null hypotheses were framed.

METHOD OF THE STUDY

The study employed a normative survey research method and was conducted within the higher education institutions of the Puducherry region. The sample consisted of 300 teachers from these institutions, with 176 males and 124 females. The sample selection process utilized a stratified random sampling technique

Result and Discussion

Hypothesis 1

The level of job satisfaction among higher education institution teachers is moderate

Table -1

Level of Job Satisfaction of higher Education institution Teacher

Variable	Level	Frequency	Percentage
Temperament	Low	43	14.33
	Moderate	208	69.34
	High	49	16.33
	Total	300	100

INTERPRETATION

From the above table, it is evident that the level of job satisfaction among higher education institution teachers is of a moderate nature. Hence, the stated hypothesis 'The level of job satisfaction among higher education institution teachers is moderate in nature' is accepted."

Hypothesis -2

The level of Sexual Harassment of higher Education institution Teacher is moderate in nature.

Table 4.2

Level of Sexual Harassment of higher Education institution Teacher

Variable	Level	Frequency	Percentage
Sexual Harassment	Low	42	14.01
	Moderate	160	53.33
	High	98	32.66
	Total	300	100

INTERPRETATION

"From the above table, it is evident that the level of sexual harassment among higher education institution teachers is moderate in nature." Hence, the hypothesis that 'Sexual Harassment of higher Education institution Teacher is moderate in nature' is accepted."

Hypothesis -3

There is significant difference in Job satisfaction of higher institution Teacher with respect to (Gender, Nature of school and type of school)

Table - 3

Significant difference in Job satisfaction of higher Education institution Teacher with respect to Demographic variables

Gender,Nature of school,type of school	N	Mean	SD	Calculated 't' value	Table Value	Level of Significance
Male	201	88.05	5.17	2.29	1.96	S
Female	99	89.38	4.46			
Rural	201	86.89	11.29	0.03	1.96	NS

Urban	99	88.59	10.56			
Government	101	85.39	11.33	2.23	1.96	S
Private	199	88.48	11.50			

INTERPRETATION

1. "It is evident from Table-3 that the calculated t-value (2.29) exceeds the table value (1.96) for 298 degrees of freedom at a 5% level of significance. Therefore, the null hypothesis is rejected, indicating a significant difference in job satisfaction among higher education institutional teachers with respect to their gender."

2. "From the table, it is apparent that the calculated t-value (0.03) is less than the table value (1.96) for 298 degrees of freedom at a 0.05 level of significance. Therefore, the null hypothesis, which suggests no significant difference in job satisfaction among higher education institutional teachers with respect to the nature of the school, is accepted."

3. "In the table, it is observed that the calculated t-value (2.23) exceeds the table value (1.96) for 298 degrees of freedom at a 5% level of significance. As a result, the null hypothesis is rejected, indicating a significant difference in job satisfaction among higher education institutional teachers concerning the type of school."

Hypothesis -4

There is significant difference in Sexual Harassment of higher Education institution Teacher with respect to (Gender,Nature of school and type of school)

Table - 4

Significant difference in Sexual Harassment of higher institution Teacher with respect to Demographic variables

Gender,Nature of school,Type of school	N	Mean	SD	Calculated 't' value	Table Value	Level of Significance
Male	199	88.33	5.40	2.03	1.96	S
Female	101	89.61	5.016			
Rural	136	88.51	5.16	0.77	1.96	NS

Urban	164	88.97	5.18			
Government	150	88.76	4.92	0.43	1.96	NS
Private	150	88.78	5.17			

INTERPRETATION

1. "From the table above, it is evident that the calculated t-value (2.03) exceeds the table value (1.96) for 298 degrees of freedom at a 5% level of significance. Therefore, the null hypothesis is rejected, indicating a significant difference in the sexual harassment of higher Education institution teachers concerning their gender."

2. "From the table above, it is apparent that the calculated t-value (0.77) is less than the table value (1.96) for 298 degrees of freedom at a 5% level of significance. Therefore, the null hypothesis is accepted, suggesting no significant difference in sexual harassment of higher Education institution teachers with respect to the nature of the school."

3. "Similarly, from the same table, it is observed that the calculated t-value (0.43) is less than the table value (1.96) at a 0.05 level of significance. As a result, the null hypothesis stating 'There is no significant difference in sexual harassment of higher Education institution teachers with respect to the type of school' is accepted."

Null hypothesis 5

There is significant relationship between job satisfaction and sexual Harassment of higher Education institution Teachers.

Table No 5

Relationship between job satisfaction and Sexual Harassment of school teachers.

Variables	N	Calculated 'r' value.	Table Value	Level of Significance
Job Satisfaction	300	0.043	2.13	NS
Sexual Harassment				

*Significant at 0.05 Level

The "r" value of 0.043 indicates a very weak correlation between job satisfaction and sexual harassment among school teachers. Since the calculated 'r' value is much smaller than the table value, the result is considered "Not Significant." This suggests that there is no statistically significant relationship between job satisfaction and sexual harassment in this study Hence, the null hypothesis is rejected.

DISCUSSION

"The present study was conducted in higher education institutions, including universities and colleges, with a quantitative gender balance. It was intriguing to investigate whether this gender balance translated into more qualitative aspects, such as the absence of gender harassment. The study aimed to assess the prevalence of gender harassment among university professors and researchers. A secondary objective was to explore its relationship with various organizational elements within higher education institutions, including job demands, control at work, social climate, leadership style, the gender of immediate managers, as well as issues related to ill-health and job satisfaction. Despite the quantitative gender balance in these institutions, the results revealed that the majority of women had experienced some degree of gender harassment in their workplaces over the previous year, ranging from very seldom to very frequent occurrences. This is consistent with prior research indicating that women are more vulnerable to sexual harassment than men (Bildt 2005; McLaughlin et al., 2012). Surprisingly, senior lecturers and professors appeared to be more vulnerable to gender harassment than lecturers, which was an unexpected finding. Traditionally, teachers, who are predominantly women, are considered a disadvantaged group in universities. This study underscores the necessity of implementing proactive measures to create a better environment, emphasizing self-management, and promoting self-acceptance among higher education institutions.

Conclusion:

This study successfully assessed the awareness levels of sexual harassment among undergraduate, postgraduate, and Ph.D. students in higher education institutions. The findings indicate that students are acutely aware of the issue of sexual harassment. However, considering the limited research in this area, further studies are required, especially at the high school and higher secondary school levels. Such studies will contribute to the implementation of appropriate and effective interventions for students who have experienced sexual harassment."

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ROLE OF MEDIA IN PROMOTING WOMEN'S EMPOWERMENT

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Abstract

The media can significantly influence public opinion and cultural attitudes, which makes it an important weapon for advancing women's empowerment. Women around the world face a range of challenges, including gender-based violence, discrimination, and unequal pay, and the media can help to break down these barriers by raising awareness, promoting gender equality, and advocating for change. Through campaigns, documentaries, profiles of women leaders, and coverage of women's health and entrepreneurship, the media can help empower women and promote a more equitable and just society. Furthermore, by using gender-neutral language and promoting stories of women who have overcome adversity and achieved success, the media can help to break down gender stereotypes and promote inclusivity. However, there is still much work to be done in promoting women's empowerment, and the media has a critical role to play in this effort. By continuing to use its platform to promote gender equality and advocate for change, the media can help to create a more just and equitable world where women are empowered to reach their full potential.

Keywords: *Media, Empowerment, Role, Entrepreneurship, Stereotypes.*

INTRODUCTION:

The public's attitudes and views regarding certain subjects can be influenced by the media. Gender inequality is one of the most important issues that needs to be addressed, and the media is critical in promoting women's empowerment. Women have historically endured marginalization, assault, and discrimination. The media can be used as a forum to raise awareness of these problems and advance gender equality public opinions about gender equality are significantly shaped by media depiction. The representation of women in a variety of roles, both on and off the screen, aids in dispelling gender stereotypes and advancing an equal society. Women can be portrayed in the media as accomplished people who can lead and succeed in a variety of disciplines. This representation can help to inspire young women and girls to pursue their goals and dreams without any constraints. By promoting positive and diverse images of women, the media can influence society to recognize and celebrate women's contributions and talents.

The media can highlight the need for change and increase awareness of problems that impact women. The media can aid in fostering public knowledge and building momentum for change by providing in-depth coverage of issues like gender-based violence, uneven pay, and discrimination. The media can act as a watchdog to uncover and document instances of gender inequality and prejudice. Media coverage can also make those who commit such crimes, whether they are people or institutions, answerable. Investigative reporting allows the media to highlight the underlying causes of gender inequality and raise public understanding of the intricate web of interrelated elements that contribute to its persistence.

The media can act as an advocate for women's empowerment by highlighting successful women and their achievements. By profiling women in leadership positions and showcasing their accomplishments, the media can inspire other women and girls to pursue their goals and ambitions. These profiles can help to change societal perceptions of women's roles, promoting women's empowerment and encouraging others to follow in their footsteps. By celebrating women's achievements, the media can help to counter the negative narrative that limits women's opportunities.

The media can play an educational role in promoting women's empowerment by providing information and resources on issues such as women's health, education, and economic empowerment. Through various media channels, the media can provide women with access to knowledge and resources that can help them make informed decisions and take control of their lives. For instance, the media can provide women with information on health and well-being, reproductive rights, and financial literacy. By providing access to information, the media can help women overcome the barriers that prevent them from achieving their potential.

The media can partner with women's groups and organisations to magnify their thoughts and promote their work, which brings us to our fifth point. The media and women's organisations can collaborate to create a more encouraging and empowering atmosphere for women. The media can contribute to increasing support for women's initiatives and bringing attention to women's rights issues. Also, working together can foster a feeling of community and inspire women to band together to tackle shared problems.

THE POWER OF THE MEDIA IN PROMOTING WOMEN'S EMPOWERMENT

The media has a significant role to play in promoting women's empowerment, both by shaping public attitudes towards gender equality and by providing a platform for women's voices to be heard. Here are some ways in which the media can promote women's empowerment:

Representation: By portraying women in a variety of roles on and off-screen, the media can significantly influence popular perceptions of gender equality. The media can aid in dismantling gender stereotypes and fostering a more equal society by portraying women as capable and talented people.

Awareness: The media can raise awareness about issues affecting women and highlight the need for change. By providing in-depth coverage of issues such as gender-based violence, unequal pay, and discrimination, the media can help to promote public understanding and generate momentum for change.

Advocacy: By publicising successful women and their accomplishments, the media can also serve as a strong advocate for women's emancipation. The media can encourage other women and girls to achieve their goals and objectives by highlighting women in leadership roles and highlighting their accomplishments.

Education: The media can also play an educational role in promoting women's empowerment by providing information and resources on issues such as women's health, education, and economic empowerment. By providing access to knowledge and resources, the media can help women to make informed decisions and take control of their lives.

Collaboration: Finally, the media can collaborate with women's groups and organizations to amplify their messages and promote their work. By working together, the media and women's groups can help to build a more supportive and empowering environment for women.

Counteracting harmful stereotypes: The media can help to counteract harmful stereotypes that limit women's opportunities and reinforce gender inequality. By portraying women in non-traditional roles and challenging gender norms, the media can help to promote a more inclusive and diverse society.

Providing a platform for women's voices: The media can provide a platform for women's voices to be heard and their stories to be told. By featuring women in news stories, documentaries, and other forms of media, the media can help to amplify their perspectives and experiences.

Challenging gender-based violence: The media may aid in the fight against gender-based violence by bringing attention to the problem and raising awareness of its terrible effects on the lives of women. The media can aid in generating public support for change by exposing the need for action and reporting on instances of violence against women.

Promoting women's entrepreneurship: The media can help to promote women's entrepreneurship by showcasing successful women entrepreneurs and providing resources and advice for women who want to start their businesses. By highlighting the benefits of women's entrepreneurship, the media can help to promote economic empowerment and gender equality.

Encouraging male allies: The media can help to encourage male allies in the fight for women's empowerment by featuring men who support gender equality and showcasing examples of positive male behavior. By promoting positive male role models and challenging toxic masculinity, the media can help to create a more supportive and inclusive environment for women.

Holding institutions accountable: Holding organisations accountable for advancing gender equality and women's empowerment through the media can be crucial. The media can contribute to ensuring that organisations are held accountable for their acts by looking into instances of prejudice and inequality and reporting on the behaviour of organisations like businesses, governments, and other institutions.

Examples:

MeToo Movement: The MeToo movement is a prime example of how the media can promote women's empowerment. This movement was started by women who shared their stories of sexual harassment and assault, which then went viral on social media. This movement helped to break the silence around these issues and create a safe space for women to speak out.

Women's Leadership Profiles: The media is increasingly showcasing women in leadership positions, including in politics, business, and the arts. These profiles help to promote women's empowerment by highlighting the achievements and leadership skills of women and inspiring other women to pursue similar positions.

Women's Health Awareness: The media is playing a crucial role in promoting women's health awareness, including issues such as reproductive health, mental health, and

overall well-being. The media is providing access to information and resources on these issues, which can help women to make informed decisions about their health.

Gender Equality Campaigns: The media is increasingly running campaigns that promote gender equality, including the United Nations' HeForShe campaign, which aims to encourage men to become advocates for gender equality. These campaigns raise awareness about the need for gender equality and encourage individuals to take action to promote it.

Documentary Films: Documentary films are a powerful tool for promoting women's empowerment, as they often showcase stories of women who have overcome adversity and achieved success. These films can inspire women to pursue their dreams and show them that it is possible to overcome the challenges they face.

Women's Entrepreneurship: The media is increasingly promoting women's entrepreneurship, including through coverage of successful women entrepreneurs and stories about women who have started their businesses. This coverage can help to break down the barriers that prevent women from starting their businesses and promote women's economic empowerment.

Gender-Neutral Language: The media is increasingly using gender-neutral language, which helps to promote gender equality and inclusivity. By using gender-neutral language, the media is helping to break down gender stereotypes and promote a more egalitarian society.

These are just a few examples of how the media is promoting women's empowerment. By using its platform to raise awareness, showcase women's achievements, and advocate for change, the media can help to build a more equitable and just society for women.

LOOKING FORWARD: THE FUTURE OF MEDIA'S ROLE IN PROMOTING WOMEN'S EMPOWERMENT:

As the world continues to evolve, the media's role in promoting women's empowerment will remain critical. Looking forward, several trends will shape the future of the media's role in this effort. As technology continues to advance, there will be more opportunities for the media to promote women's empowerment through digital platforms. This includes social media, podcasts, and online video content. These platforms can reach a wide audience and provide a platform for women's voices to be heard.

The media will need to continue to address issues of diversity and inclusivity. This includes not only promoting gender equality but also promoting the empowerment of women from all backgrounds, including those from marginalized communities. There will be a growing need for the media to address issues related to women's economic empowerment. This includes promoting equal pay and opportunities for women in the workforce, as well as promoting entrepreneurship and access to capital. The media will need to continue to challenge traditional gender norms and stereotypes. This includes promoting positive portrayals of women in media, as well as using language that is gender-neutral and inclusive.

CONCLUSION:

In conclusion, the media plays a crucial role in promoting women's empowerment. By using its platform to raise awareness, showcase women's achievements, and advocate for change, the media can help to break down the barriers that prevent women from achieving their full potential.

Through campaigns, documentaries, profiles of women leaders, and coverage of women's health and entrepreneurship, the media is helping to promote gender equality and

inclusivity. By providing access to information and resources on these issues, the media can empower women to make informed decisions about their health, careers, and lives.

Furthermore, by using gender-neutral language and promoting stories of women who have overcome adversity and achieved success, the media can help to break down gender stereotypes and promote a more egalitarian society. This can encourage more women to pursue leadership positions and entrepreneurship and help to create a more equitable and just society for all.

However, it is important to note that the media still has a long way to go in promoting women's empowerment. There are still many challenges facing women, including gender-based violence, discrimination, and unequal pay. The media can play a key role in addressing these issues by continuing to promote women's empowerment and advocating for change. Finally, the media has the power to influence public opinion and shape cultural attitudes towards women. By using its platform to promote gender equality, the media can help to create a more just and equitable society where women are empowered to reach their full potential.

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TECHNOLOGY AND INNOVATION: HARNESSING TECHNOLOGY FOR WOMEN'S EMPOWERMENT

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Abstract:

Platforms supporting women entrepreneurs, we emphasize the transformative eventuality of technology in breaking down walls and refining women's lives. nonetheless, the path to women's commission via technology isn't without challenges, including the gender digital peak, cybersecurity enterprises, digital knowledge, societal morals, and availability issues. This paper offers a comprehensive overview of the openings and obstacles in exercising technology for women's empowerment, emphasizing the imperative for comprehensive strategies that completely unleash the eventuality of women, thereby advancing India's social and economic development.

2. Introduction:

The role of women in society is a sort of element of social progress and mortal progression. Recognizing and enhancing the status and participation of women is not just a matter of equality; it is essential for erecting prosperous, inclusive, and sustainable societies. The issue of women's empowerment is particularly significant in a country like India, a different and culturally rich nation that grapples with multifaceted gender-grounded challenges. Despite considerable advancements in colourful sectors, India continues to contend with deeply hardwired gender differences, including limited access to education, healthcare, profitable openings, and political representation. To address this difference and promote women's empowerment, we must explore the transformative eventuality of technology and invention within the Indian environment. Empowering women is further than a moral imperative; it is a strategic thing that impacts societal development and progress. Women, when empowered, are more likely to invest in the well-being and education of their families, share in decision-making processes, and contribute to profitable growth. still, in India, the trip toward women's empowerment has been marked by complex challenges deeply intertwined with societal morals, artistic prospects, and profitable constraints.

In the 21st century, technology and invention are heralded as important catalysts for social change, offering new pathways to address gender differences and promote women's empowerment. The rapid-fire elaboration of digital technology, in particular, has fed women with preliminarily unconceivable access to information, education, healthcare, profitable openings, and support networks. This paper aims to explore the intricate relationship between technology, invention, and women's empowerment in the unique and multifaceted Indian environment. India's diversity is reflected in the multifaceted challenges

faced by its women. The realm of education, for case, is marked by significant differences in access to quality training, particularly in pastoral areas where traditional gender impulses frequently limit girls' openings. These differences in education eternalize cycles of poverty and dependence, pressing the urgency of addressing this issue. In healthcare, motherly mortality and reproductive health challenges persist as prominent issues. Profitable openings for women, especially in pastoral areas, are constantly truncated due to limited access to fiscal services, employment openings, and entrepreneurial support. In political participation, women's representation remains far from indifferent. These multifaceted challenges claim comprehensive and innovative results.

The transformative eventuality of technology is apparent across these disciplines. Education and skill development programs capitalizing on digital tools offer girls and women access to quality educational content, online courses, and skill-structure openings that can break down walls that have historically limited educational attainment. Healthcare is being revolutionized by telemedicine and mobile health operations, giving women, especially in remote and underserved areas, enriched access to healthcare services. Profitable empowerment enterprise harnessed e-commerce platforms, microfinance openings, and digital entrepreneurship, enabling women to turn economically tone-reliant. Also, technology provides a medium through which women can pierce information, connect with support networks, and contribute to community development.

As we excavate into this exploration, we will explore specific enterprises and case studies in India that have successfully harnessed technology for women's empowerment. Notable exemplifications include the Digital India Initiative, which strives to ground the digital peak and give digital access to marginalized communities, the Pradhan Mantri Surakshit Matritva Abhiyan, aimed at amending motherly health, and colorful platforms supporting women entrepreneurs and small business possessors. These enterprises demonstrate the transformative eventuality of technology in enhancing women's lives. Still, while technology brings pledges of progress, it also poses challenges and walls. The gender digital peak, the threat of cyber pitfalls, the need for digital knowledge and chops, the continuity of artistic and societal morals that confine women's access and participation, and issues related to availability all present significant challenges.

For example, Wilma Glodean Rudolph (June 23, 1940 – November 12, 1994) was an American sprinter who suffered from Polio in her childhood. With her determination and willpower, she overcame polio and went on to become a world-record-holding Olympic champion and international sports icon. Rudolph competed in the 200-meter dash and won a bronze medal in the 4 * 100-meter relay at the 1956 Summer Olympics in Melbourne, Australia. She also won three gold medals, in the 100, 200-meter individual events & 4*100-meter relay at the 1960 Summer Olympics in Rome, Italy.



Figure 1 Wilma Rudolph

The effective perpetration of technology for women's empowerment requires combined trouble to overcome these obstacles. In conclusion, this exploration paper seeks to

unravel the complex and dynamic relationship between technology, invention, and women's empowerment in the Indian environment. It emphasizes the eventuality of technology to address gender differences and generate an inclusive and indifferent society. By deconstructing successful enterprises, addressing challenges, and formulating recommendations for unborn action, this paper contributes to the ongoing dialogue on employing technology for women's empowerment in India. It underscores the imperative for comprehensive strategies that allow technology to unlock the full eventuality of women, thereby advancing the nation's social and profitable development in Education, Healthcare, Employment, and Political Participation.

3. The Promise of Technology and Women's Education:

Technology and innovation have created varied new avenues for bridging these gender gaps and empowering women across the world. The potential of technology is discussed in multiple areas.

Digital Education Programs: These are crucial motorists of women's empowerment in India.

These programs equip women with the chops challenged to navigate digital platforms, access information, and communicate effectively. Digital knowledge isn't just about using technology; it's also about empowering women to make informed opinions about their lives. Government-led enterprises, NGOs, and private associations have been necessary for launching digital knowledge programs.

For illustration, the "Pradhan Mantri Gramin Digital Saksharta Abhiyan" (PMGDISHA) is a government action aimed at making six crore pastoral homes digitally knowledgeable. This action not only imparts digital chops but also integrates women's empowerment by offering knowledge on healthcare, fiscal addition, and government schemes.

Online Educational Platforms: It has revolutionized access to quality education for women in India. These platforms offer a wide range of courses, from introductory knowledge to advanced chops. The vacuity of online coffers has enabled women, especially in pastoral and remote areas, to pierce education that would have been otherwise out of reach. One of the notable enterprises is the National Digital Library, which provides open access to a vast depository of educational content. Similar enterprises are necessary for making quality education more inclusive and accessible to women, transcending geographical walls. Female education in STEM refers to a girl child and a woman female role in the educational fields of Science, Technology, Engineering, and Mathematics (STEM) is rising.

4. Transforming Healthcare Access through Technology:

Access to quality healthcare is another vital aspect of women's empowerment. In India, women frequently face walls in penetrating healthcare, particularly in pastoral and

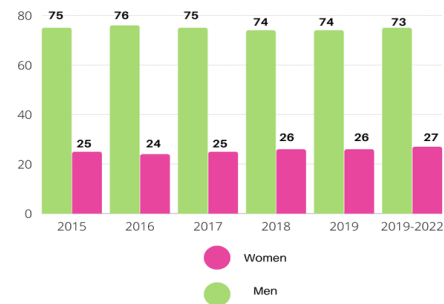


Figure 2 Women In STEM Statistics: Progress and Challenges

underserved areas. Technology and invention have significantly bettered healthcare access for women.

Telemedicine and Mobile Health Apps: These health operations have turned game-changers in healthcare access. These technologies enable women to consult with healthcare professionals ever, reducing geographical constraints and the need for trips. The "eSanjeevani" telemedicine platform, launched by the Ministry of Health and Family Welfare, provides online medical consultations. This action has been necessary in extending healthcare services to remote areas, in women serving.

Motherly Health Enterprise: This is a critical concern, with India facing challenges related to motherly mortality and reproductive health. Inventions have led to enterprises similar to the Pradhan Mantri Surakshit Matritva Abhiyan (PMSMA), which offers free prenatal care to pregnant women. Technology plays a significant part in shadowing and covering the health of expectant mothers ensuring they receive timely and quality care.

Mobile Health Apps: Mobile health operations provide women with information and tools to manage their health effectively. These apps cover a wide range of health designs, from menstrual health to internal well-being, also promote tone care and empower women to take control of their health. "MFine" is a mobile health app offering remote consultations with croakers, specialized care programs, and health information. Similar apps empower women to penetrate healthcare information and advice accessibly.

5. Economic Empowerment through Entrepreneurship:

Economic or Financial Empowerment is a keystone of women's overall empowerment. Technology and invention have opened new doors for women to share in the frugality, start businesses, and grow financially independent. E-commerce and Women Entrepreneurs E-commerce platforms have emerged as a significant motorist of women's entrepreneurship in India. They have leveraged digital commerce to reach a broader client base, expanding their businesses and income.

For illustration, "SHEROES" is an online platform that connects women with job openings, entrepreneurship offers, and a probative community. It has become an important tool for women to explore entrepreneurial gambles and access job openings.

Microfinance and Digital Financial Profit: Microfinance enterprises have used technology to give fiscal services to women, especially in pastoral areas. Digital fiscal addition is necessary for women to gain control over their finances, adding their profitable autonomy. An enterprise like "DigiSaheli" has been launched to empower women with digital fiscal knowledge and access to banking services. These programs are pivotal in enhancing women's fiscal decision-timber and independence.

According to National Family Health Survey data, just 42.3% (or 31.7%) of females said they own a house (or land) alone or jointly.

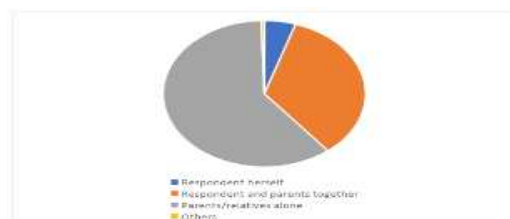


Figure 3. Autonomy in choosing life partner
Source: India Human Development Survey (2011-12)

While 51.2% of women respondents agreed to have autonomy in financial matters. And most of them did not have the freedom to choose their life partner.

6. Access to Information and Support Networks: Digital technology and invention have made it easier for women to connect, partake in information, and access coffers. Online Support Groups Online support groups and communities have handed women spaces to bandy their guests, seek advice, and find solidarity. These virtual networks address colorful issues, from internal health to gender-grounded violence, and empower women to partake in their stories and support each other. Platforms like “SheThePeople” offer a community for women to partake in stories, access coffers, and network with such- -inclined individualities. similar platforms serve as precious support networks.

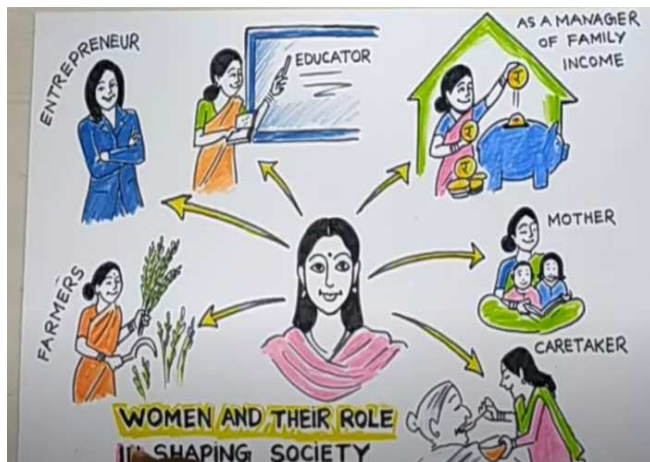


Figure 4 Women in Multiple Roles

Government Doors and Services: These services are necessary for furnishing information and resources related to women's development. These ways consolidate information on government schemes and support services. The "Mahilae-Haat" action, launched by the Ministry of Women and Child Development, provides a platform for women entrepreneurs to showcase and vend their products.

Similar enterprise encourages women to become financially independent and take their businesses.

7. Conclusion:

In the digital age, technology, and invention have arisen as important tools for promoting women's commissions in India. The metamorphosis of women's lives across education, healthcare, profitable commissions, and access to information is apparent. enterprise, both governmental and non-governmental, have operated the eventuality of technology to ground gender differences, empower women, and contribute to India's socio-economic development.

Still, challenges remain, including the gender digital peak, cybersecurity enterprises, digital knowledge gaps, artistic morals, and availability issues. Addressing these challenges

Figure 5 Dr. Ritu Karidhal Srivastava



requires combined sweat from all stakeholders. Policy fabrics, digital knowledge programs, and an artistic shift towards gender equivalency are vital factors of the road ahead. Approximately 54 women engineers and scientists were part of the Indian Space Research Organisation (ISRO) team in the Chandrayaan-3 mission. The Chandrayaan-3 mission was headed by a woman, senior scientist Dr. Ritu Karidhal Srivastava.

As technology continues to unfold, there's a bottomless eventuality for further advancements in women's commissions. It is imperative that the instigation of invention is sustained, and strategies are continuously enhanced to ensure that the benefits of technology transfer to every woman, therefore transforming into a unique and inclusive society.

Considering the opportunities and challenges, the recommendation for the future provides recommendations for policymakers, NGOs, and other stakeholders to harness technology for women's empowerment in India. These recommendations include Bridging the Digital Divide, Strengthening Cybersecurity Measures, Promoting Digital Literacy, and Encouraging Entrepreneurship.

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IMPORTANCE OF EDUCATION IN WOMEN'S EMPOWERMENT

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Abstract:

Education is considered an important milestone for women's empowerment as it enables them to face challenges, confront their traditional roles, and transform their lives. Women's education is the most powerful tool to change their position in society. Empowerment is seen as a means of creating a social environment in which important decisions can be made and choices exercised that bring about social change. It strengthens innate abilities through the acquisition of knowledge, power, and experience. Women's empowerment has become one of the most important issues of today. It is believed that women should be equal to men in terms of education, livelihood, health, and all other parameters. Women's education plays an important role in the progress of society. This paper discusses the impact of education on women's empowerment and the challenges and changes we have to face during this process. means mother India empowered" (Bhat, 2015; Tamilselvi, 2018). Education is a milestone of women's empowerment because it enables them to respond to challenges, confront their traditional roles, and change their lives. It assists in bringing equality and works as a means to improve their status within the family, society, and the politico-economic system. This Paper seeks to highlight various dimensions of the empowerment of women through education.

Keywords: *Empowerment, education, social transformation, equality, knowledge.*

Introduction:

Education is regarded as the most important instrument for strengthening the role of women in society. It is not limited to the development of the personality of the individual, but also plays an important role in economic, social, and cultural development. UNESCO is committed to achieving equal opportunities in education, regardless of age, gender, race, or other differences in social and economic status.

Pandit Jawaharlal Nehru once said, "When you educate a man, you educate an individual, but when you educate a woman, you educate a whole family. When women are empowered, Mother India is empowered". Empowering women, who constitute almost half of the population, will strengthen the national economy. Education is considered a milestone in women's empowerment as it enables them to respond to challenges, address their traditional roles, and transform their lives. Despite increasing access to education, gender discrimination persists in India and much more needs to be done for women's education in India. Women have so much unexplored potential that has not yet been tapped. **Education: A**

Tool of Woman Empowerment

Empowerment of women

Education is considered an important milestone for the empowerment of women because it enables them to face challenges, confront their traditional roles, and change their lives. Women's education is the most powerful tool to change their position in society. Still, many women in our country are illiterate, backward, weak, and exploited. Education also reduces inequalities and improves their position within the family. Empowerment and capacity building provide women with the opportunity to acquire practical information and knowledge to improve their livelihood. India can become a developed nation only when women make the most of their capabilities and opportunities, which is possible when they are educated and empowered.

The constitutional requirement of providing free and compulsory education to all children up to the age of 14 years has remained unfulfilled to date. Education experts admit that this failure is mainly due to the slow progress in girls' education. Although the literacy and education levels of Indian women are increasing, there is still a gap between male and female literacy rates. India is the world's largest democracy where billions of people live and of course, almost half of these are women. The child mortality rate is much higher where mothers lack education than in families where mothers are educated. Girls' education emerging as one of the top priorities of Indian society "Educating girls is not an option, it is a necessity".

Opinion of Different Studies:

Several studies have revealed that uneducated women have a high level of morality, low potential for earning, poor dietary status, and little independence in the household. The lack of education also has a drastic effect on the health and well-being of the kids. In India, the infant mortality rate was negatively related to the mother's educational level 50% of all girls have never been to school. Whereas, two out of ten girls of the age 6 to 11 years have not yet enrolled in schools.

The role of women in the education system can play a big part in society. Factors like cultural, social, political, and technological changes in the world have revolutionized the education and social life of women.

The empowerment of women is a central component of every society, every state, and every country. It is the woman who plays a crucial role in the life of a child. Women are an important part of our society. Education as a means of empowering women can bring about a positive change in attitude. It is therefore crucial for India's socio-economic and political progress. The Constitution of India empowers the state to take affirmative action to promote ways and means for the empowerment of women. Education has a crucial impact on the lives of women.

Women Empowerment - A Global Issue:

Women's Empowerment is a global issue and discussions on women's political rights are at the forefront of many formal and informal campaigns worldwide. The concept of women's empowerment was introduced at the international women's conference at NAROI

in 1985. To see the development in women's education India is supposed to be the upcoming superpower of the world in recent years. To become a superpower, we have mostly to concentrate on women's education. By which it will force women's empowerment. As per the United National Development Fund for Women (UNIFEM), the term women's empowerment means:

- Acquiring knowledge and understanding of gender relations and how these relations may be changed.
- Developing a sense of self-worth, a belief in one's ability to secure desired changes, and the right to control one's life.
- Gaining the ability to generate choices and exercise bargaining power.
- Developing the ability to organize and influence the direction of social change, to create a more just social and economic order, nationally and internationally.

Empowerment therefore means a psychological sense of personal control or influence and concerns actual social influence, political power, and legal rights. It is a multi-level construct that refers to individuals, organizations, and communities. Efforts of Different Social Reformers:

We all want to eliminate gender disparities in education. Adi Shankaracharya, Raja Ram Mohan Roy, Ishwarchandra Vidyasagar, Swami Vivekanand, Mahatma Gandhi, and Jawaharlal Nehru spoke against the inhuman oppression and crimes perpetrated on women in the name of tradition and warned our religious section. Margaret Cousins, worked hard to elevate the status to create social awareness and to increase the legal and constitutional rights of women. Annie Besant, Mutthulakshmi Reddy, Kamla Devi Chattopadhyay, Durga Bai Deshmukh, and Sarojini Naidu are the other prominent crusaders for the equality of women's rights.

Traditional System and Woman:

The Dowry system and other social practices act as the main causes of the neglect of the girl child and discrimination against the girl child. Many families especially poor and downtrodden think that if their daughters are educated more, they have to accumulate more assets and properties to provide as dowry. The lower enrolment of girls in school is one of the foundational factors that stand as a stumbling block for women's education. In India, more than 50% of the girls are non-starters.

The second reason was that some of the trainees were able to find a job before completing the course. The third reason was that the teachers did not teach well and the students also had a poor economic background. In India, the school environment for girls is not interesting and encouraging. The teaching methods are mostly outdated, rigid, and uninteresting.

India is the country with the highest child labor rate in the world. More than 50 million children work in carpet making, domestic work, beedi making, glass bead making, construction, etc. In most industries, girls are preferred because of their high productivity and low costs.

Need for Women's Empowerment:

The concept of Women's empowerment is a recent one. The first year of the New Millennium 2001 was declared a "WOMEN EMPOWERMENT YEAR". Education of women leads to a better family and ultimately an ideal society for a progressive nation. A progressive nation is one where all the people of the country irrespective of sex, religion, caste, creed, and colour are economically, socially, culturally, politically, and through all thoughts independent. New UNESCO data proves education transforms development. It says: • If all children enjoyed equal access to education, per capita income would increase by 23% over 40 years. • If all women had primary education, child marriages, and child mortality could fall by a sixth, and maternal death by two-thirds. UNESCO's new analysis proves the Importance of Education in the Empowerment of Women in India.

Education empowers women. Educated girls and young women are more likely to know their rights and to have the confidence to claim them. Education promotes tolerance: Education helps people to understand democracy, promotes the tolerance and trust that underpin it, and motivates people to participate in the political life of their society.

Education is part of the solution to environmental problems. Educating women prevents early marriages: If more women receive an education, this can help prevent child marriages.

Education, Women, and Empowerment:

The importance of education in empowering Women in India. Education saves mothers' lives. In some countries, many women still die due to complications during pregnancy and childbirth. Education can prevent these deaths. Some childhood diseases are preventable, but not without education. Education saves children's lives. Education helps women to recognize signs of disease early, seek advice, and take action. If all women in poor countries completed a primary school education, child mortality would fall by a sixth. Education fights hunger. Women's education can change the characteristics of family members and society. It also helps in eliminating bad traditions like sati pratha, early marriage, Dowry, etc. An educated woman is a guiding light for the children, family members, society, and nation, she knows how to have a happy family and balanced and healthy relations with others. Education gives power to women to become strong physically by giving them knowledge about sports, exercise, health-related aspects, and good physical health. Importance of Education in Empowerment of Women in India. benefit her mental health. Education helps to improve the sex ratio and control the population. Education encourages women especially rural women to take advantage of various schemes like Sarva Shiksha Abhiyan, Operation Black-Board, Total Literacy Programmes, etc. Constitutional Provisions, Special Laws, and National Policies in Support of Women Empowerment.

Constitution and Women's Rights:

The importance of women as an important human resource was recognized by the Constitution of India which not only accorded equality to women but also empowered the State. Several Articles of the Constitution repeated the socio-economic development of women and their participation decision making. These are Article 14 Men and women to

have equal rights and opportunities in the political, economic, and social spheres. Article 15(1) Prohibits discrimination against any citizens on the grounds of religion, race, sex, caste etc. Article 16 Equality of opportunities in matters of public appointments for all citizens. Article 39(d) Equal pay for equal work for both men and women. Article 42 The state to make provision for ensuring first and humane conditions of work and maternity relief. The government has also enacted specific laws to safeguard the interests of women and for up gradation of their status. These are: The Hindu Succession Act, 1956 which provides for women the right to parental property. The Dowry Prohibition Act, 1961 which declares the taking of dowry an unlawful activity and thereby prevents the exploitation of women. Equal Remuneration Act, 1976 which provides payment of remuneration equal with men for work of equal value. The Medical Termination of Pregnancy Act, of 1971 legalizes abortion conceding the right of women to go for abortion on the grounds of physical and mental health. The Criminal Law Amendment Act of 1983 aims to prevent various types of crimes against women national policy and Women:

The aim of the National Policy on Women Empowerment, 2001, is to achieve the advancement, development, and empowerment of women. The policy states the following: "Equal access to education for women and girls will be ensured. Special measures will be taken to eliminate discrimination, universalize education, eliminate illiteracy, create a gender-sensitive educational system, increase the enrolment and retention rate of girls, and improve the quality of education to facilitate lifelong learning and the development of vocational or technical skills of women. Reducing the gender gap in secondary and higher education would be a priority area. Specific time-bound targets in the existing policies should be achieved with a special focus on girls and women, especially those belonging to the weaker sections including SC/ST/OBC/minorities.

Conclusion:

To conclude the present scenario, it may be said that women in the modern hi-tech society which is moving very fast under the shadow of population explosion, conflicts, chaos, and corruption can mold the personality of adolescents and youth in a proper direction and perspective, provided the woman are themselves in power. There is a positive relationship between education and women's empowerment. The issue of women's empowerment has been facing certain serious challenges, which are the outcome of certain evil norms and attitudes such as child labour, child marriage, illiteracy, superstition, the partial attitude of the parents, female feticides, etc., and in such a situation women empowerment is an urgent necessity. To promote women's empowerment, it is necessary to create an environment that will allow women to participate in educational programs and share the benefits. The educational and other policies for women's empowerment should be implemented in reality to empower women in the world. The evils of poverty, unemployment, and inequality cannot be eradicated by man alone. Equal and active participation of women is obligatory. If women are not educated, they will not be able to understand their rights and their importance. Recently, the government has launched the "Beti Bachao, Beti Padhao" programme, which aims to make girls independent both socially and financially, and will help raise awareness and improve the efficiency of welfare services meant for women.

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"WOMEN SHAPING TOMORROW: TECHNOLOGY, INNOVATION, AND SOCIETY"

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Abstract:

At present, a woman in tech creates great impacts on the world of employment through leading tech innovations, and tech, as well as society. The tech world is constantly transforming us into new versions of ourselves, and female contribution forms an important part of our future. Women Shaping Tomorrow: The book, Technology, Innovation and Society discusses the challenges and opportunities for women in ICT. It looks at how technology like artificial intelligence can be used by women in a way that benefits both women and society as a whole. The study also seeks to discover what effect technology and innovation have brought upon women when it comes to accessibility to education and careers as well as how to achieve a level playing field for women in tech. Lastly, this work discusses the impact of technology on society, and how it can be capitalized on to promote welfare. These topics are very important when addressing the position of girls in the IT area, as well as an insight into social implications caused by the use mentioned technology products. Women Shaping Tomorrow: Taking a closer view of the position of females within the tech industry while considering how the impact of technology in our world may unfold. That would be of great help to researchers, policymakers, representatives from various industries, and the general public who may want to have an overview of women's trends in technology and possible impacts on society. This paper illuminates the opportunities and challenges presented by technology and innovation to women and how we can build an inclusive and equal tech industry for our current and future generations.

Keywords: *woman, society, technology, tech industry, innovation, opportunities and challenges*

Introduction:

In a world characterized by relentless technological progress and ceaseless innovation, the role of women in shaping our collective future stands as a testament to the indomitable spirit of human potential. "Women Shaping Tomorrow: Technology, Innovation, and Society" is a thematic exploration that seeks to illuminate and celebrate the extraordinary

contributions of women in the realms of technology, innovation, and their profound implications on the fabric of society.

The landscape of the 21st century is marked by a digital revolution, transformative breakthroughs in science, and a relentless quest for innovation. In this dynamic arena, women have risen as powerful architects of change, challenging the status quo, and surmounting barriers that have long hindered their full participation in the technology and innovation sectors.

From STEM pioneers to visionary entrepreneurs, from sustainable development trailblazers to social innovators, women are leaving an indelible mark across diverse fields. They are not merely adopting the latest technologies or driving economic growth; they are infusing innovation with fresh perspectives, empathy, and an unwavering commitment to societal welfare.

"Women Shaping Tomorrow" is not just a theme; it is a recognition of the profound and indispensable role that women play in co-creating a better tomorrow. This thematic exploration is a journey through the stories of women who lead by example, dissecting the challenges they continue to confront, and examining how their contributions are rewriting the script of societal progress.

As we embark on this journey, we will explore the transformative power of women, their audacity to challenge norms, and their resilience in the face of adversity. "Women Shaping Tomorrow" is a celebration of the extraordinary women who, in shaping the future, are helping to construct a more inclusive, innovative, and equitable world for all.

- ***Women overcoming historical barriers to innovation***

Throughout history, women have been blocked from having a significant impact on innovation and technology. Despite this, resourceful women managed to break down barriers of gender inequality and lack of resources, Greco-Roman scholars like Hypatia of Alexandria and innovative women like Marie Curie in mathematics, astronomy, and physics.

- ***Women with advanced education and technical skills***

While there is still much progress to be made, some progress has been made in opening up opportunities for women to pursue their interests in technology, such as STEM (Science, Technology, Engineering, and Math) courses in education Additionally, initiatives such as Coding Girls, a program focused on closing the digital gender gap by teaching young women to be legal, have helped engage young women in accessing opportunities in technology

- ***Women engaged in creative problem-solving and transformation***

Breaking down gender roles and gender stereotypes, women have made a significant contribution to technology, with women holding prominent positions in industry Working women experience a new technological culture, wear and encourage entrepreneurship, find strategic solutions to global problems, transform industry, in the process and creating a more diverse community.

- ***Women Challenging the Norms of Society***

Women have been difficult with the present norms of society via using era as a tool in advancing reasons which include girls's rights, lady autonomy, the combat for gender equality, and the rights of LGBTQIA+ people. Online networks and structures have turned out to be vital for amassing and amplifying voices, widening the reach of thoughts, and bringing issues to the spotlight.

- ***Women Shaping the Future of Technology and Society***

Women have a key position to play in redefining and shaping the arena of era and society. Women's accomplishments have shown that they can reach fields that have historically been ruled by men. With greater get entry to assets and era, the future looks brilliant for technology of ladies keen to make their mark on the sector.

Pioneers of Progress: Women in STEM

Throughout history, women have played a significant role in driving transformative advancements in the STEM disciplines of science, technology, engineering, and mathematics. Notable figures such as Marie Curie and Ada Lovelace, who were pioneers in their respective fields, have paved the way for contemporary trailblazers like Jennifer Doudna and Mae Jemison. These female scientists, engineers, mathematicians, and technologists have effectively challenged prevailing biases and prejudices, thereby facilitating economically viable progress with far-reaching positive implications. Their contributions have not only transformed the landscape of discovery and innovation but have also empowered future generations of women and society as a whole, particularly within traditionally male-dominated domains.

Marie Curie's groundbreaking research on electromagnetic radiation and her discovery of two new elements earned her two Nobel Prizes, one of which was in Chemistry. This remarkable achievement made her the first person ever to attain such recognition. Undoubtedly ahead of her time, Curie's contributions revolutionized the medical field's understanding and utilization of radiation, a legacy that continues to be highly valued today. Her breakthroughs opened up new possibilities and potential in the atomic age. Similarly, Ada Lovelace's development and conceptualization of the first algorithm for a computing machine, as documented in her work "Notes from the Analytical Engine," occurred during a period when computers were merely a theoretical concept. Lovelace's visionary ideas have since facilitated the creation of countless computers, programs, and other technological inventions that are now integral to everyday life.

In the present day, women continue to lead research and exploration in various cutting-edge fields, including genetic engineering, artificial intelligence, and hyperspace technology. Jennifer Doudna, a biochemist by profession, made a significant breakthrough with the discovery of the CRISPR-Cas9 gene-editing tool. Meanwhile, Mae Jemison, the first African-American astronaut, dedicates her efforts to advocating for the establishment of a multi-planetary human civilization. These contemporary scientists and visionaries are actively paving the way for increased female representation in these fields, and their work undoubtedly promises long-term benefits for future generations.

Advancing Women's Rights through Technology:

In recent years, technology has emerged as a potent tool for advancing women's rights globally. It has proven instrumental in granting women access to educational opportunities and facilitating their pursuit of entrepreneurial endeavors. The influence of technology on women's empowerment and their ability to overcome daily obstacles is significant and positive. By expanding access to resources, enhancing communication channels, and providing educational opportunities, technology has the potential to address the limited access that women may face in these areas. For instance, online education made possible by technology equips women with the necessary skills and knowledge to pursue high-value jobs and careers, thereby offering a clear pathway to financial independence.

Moreover, technology has facilitated the creation of crowdsourcing platforms and online communities, enabling women to engage in conversations and share ideas with their counterparts worldwide. This connectivity empowers women to actively participate in decision-making processes and provides a secure and non-judgmental platform for expression. Additionally, technology offers women a safe and reliable means of accessing information and resources, including those related to sexual health, reproductive justice, and other aspects of their well-being that are traditionally difficult to obtain. Ultimately, technology has the potential to restore power to women and provide them with a platform to voice their opinions and take control of their lives.

The Opportunities:

Technology and innovation have created amazing opportunities for women to excel, enter STEM fields, and become successful entrepreneurs. Women have played a critical role throughout history in the development and progress of many transformative technologies, from Ada Lovelace being the first computer programmer to the pioneering female leaders in the technology industry today. In today's world where technology and innovation play an increasingly important role, women have tremendous potential to shape the technology industry and beyond. Technology can help break down existing gender barriers and biases, broaden access to opportunities, create equal ties of economic and career development, and create the right conditions for female entrepreneurship. Technology and innovation also offer exciting opportunities such as opening up new job roles, creating better working conditions and salaries, and providing job opportunities for those who may have difficulty reaching a physical workplace.

The Challenges:

However, there is still a long way to go before we can achieve a truly equal and inclusive tech industry. Despite various advancements in technology, the world of technology and innovation faces many gender disparities. While the number of women entering the field of technology is increasing, the number of women in leadership roles and high-level positions remains low. Women are often forgotten or overlooked when it comes to investment opportunities and access to inclusive networks. In some cases, there is also a lack of access to education, adequate resources, and mentorship, which further limits the ability of women to fully leverage the potential of technology and innovation.

Building an Inclusive and Equal Tech Industry:

Fortunately, many initiatives and strategies can help build an inclusive and equal tech industry. Companies should take active steps to promote diversity and inclusion, from recruiting and hiring practices to program and product development. Connecting women to mentors, providing supportive environments, and fostering collaboration are important steps that can help create an inclusive and equal tech industry. At the same time, governments should invest in creating an ecosystem that supports female entrepreneurs, unlocks access to resources, enhances digital capabilities, and creates opportunities for career development and economic empowerment. Finally, we must continue to celebrate the amazing achievements of women in technology, championing the importance of female representation at all levels of the tech industry.

The Future of Work: Women in Tech:

The future of work is on the cusp of a major shift, and women in tech are at the forefront of this change. Women have been underrepresented in the technology sector for far too long, but are now gaining ground in the industry. This is largely because more women are now graduating with degrees in computer science and other STEM disciplines, and the fact that tech companies are making concerted efforts to recruit and retain talented female employees. This shift has the potential to benefit everyone involved, as having a diverse workforce that is representative of the population as a whole can lead to more creative problem-solving, better decision-making, and improved organizational performance. Furthermore, increased representation of women in the tech sector can help to reduce gender-based pay inequities, as well as provide more opportunities for career growth and advancement. As a result, the future of work looks brighter for women in tech, as they are increasingly being given the chance to make their mark in the industry and contribute to the growth and success of their employers.

Advancing Women's Rights through Technology:

As a society, we are on the cusp of a new era in terms of advancing women's rights through technology. Technology itself is transforming rapidly and with it, our understanding of the value of women's contributions in every facet of society. Through access to the internet, mobile computing, social media, and a range of new business models, women's roles and voices in society are no longer simply limited to physical location. Technology grants women the freedom to exercise their talent, exercise choice, and gives them a platform to shape the narrative of society going forward. We are beginning to see a rise in female-focused tech businesses, online resources, and collaborations, as well as a new wave of innovative products and services that empower women across the world. Furthermore, tech innovations such as the Internet of Things, big data, and blockchain are giving women more autonomy and agency by putting more control over their lives in their own hands. This, in turn, provides them access to more opportunities and resources at a much faster rate than ever before. Moving forward, repurposing existing technologies and promoting tech literacy will be key to advancing women's rights. It is crucial to ensure that access to technology is equitable and that empowered women will take advantage of it to positively shape the course of the future.

Conclusion:

The role of women in the modern world is an ever-expanding one, as they take on roles in technology, innovation, and society that would have been unthinkable in the past. Women's contributions are improving the world by creating accessible technology, inspiring innovation, and bringing positive changes to society. Women are leading progress in many different areas, including education, health, social issues, climate change, and entrepreneurship. Their ideas, talent, and determination guide progress toward a brighter future. Their successes should be celebrated as long-overdue recognition for their unwavering dedication to making the world better for all. With the perseverance and empowerment of women, a more equitable future lies ahead. Women have begun to break barriers and are now shaping the world of tomorrow for a more equitable, diverse, and kinder future.

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UNDERSTANDING CHILD SEXUAL HARASSMENT AMONG SCHOOL - GOING ADOLESCENTS IN SALEM DISTRICT

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Abstract

One of the best ways to understand the essence of any civilization is to study the position of women within it. In societies worldwide, spanning geographical locations and diverse cultures, there has been significant reconsideration of women's roles in all aspects of life. This reevaluation has prompted a fresh assessment of their contributions to socio-economic, cultural, and even political realms throughout our history. A common thread that persists is the existence of prejudice against women, whether overt or subtle, institutionalized or personal. This bias can be traced back to ancient times and various cultures.

Families play a pivotal role in perpetuating hierarchical relations, manifesting as unequal divisions of labor between the genders and disparities in the allocation of resources. The family unit is the initial environment where a child is exposed to gender differences, from birth and, more recently, even before birth through sex determination tests, which have contributed to feticide and female infanticide. Unfortunately, the very place that should be the safest-home-often becomes the space where women are most vulnerable to violence.

Keywords: *child sexual harassment, school-going adolescents.*

INTRODUCTION

Adolescence reshapes social interactions and relationships; it presents an age of opportunity for laying the foundations of a healthy and productive adulthood while reducing the likelihood of health problems. However, it is also a period of risk. Risks to health can have immediate, serious consequences, and behaviors initiated during adolescence can lead to severe negative health outcomes in the future (HPR, 2009). Adolescence offers a critical opportunity for young individuals, marking a vital period in their development, influencing their early growth, aiding them in managing risks and vulnerabilities, and guiding them toward reaching their full potential. Continuous efforts in adolescent health could help prevent an estimated 1.4 million fatalities that occur each year.

Adolescence, known as the second decade of life, is a phase marked by rapid physical and psychological development. According to the World Health Organization (2015), adolescence encompasses young people aged 10 to 24, including adolescents aged 10 to 19

and youth aged 15 to 24. Santrock (2005) defines adolescence as a stage of human development that occurs between childhood and maturity. The onset and endpoint of adolescence can vary depending on cultural and historical contexts, typically commencing between the ages of 10 and 13 and concluding between the ages of 18 and 22. Determining the precise onset and endpoint of adolescence is challenging and may depend on an individual's biological factors.

Sexual harassment is a multifaceted issue that involves both men and women, encompassing their attitudes, behaviors, and societal norms. Sexual harassment transcends class, status, and profession, affecting individuals across various social groups. It can occur in workplaces, classrooms, as well as in legislative chambers and religious sanctuaries. Motivated by a desire for power or sexual attraction, sexual harassment can manifest in different forms. Whether instigated by managers, colleagues, or customers, sexual harassment seeks to assert dominance over another individual.

Since the early 1980s, workplace sexual harassment has emerged as a grave concern for the Indian women's movement. It can take various forms, from the harassment of nurses in public and private hospitals by doctors and other healthcare personnel to the mistreatment of air hostesses by colleagues and passengers. Even teachers can face harassment from colleagues, principals, and management representatives, while students may experience harassment from their teachers. In recent times, more working women have begun to take organized action against workplace sexual harassment.

REVIEW RELATED LITERATURE

Leskinen et al., 2011) "While research on sexual harassment is relatively abundant, gender harassment, a milder form of harassment without overt sexual attention, has received less attention from both researchers and organizations (Leskinen et al., 2011). Sexual harassment has been linked to poorer health, well-being, and work-related issues such as job dissatisfaction. Women exposed to gender harassment also face negative personal and professional consequences. Stressful work environments have been identified as a predictor of workplace harassment, and women, including university personnel, more frequently report adverse health effects.

Muhonen et al. (2012) conducted a study within a university college in South Sweden, which achieved quantitative gender equality among teachers, department heads, and professors. Their project aimed to assess qualitative gender equality in terms of working conditions for both men and women, especially among middle managers (department heads) and their employees (teachers and researchers). The study examined the prevalence of gender harassment and its relationship with organizational factors, as well as its impact on the health and job satisfaction of male and female university teachers."

NEED FOR THE STUDY

"Many women around the world remain unaware of the true definition of sexual harassment until they experience it personally. People often mistake sexual harassment for more extreme forms of violence like rape, sexual assault, or acid attacks. Physical harassment, as reported by female employees, is considered a distinct category of sexual

harassment. There is a negative correlation between female literacy and gender inequality. Thus, promoting female literacy is crucial for achieving gender equality. Emphasis should be placed on educating girls and promoting female literacy. Researchers have identified three types of gender interactions influenced by patriarchy in rural India. First, the current gender division of labor relegates adult women to unpaid roles as caregivers and parents. Second, traditional living arrangements render parental commitment to girls' education ineffective."

OBJECTIVES OF THE STUDY

1. To find out the levels of understanding of child sexual harassment among school-going adolescent students in the total sample.
2. To find out difference between the male and female students in the understanding of child sexual harassment among school-going adolescent students on the basis of gender.
3. To find out difference between the government and private school students in the Understanding of child sexual harassment school-going adolescents students on the basis of type of management.
4. To find out difference between the rural and urban students in the Understanding of child sexual harassment school-going adolescents students on the basis of type of location.
5. To find out difference between joint family and nuclear family students in Understanding of child sexual harassment school-going adolescents students.

THE HYPOTHESES OF THE STUDY

1. The level of Understanding of child sexual harassment among school-going adolescents is high
2. There is no significant difference between the Female and Male students in the Understanding of child sexual harassment among school-going adolescents on the basis of Gender.
3. To find out difference between the government and private school students in Understanding of child sexual harassment among school-going adolescents on the basis of type of management.
4. There is no significant difference between the rural and urban students in the Understanding of child sexual harassment among school-going adolescents on the basis of type of location.
5. There is no significant difference between students from joint families and nuclear families in their understanding of child sexual harassment among school-going adolescents.

SAMPLE DESCRIPTION

Normative survey method of research was used. The present study was conducted on 300 school-going adolescents level, The sample was selected by using stratified random sampling technique.

STATISTICAL ANALYSIS

Descriptive analysis, differential analysis and correlational analysis techniques were employed to find out the Understanding child sexual harassment among school-going adolescents

RESULTS AND ANALYSIS

Hypothesis-1

The level of Understanding of child sexual harassment among school-going Adolescents is high

Table-1

MEAN AND STANDARD DEVIATION OF UNDERSTANDING of CHILD SEXUAL HARASSMENT among SCHOOL-GOING ADOLESCENTS STUDENTS.

Variable	N	Mean	S.D
Sexual Harassment	300	20.05	8.45

Entire sample – Understanding of child sexual harassment school-going adolescents students.

The computed mean and standard deviation of the levels of understanding of child sexual harassment among school-going adolescents' student scores in the entire sample are found to be 20.05 and 8.45, respectively. Hence, it is concluded that the level of understanding of child sexual harassment among school-going adolescents is average. So, the research hypothesis is rejected

Hypothesis-2

There is no significant difference in the Understanding of child sexual harassment among school-going adolescents on the basis of (Gender, type of management, type of location and type of family)

Table-2

Significant difference in the Understanding of child sexual harassment among school-going adolescents

S.No	Samples	Sub-Samples	Number	Mean	SD	't' value	Level of significance
1	Gender	Male	150	17.22	7.59	.096	N.S
		Female	150	18.40	7.51		
2	Type of Management	Government	142	17.36	6.34	0.500	NS
		private	158	16.27	7.12		
3	Type of location	Rural	69	15.48	8.35	.989	NS
		Urban	231	16.26	10.02		
4	Type of Family	Nuclear	133	17.21	7.14	.954	NS
		Joint	167	19.39	8.3		

It is evident from the table-2 that the calculated 't' value is 0.096, which is not significant at the 0.05 level. Hence, the framed null hypothesis is accepted, and the research hypothesis is accepted. It is inferred that there is no significant difference between male and female students with respect to their understanding of child sexual harassment among school-going adolescents.

It is evident from the table-2 that the calculated 't' value is 0.500, which is not significant at the 0.05 level. Hence, the framed null hypothesis is accepted, and the research hypothesis is accepted. It is inferred that there is no significant difference between government and private school students with respect to their understanding of child sexual harassment among school-going adolescents.

It is evident from the table-2 that the calculated 't' value is 0.989, which is not significant at the 0.05 level. Hence, the framed null hypothesis is accepted, and the research hypothesis is accepted. It is inferred that there is no significant difference between rural and urban students with respect to their understanding of child sexual harassment among school-going adolescents.

It is evident from the table-2 that the calculated 't' value is 0.954, which is not significant at the 0.05 level. Hence, the framed null hypothesis is accepted, and the research hypothesis is accepted. It is inferred that there is no significant difference between joint family and nuclear family students with respect to their understanding of child sexual harassment among school-going adolescents."

Discussion

The study assessed respondents' awareness, knowledge, experience, and knowledge of child sexual harassment prevention. The findings of the study would be important to the research and academic sectors. So far, relatively little study has been conducted in India in the field of child rights and protection, particularly in the area of child sexual abuse. As a result, future researchers will find this study beneficial as they undertake new research with diverse components and circumstances. Parents, teachers, social scientists, non-governmental organizations (NGOs) working for children, and educational institutions would all benefit greatly from this research. Administrators, curriculum planners, organizers, and government representatives are all involved. Understanding society would surely change if the subject of child sexual abuse was fully addressed. Views on child abuse would change, and safety precautions would be restored. The study's findings could help researchers better grasp adolescent awareness and knowledge of child sexual harassment. The findings also aid child protection experts and legislators in creating effective child sexual harassment prevention measures."

Conclusion:

Based on the findings, the following conclusions were arrived at: A significant strong correlation was found between adolescent social media exposure and risky sexual behavior. It was concluded that such adolescent exposure to these social media sites is a serious problem for them because adolescents have the opportunity to see various sexually explicit photos and videos posted and uploaded by other people. A large, strong positive relationship existed

between adolescents' risky sexual behavior and inadequate family communication. Poor family communication has also been identified as the most significant contributor to adolescents' risky sexual behavior. It was concluded that parental discomfort, including adolescents' own discomfort, and fear that teaching about sexuality and contraception will encourage adolescent sexual activity, as well as viewing it as taboo, have contributed to teens and youths not receiving sexuality education in order to make informed decisions about their sexuality. Open parent-teen communication, on the other hand, had a strong, substantial negative connection with teenagers' risky sexual behavior. As a result, it is possible to conclude that the level of quality communication between children and parents in all aspects of their lives, particularly reproductive health concerns, plays a significant role in keeping their children safe and/or delaying their first sexual encounter. It can also be argued that children who grow up in homes where there is a lack of information sharing, or adolescents with a strong mutual link or monitoring from parents and engagement, as well as proper management and supervision on numerous issues and activities, were considerably more likely to participate in risky sexual behavior than those with ineffective parenting."

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IMPACT OF OCCUPATIONAL STRESS AND SEXUAL HARASSMENT AMONG HIGH SCHOOL TEACHERS

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Abstract:

The investigation of a broad spectrum of attitudinal and behavioral impacts, including the organizational withdrawal family of behavior, should be integral to researching sexual harassment in the context of workplace stress. Sexual harassment is increasingly recognized as a global problem. The primary duty of a teacher is to execute the ongoing instructional curriculum seamlessly, without disruption due to employment conditions or other factors. Sexual harassment stands out as a significant societal concern, with potential repercussions such as job loss, loss of dignity, diminished social status, and, in extreme cases, even death. It's crucial to note that gender discrimination is encompassed within the realm of sexual harassment.

The study's objective is to explore the interrelationships between occupational stress, and sexual harassment. It is presumed that employees experiencing stress at work tend to harbor a negative perception of occupational stress. Conversely, those who maintain a state of happiness and good health are likely to be more productive, as we can infer. Sexual harassment can manifest in various forms, encompassing physical, verbal, nonverbal, and visual dimensions.

In a study conducted in Cuddalore, 150 female teachers from diverse schools actively participated. The aim was to uncover the concealed challenges faced by working women, with a specific focus on sexual harassment. The findings from this study indicate that sexual harassment is an ongoing workplace issue in establishments within the Cuddalore Districts.

Keywords: *Sexual Harassment, occupational stress, High school Teachers.*

INTRODUCTION

Interactions among employees are observable and can have both positive and negative aspects. Positive relationships often contribute to a productive working atmosphere, while negative ones can lead to toxicity among working professionals. Workplace violence, based on the premise that it degrades work performance, can result in work-related problems and stress for employees. This not only causes inconvenience among employees but also raises concerns for organizational managers evaluating worker productivity and organizational gains. To address the factors contributing to workplace violence, organizational managers re-examine human resources (HR) practices to establish a healthy working environment and ensure long-term work performance. The increase in employee turnover in recent years may be attributed to the need for individuals to demonstrate competence in carrying out their duties.

In the current study, an additional analysis focuses on the psychological repercussions of sexual harassment encounters. The contention is that harassment encounters can reduce life satisfaction and psychological well-being, leading to post-traumatic stress symptoms. Understanding how women cope with and respond to harassment is of theoretical and practical importance. In organizations that tolerate sexual harassment, victims may attempt direct confrontation to cease the harassers or, if that fails, report the behavior to management without risking retaliation. However, research indicates that women tend to use less direct and assertive coping mechanisms more frequently, with avoidance of the harasser and attempts to pacify without open confrontation being the most typical responses to sexual harassment.

Workplace violence has garnered attention from practitioners and academics, and existing literature provides various ideas to eradicate its influence. Methods to prevent and address toxicity remain critical for managers and researchers. Undoubtedly, workplace violence degrades long-term work performance, necessitating organizational leaders to clarify ways to prevent such behavior.

Quality teaching is emphasized as the primary instrument for quality education, translating educational objectives into action and practice. It revolves around a teacher's ability to intellectually stimulate students, evoke emotional engagement, instill a love for learning, and foster the development of appropriate skills and attitudes.

The recognition of sexual harassment in the workplace has increased, causing stress with significant effects for both employees and organizations. Research on this topic has surged, initially driven by the Equal Employment Opportunity Commission guidelines in 1980 and more recently by events like the Clarence Thomas confirmation hearings. As per these guidelines, sexual harassment occurs when submission to sexual favor requests becomes a term or condition of employment, when submission to or rejection of such requests influences employment decisions, or when such conduct unreasonably interferes with work performance, creating an intimidating, hostile, or offensive work environment. Legal systems generally support two causes of action based on these guidelines: coercion of sexual collaboration through the threat of job-related repercussions and unwanted and offensive sex-related conduct, even without the threat of job-related consequences.

REVIEW RELATED LITERATURE

Suryanarayana N.V.S. (2009) contributed significantly to understanding teacher stress and job satisfaction. The study revealed a substantial connection between stress and sexual harassment among secondary school teachers. Moreover, it emphasized the significance of relationships within different dimensions of teacher stress. Notably, variables such as locality, experience, age, marital status, and institution type played a role in teacher occupational stress, while sex and qualification categories showed no significant differences.

Mohan Reddy and Kishore N's study in 2011 delved into the occupational stress of secondary school teachers. Their investigation aimed to identify the impact of gender, locality, management, teaching experience, and age on job stress. The hypotheses explored potential differences based on gender, locality, management type, teaching experience, and

age. The findings contributed valuable insights into the multifaceted aspects influencing teachers' stress levels.

Ravinder Kaur and Parineeta Goel (2013) extended the exploration to sexual harassment among teacher trainees, focusing on its relation to emotional intelligence. The study aimed to discern differences in emotional intelligence among trainees based on rural/urban backgrounds and gender. Additionally, it investigated the relationship between stress and emotional intelligence. The formulated hypotheses revealed expected significant differences and relationships, providing a nuanced understanding of the emotional dynamics among teacher trainees.

Quinn's study in 2002 brought attention to the societal perceptions and justifications surrounding sexual harassment. The findings suggested that men often perceive such behaviors as a 'game' or 'playing,' using humor to justify their actions. This attitude perpetuates a cycle of increased advances and polite rejection from women, contributing to the persistence of sexual harassment.

In summary, these studies collectively contribute to the literature by shedding light on various dimensions of teacher stress, occupational stress, sexual harassment, and emotional intelligence. The findings enrich our understanding of the complexities within the educational environment and provide valuable insights for educators, administrators, and policymakers alike.

OBJECTIVES OF THE STUDY

Following objectives are stated for the present study:

1. To find out the level of occupational stress of high school teachers
2. To find out the level of Sexual Harassment of high school teachers
3. To find out if there is any significant difference in occupational stress of high school teachers with respect to demographic variables.(Locality, Marital Status, Type of family)
4. To find out if there is any significant difference in Sexual Harassment and of high school teachers with respect to demographic variables.(Locality, Marital Status, Type of family)
5. To find out there is any significant relationship between occupational stress and sexual harassment of high school teachers.

HYPOTHESES OF THE STUDY

Based on the above objective the suitable null hypotheses were framed.

METHOD OF THE STUDY

Normative survey method has been used in the present study.

MEASUREMENT OF INSTRUMENT

1. The occupational Stress scale was constructed and standardized by **Dr. Tejinder Kaur, Dr. Prerna Puri Nee Kumar and Manju Metha (2003)** There are 30 items in the

Questionnaire with five point scale – Strongly Disagree, Disagree, undecided, Agree and Strongly Agree. Maximum score of the occupational stress scale is 150 and minimum score is 30.

2. Sexual harassment scale constructed and validated by investigator. Scoring was in the three point scale 2, 1, 0 represents “Always”, “Often”, “Never” respectively for positive statements and for the negative statements the vice-versa. The tool consists of 30 statements. Minimum score is 30 and Maximum score is 60.

SAMPLE OF THE STUDY

Random sampling technique has been used for the selection of sample of as many as 150 High school teachers in Cuddalore Districts of Tamilnadu, India.

STATISTICAL ANALYSIS

Descriptive analysis, differential analysis and correlational analysis techniques were employed to find out the occupational stress and sexual harassment of high school teachers.

RESULTS AND ANALYSIS

Hypothesis – 1

The level of occupational stress of high school teachers is moderate in nature

Table -1 : Level of occupational stress of high school teachers

Variable	Low		Moderate		High	
	N	%	N	%	N	%
Occupational stress	30	20%	51	34 %	69	46 %

INTERPRETATION

It is found out from the above that 46 % of teachers fall in the high level, 34 % of teachers fall in the moderate level and 20% percentage falls in the low level. There exists that the level of occupational stress of high school teachers is high in nature and hence the stated hypothesis is rejected.

The level of occupational stress of high school teachers is high in nature.

Hypothesis -2

The level of Sexual harassment of high school teachers is moderate in nature.

Table -2 : Level of Sexual harassment of high school teachers

Variable	Low		Moderate		High	
	N	%	N	%	N	%
Sexual harassment	41	27.3 %	62	41.3 %	47	31.4 %

INTERPRETATION

It is found out from the above that 41.3 % of teachers fall in the moderate level 31.4 % of teachers fall in the high level, and 27.3 % percentage falls in the low level. There exists that the level of Sexual harassment of high school teachers is moderate in nature and hence the stated hypothesis is accepted.

The level of Sexual harassment of high school teachers is moderate in nature.

Hypothesis -3

There is no significant difference in occupational stress of high school teachers with respect to Locality, Marital status & Type of family.

Table - 3 : Significant difference in occupational stress of high school teachers with respect to Demographic variables

Locality, Marital status & Type of family	N	Mean	SD	Calculated 't' value	Level of Significance
Rural	70	46.81	8.918	0.136	NS
Urban	80	46.63	8.53		
Married	96	46.77	9.109	0.38	NS
Unmarried	54	46.52	7.738		
Nuclear	87	45.61	9.60	2.24	S
Joint	63	46.92	7.40		

INTERPRETATION

From the above table, it is found that the calculated 't' value (0.136, 0.38, 2.24) is greater than the table value (1.96) for 148 degrees of freedom at 5% level of significance. Hence, the null hypothesis that "there is no significant difference in occupational stress of high school teachers with respect to Locality, Marital status is accepted. So, there is no significant difference in occupational stress of high school teachers with respect to Type of family.

From the above table, it is found that the calculated 't' value (2.24) is greater than the table value (1.96) for 148 degrees of freedom at 5% level of significance. Hence, the null hypothesis that "there is no significant difference in occupational stress of high school teachers with respect to Type of family is rejected.

So, there is significant difference in occupational stress of high school teachers with respect to Type of family.

Hypothesis -4**Table - 4 : Significant difference in Sexual harassment of high school teachers with respect to Demographic variables.**

Locality, Marital status & Type of family	N	Mean	SD	Calculated 't' value	Table Value	Level of Significant
Rural	76	50.03	8.02	3.56	1.96	S
Urban	74	48.08	8.84			
Married	80	53.83	9.90	2.65	1.96	S
Unmarried	70	67.48	9.34			
Nuclear	90	60.16	7.34	2.21	1.96	S
Joint	60	50.03	9.25			

INTERPRETATION

Since the calculated 't' value is higher than table value for 148 degrees of freedom with respect of Locality, Marital status & Type of family. Hence the null hypotheses are rejected in those sub variables. Therefore it is concluded that there exists significant difference in Sexual harassment of high school teachers with respect to Demographic variables.

Hypothesis - 5

There is no significant relationship between occupational stress and sexual harassment of high school teachers.

Table -5

Significant relationship between occupational stress and sexual harassment of high school teachers.

VARIABLES	N	'r' Value	Level of Significant
Occupational Stress and Sexual Harassment	150	+0.19	Significant

INTERPRETATION

From the above table, there is significant relationship between the Occupational Stress and Sexual Harassment (correlation coefficient is 0.19, significant at 0.05 level).

Hence, the null hypothesis is rejected

Discussion

The results of the current study highlight a high level of occupational stress among high school teachers, potentially attributed to the performance-driven pressures imposed by higher authorities. Presently, teachers find their hands tied by governmental constraints, limiting their ability to administer punishments to students. This restriction may contribute to a rise in student indiscipline, leaving teachers feeling helpless. This constraint is identified as a potential cause of elevated occupational stress among school teachers.

The study recognizes sexual harassment and aggression as significant issues among adolescents, posing potential risk factors for the development of depression. It underscores the importance of understanding these dynamics for both children and adults, aiming to reduce the number of victims of bullying and sexual harassment. The data indicates that physical complaints and low self-evaluation are crucial indicators of psychological status in teenagers, particularly in diagnosing depression among girls. The study emphasizes the need for psychological questionnaires to encompass somatic complaints and poor self-evaluation, as neglecting these aspects may lead to an oversight of psychological well-being in females.

In the context of higher secondary teachers in Cuddalore districts, the study reveals a substantial experience of occupational stress linked to sexual harassment among high school teachers. This stress has a notable impact on the overall well-being of teachers. The study underscores the interconnectedness of occupational stress and sexual harassment with the learning environment. It emphasizes that when teachers derive enjoyment from teaching, students are more likely to enjoy learning. Consequently, occupational stress and sexual harassment among teachers significantly influence the learning experience of students.

CONCLUSION

The study concludes by proposing that private schools should scrutinize academic workloads and consider recommendations on alleviating teachers from administrative responsibilities. In conclusion, the positive relationship observed between occupational stress and sexual harassment among school teachers calls for proactive stress management measures. The study advocates for the implementation of suitable policies by concerned authorities to foster a healthier occupational environment for all types of teachers.

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GENDER- BASED VIOLENCE

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Abstract:

This article explores the multifaceted dimensions of gender equality and safety, delving into the responsibilities of the state, the socially constructed nature of gender roles, the prevalence of violence against women, and the role of education in preventing abuse. It emphasizes the need for a collaborative effort involving legislative measures, educational reforms, and societal shifts to create a world where individuals, regardless of gender, can live free from fear and violence. Keywords: violence, Types of violence, Education in preventing violence

Introduction:

The responsibility of providing free and compulsory education up to the age of 14 lies with the state, marking a pivotal step in individual development and empowerment. Gender roles, often shaped by cultural influences and media portrayals, are dissected to challenge stereotypes, particularly those perpetuating women as sole homemakers. Equal pay for equal work and fundamental rights to life, liberty, and means of livelihood underscore the importance of dismantling gender-based inequalities.

Gender:

Examining the concept of gender, this section delves into its socially constructed nature, rooted in both biology and environmental factors. Definitions from the World Health Organization highlight the significance of understanding gender roles as behaviors and attributes socially assigned to men and women. The fluidity of gender roles across societies, classes, and cultures is acknowledged, emphasizing the need for a nuanced approach.

Violence against Women:

A distressing reality unfolds as the article addresses the pervasive issue of violence against women. From physical and sexual assaults to emotional and psychological abuse, the text highlights alarming statistics globally, including dowry deaths and sexual assaults. It sheds light on the harsh dichotomy between the increasing prominence of women in high offices and the continued exploitation they face behind the scenes.

Sexual Abuse and Violence Definitions:

Various definitions of sexual abuse and violence are presented, encompassing unwanted sexual actions, manipulation, threats, and acts committed without legal consent. The article emphasizes the broad category of sexual violence and its manifestations, including online abuse. Recognizable symptoms exhibited by children subjected to sexual abuse are outlined, underlining the urgency of addressing this societal scourge.

Types of Violence:

A comprehensive examination of violence includes physical, sexual, emotional, and psychological forms, all working together to enforce power and control over women. The article unveils the insidious nature of these abuses, perpetuating harmful power dynamics and obstructing progress toward gender equality.

Role of Education in Prevention:

Teachers are positioned as key figures in preventing sexual abuse and violence in schools. The article underscores the necessity for collaboration among parents, school administrations, and educators to eradicate violence in educational institutions. It explores the changing dynamics in schools, which were once considered havens of safety, and advocates for measures to counteract the rising number of violent acts by students.

Objectification of the Body:

The objectification of the body is scrutinized, examining how viewing individuals as commodities or objects without thoughts and feelings perpetuates harmful cultural norms. Seven characteristics associated with treating a person as an object, such as instrumentality and denial of subjectivity, are explored to underscore the dehumanizing impact of objectification.

Challenges Faced by Working Women:

Sexual harassment, pay inequity, a chilly workplace environment, and the lack of family support are identified as significant challenges faced by women in the workforce. The article advocates for addressing these issues to foster a more inclusive and supportive work environment for women.

Safety Measures:

Practical measures for enhancing the safety of girls and women, including self-defense awareness, training, and tools like pepper spray, are recommended. The article emphasizes the importance of self-defense in various settings, from schools to workplaces, and advocates for a proactive approach to personal safety.

Causes of Violence Against Women:

The article explores the root causes of violence against women, categorizing it as gender-based violence primarily committed against women because of their gender. Contributing factors such as the dowry system, improper protection systems, and the misuse of the internet are examined, shedding light on the societal norms that perpetuate violence.

Conclusion:

The article calls for a comprehensive approach to gender equality and safety. Legislative measures, educational reforms, and societal shifts are deemed imperative to empower women, dismantle stereotypes, and foster a culture of equality. By confronting the causes of violence against women collectively, including systemic issues and cultural norms, the vision of a world free from fear and violence can be realized. The article serves as a call to action, urging individuals and societies to work together towards a future where gender-based violence is an aberration, not a norm.

In conclusion, forging a path to gender equality and safety requires a multifaceted approach. Legislative measures, educational reforms, and societal shifts are imperative. It calls for empowering women, dismantling stereotypes, and fostering a culture of equality. As we confront the causes of violence against women, including the misuse of the internet and systemic issues like the dowry system, let us collectively strive for a world where every individual, regardless of gender, can live free from fear and violence. Only through such collective efforts can we envision a future where gender-based violence is an aberration, not a norm.

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SKILL DEVELOPMENT: IMPERATIVE FOR WOMEN EMPOWERMENT

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Abstract

Empowering women is not merely a matter of social justice; it is an imperative for sustainable development and progress in society. Skill-based education plays a pivotal role in promoting women's empowerment by equipping them with the tools and abilities necessary to overcome barriers and seize opportunities in various spheres of life. This paper explores the multifaceted relationship between skill-based education and women's empowerment, shedding light on the transformative impact of education tailored to women's needs and aspirations.

Skill-based education empowers women by enhancing their economic independence. It provides them with the means to access employment opportunities, become entrepreneurs, and contribute to household income. Through skill acquisition, women gain not only financial autonomy but also increased decision-making power within their families and communities which fosters confidence and self-esteem in women. As they acquire new competencies and expertise, women are emboldened to challenge traditional gender roles and expectations, breaking free from societal constraints. This shift in mindset empowers women to pursue their dreams and advocate for gender equality.

Keywords: *Skills, knowledge, Skill-based education, training, women empowerment, gender equality, employability, financial independence, sustainable development.*

1. Introduction

Approximately 48% of the nation's population are women. In India, women are granted the same rights as males under the constitution, but Indian women endure great suffering due to the male-dominated society and lack of acceptance. Women are responsible for giving birth, yet they are undernourished and weak. The majority of household chores are done by women, who are also overburdened in the workplace. Most of the Indian women lack formal education.

The meaning of "education" is fairly broad. Any life event that fosters learning comes under the broad category of education. What a child learns in school is a planned, structured learning process. The knowledge shared by a mother with her children is also a sort of

education that may provide immediate beneficial experiences or encourage the formation of positive life habits which is a form of informal education. Apprenticeship plans and training programs for knowledge and skills development are different from conventional education. Nevertheless, they promote learning and hence aid in the expansion of the economy. The development of one's skills can be seen as a tool to increase labor productivity and effectiveness.

Skill-based education aims to provide skills and confidence to economically weak women and assist them in attaining economic and social independence. The economic dependency of Indian women is attributed to many reasons such as lack of education, male dominance, early marriages, over-dependence on male members of the family, being overburdened with household chores, etc. There is an ardent need to address this issue, which can only be done by empowering women and putting them on equal footing with men in all walks of life.

2. Concept of Women Empowerment

Empowerment refers to the process of granting individuals or groups the authority, skills, resources, and confidence to make decisions and take control over their own lives or circumstances. It involves enabling people to become more self-reliant, self-confident, and capable of pursuing their goals and aspirations. Empowerment can occur in various contexts, including personal, social, political, and economic aspects of life.

Empowering women refers to eliminating gender-based discrimination, promoting gender equality, and ensuring that women have equal access to opportunities, resources, and decision-making power. Women's empowerment encompasses various aspects of life, such as economic independence, education, proper healthcare, leadership and skill development, access to opportunities, etc.

3. Review of Literature

(**Tiwari and Malati, 2023**) have identified the role of formal and informal training in women's empowerment. Using exploratory factor analysis on the data collected from the sample of 317 women, the study identified 5 broad areas of empowerment: Economic empowerment, family health and well-being, civic empowerment, educational empowerment, and social empowerment. It was also reported that women who were formally trained were more empowered as compared to women who were informally trained.

(**Kumar, 2022**) attempted to analyze the role of skill development programs in women's education and empowerment. The paper also presented various long-term and short-term skill development programs started by the Ministry of Skill Development and Entrepreneurship (MSDE).

(**Shetty and Hans, 2019**) studied the role of education in skill development and women empowerment in India. Based on the data collected from secondary sources, the authors have noted that empowerment comprises higher literacy rates, awareness about one's rights and responsibilities, participation in financial decisions, better healthcare, access to equal opportunities, and standard of living.

(Mandal, KC, 2016) has categorized the empowerment of women into five parts- Social, educational, economic, political, and psychological.

1. **Social Empowerment:** Social empowerment of women focuses on enhancing women's social status, improving their social well-being, and promoting gender equality in various aspects of society.
2. **Educational Empowerment:** Educational empowerment of women focuses on ensuring that women and girls have equal access to quality education and the opportunity to develop their knowledge and skills.
3. **Economic Empowerment:** Economic empowerment is closely linked to social empowerment, as financial independence can give women greater control over their lives and decision-making. Access to economic opportunities, entrepreneurship training, and financial inclusion initiatives are relevant here.
4. **Political Empowerment:** Political empowerment of women focuses on increasing women's participation and influence in political processes and decision-making at all levels of government.
5. **Psychological Empowerment:** Psychological empowerment of women refers to the process of promoting women's self-esteem, self-confidence, self-efficacy, and a sense of control over their lives and choices. It focuses on enhancing women's mental and emotional well-being, enabling them to assert themselves, make decisions, and pursue their goals with a sense of autonomy and self-worth.

(Shetty and Hans, 2015) have studied the impact of education on women's empowerment and development along with the challenges faced. Authors have identified violence, gender inequality, family restrictions, and early marriages as obstacles to women's empowerment.

4. **Purpose and Plan of the Study:** The objectives and research methodology of the study are discussed below:

4.1 Objectives of the Study

- To study the role of skill development in women's empowerment.
- To study various skill development schemes and initiatives started by the government of India for empowering women.

4.2 Methodology

The research design for the present study is descriptive as it describes various government initiatives in detail. The present study is based on data collected from secondary sources such as books, newspapers, online journals, and various websites of the government of India.

5. Women's Empowerment in India

Swami Vivekananda once said, "There is no chance of the welfare of the world unless the condition of women is improved. A bird can't fly on one wing." India is one of the fastest-growing economies in the world along with being the second most populous country. India not only has the second-largest labor force but also has the highest share of the working-age population. Out of total population of India, around 48% are women. Despite having such a huge women population, the condition of women is not satisfactory in the country. The role

of women is very prominent in the economic progress of the nation. Thus, the Indian government is making efforts to strengthen the marginalized section of society i.e. women.

The marginalized position of women in society is attributed to a lack of formal education. The level of participation of women in formal education or informal education has always been lower as compared to men. The government is making efforts to eliminate this inequality through various policies and programs such as the *Beti Bachao Bati Padhao initiative*,

In the year 2010, the Government of India launched the National Mission for Empowerment of Women (NMEW) for the overall empowerment of women. One of the major areas of focus of the mission was the economic empowerment of women by investing in their skill development and entrepreneurial development through providing training, and micro-credit facilities using SHG (Self-help Groups).

6. Need for Skill Development

For sustained growth, it is essential to nurture and develop a pool of human talent. Skill development has been recognized as an important objective of the Government of India since the Eleventh Five Year Plan (2007-2012). Economies are striving hard to create knowledge economies that focus on the sustainable growth of the nation and the socio-economic empowerment of the citizens.

Skill development policies are mainly focused on low-income groups that do not have access to formal education. Also in the past few years, the fields of engineering, management, and technology have witnessed a boom. There is a huge demand for labor in these fields but graduates are not able to secure employment due to the huge gap between industry and academia requirements. Despite having a formal education, students lack the practical skills to match industry expectations. To enhance the employability of the workers, their skills need to be sharpened.

7. Skill Development Initiatives in India: An Overview

Skills Development Initiative (SDI) was started in 2008, to train 1 million persons on various vocational skills over the next 5 years. Various initiatives were undertaken thereafter. Prime Minister Mr. Narendra Modi inaugurated the “Skill India Mission” on 15th July 2015. Some of the prominent Skill development initiatives started by the government of India are as follows:

- National Employability Enhancement Mission (NEEM)
- Craftsmanship Training Scheme (CTS)
- National Apprenticeship Promotion Scheme (NAPS)
- Jan Shikshan Sansthan (JSS),
- Craft Instructor Training Scheme (CITS)
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY)
- Skill Acquisition and Knowledge Awareness for Livelihood Promotion (SANKALP)
- UDAAN

8. Skill Development Initiatives for Women Empowerment

Women in India get skill training through the Ministry of Skill Development & Entrepreneurship, which strives to increase work options for women of all socio-economic backgrounds and age groups. Various efforts have been made in this direction, some of them are listed below:

To integrate women into economic activity, the Women's Vocational Training Programme (WVTP) was created and introduced in 1977.

For minority populations, the Ministry of Minority Affairs (MoMA) particularly created several skill development programs, with at least 30% of the seats reserved for female trainees. Schemes such as *Seekho aur Kamao*, USTTAD (Upgrading the Skills and Training in Traditional Arts/Crafts for Development), *Nai Manzil*, etc.

Besides these, '*Nai Roshni*', a scheme specifically for women was also implemented for leadership development of minority women aimed at empowering women through leadership training on various topics.

9. Conclusion and Discussions

Women empowerment through skill development is a powerful strategy to enhance the status, autonomy, and economic independence of women. It involves providing women with the necessary knowledge, training, and opportunities to acquire practical skills that can lead to better job prospects, entrepreneurship, and improved overall well-being. For effectively empowering women through skill development, it's essential to create gender-responsive training programs, ensure access to training facilities and resources, and address social and cultural norms that may discourage women's participation in certain fields. Collaborative efforts from governments, NGOs, educational institutions, and the private sector can help create an enabling environment for women to acquire skills and thrive in various professions.

Women who are empowered through the development of their skills are the agents of positive change who, through their newfound skills and determination, transform their communities and the world. Therefore, investing in the skill development of women is an investment in a brighter, more equitable future for all.

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DOMESTIC VIOLENCE AND ITS DETERMINANTS AMONG WOMEN IN RURAL AREAS IN TIRUVANNAMALAI DISTRICT

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Abstract

In India since 1983 Domestic violence has been recognized as a criminal offence under Indian Penal Code act 498-A. India passed the Protection Act for Women from Domestic Violence Act 2005 which defined “Domestic violence” as one of the major problems in India it includes any act, omission commission, or conduct of actual abuse or the threat of abuse that is physical, sexual, verbal, emotional, and economic way. In the late 20th century, a growing movement sought to raise awareness of this longstanding social problem. As a result, the federal and state governments enacted laws designed to assist victims and hold violent offenders accountable. Domestic violence in an Indian setting has five major components: emotional abuse, physical violence, sexual violence, honor killing, dowry-related abuse, and death.

AIM:*The study aimed to estimate the prevalence of domestic violence and three of its components – emotional abuse, physical violence, and sexual violence among women in the age group 20–50 years in rural areas of Cheyyar Taluk, Tamil Nadu and to determine the risk factors of domestic violence.*

RESEARCH DESIGN:*A community-based cross-sectional study among women between the ages 20 and 50 years in the rural setting of the Cheyyar Taluk, Tamil Nadu.*

RESULTS:*The prevalence of all forms of domestic violence among women was 77.5%, and 40% of women were classified that, they had never been subjected to severe domestic violence. The prevalence of physical violence among women was 65.8%, sexual abuse was 17.5%, and emotional abuse was 54.2%. Alcohol consumption by the husband was (adjusted odds ratio [AOR] 4.37; 1.35, 14.18), controlling behaviour by the family members (AOR 8.07; 2.47, 26.37), and woman's employment (AOR 4.33; 1.27, 14.77) were statistically significant determinants of high domestic violence. Three-fourths (73.1%) of the women felt that being subjected to domestic violence has affected their physical and mental health well-being.*

CONCLUSIONS: *The high prevalence of domestic violence in our community needs to be addressed as it has tacit implications on the socioeconomic well-being, the physical and mental health of a woman, her family, and thereby, society as a whole.*

Keywords: *Domestic violence, sexualabuse, physicalabuse, emotional abuse.*

INTRODUCTION

Domestic violence, an enduring social dilemma spanning centuries, garnered increased attention in the late 20th century, prompting legislative action by federal and state governments. India, recognizing the severity of the issue, designated domestic violence as a criminal offense in 1983 under Indian Penal Code 498-A. Subsequently, the Protection of Women from Domestic Violence Act in 2005 comprehensively defined domestic violence, encompassing physical, sexual, verbal, emotional, and economic abuse, along with unlawful dowry demands. This legislation categorized "physical abuse" to include acts causing bodily harm and "sexual abuse" to involve conduct violating a woman's dignity. Moreover, "verbal and emotional abuse" includes insults, ridicule, and threats. Acknowledged as a major public health problem and a violation of women's human rights, intimate partner and sexual violence lead to profound short- and long-term health consequences. A current study in Cheyyar Block, Tamil Nadu, aims to estimate the prevalence of domestic violence among women aged 20 to 50, shedding light on risk factors associated with this pervasive issue.

METHODS OF THE STUDY

The design of the Study was a Community-based cross-sectional study. The duration of the study was January to February 2023. This study has been conducted in Cheyyar Block which is a revenue block of Thiruvannamalai district, Tamil Nadu, South India. It comprises of 219 villages and is spread over an area of 849 km². The occupation of the people in this region is mainly farming, animal husbandry, and unskilled daily labour, Industrial workers in Sip cot.

Participants were chosen from six of these villages by computer-generated simple random sampling from the CHAD population database. The six villages were Melmatti, Parasur, Navalpakkam, Mukkur, Kunnavakam, korukkai. The women study participants selected by simple random sampling were visited by female investigators at their households, and the questions were asked verbatim from the questionnaire in their local language after building rapport, in privacy without the interference of family members.

Women between the ages of 20 and 50 years, who were permanent residents of that particular block, were eligible for this study. Women having lacked insight, comprehension, and expression were excluded from the study.

SAMPLE SIZE AND TOOLS

According to NFHS-3 (2021–2023) data for the state of Tamil Nadu, the proportion of women who have experienced spousal violence in rural households was 44.4%. Considering a relative precision of 20% and a confidence level of 95% (1– α), the sample size was calculated to be 120. An interviewer-based semi-structured questionnaire was prepared based on the WHO multi-country study on women's health and domestic violence against women.

RESULTS AND DISCUSSION

The participants from each of the six villages were almost equal in number and had similar socio-demographic characteristics. The median age of the participants was 33.5 years with a mean age of 33.6 ± 7.65 years and 90% of them were Hindus. Most of the women (59%) belonged to the upper-lower socioeconomic status according to the modified Kuppuswamy scale. In this half of the Women had studied only till middle school (55.8%) and 42.5% of all women were homemakers. Of those who were employed, 53.6% were involved in unskilled labor. Unmarried and widowed women were also included in this study who comprised 3.3% and 1.7% of the participants, respectively. Among the households surveyed, 18% had the study participant woman as the highest-earning member of the family.

The husbands of the individuals also had similar levels of education, and the majority of them were involved in farming their land, doing clerical jobs, shop owners, and semi-professional jobs (52.6%). Among the households surveyed, 80% had a monthly family income of Rs. 15,000 or less. About 51% of the households had more than 4 members living together. Almost half of the men in the household (49.2%) had a history of alcohol consumption and 33.3% had the habit of tobacco use in some form. Of the 116 married women, 37% had some degree of consanguinity. Twenty women (17.2%) were not asked for consent before their marriage, and 24 women (21%) were <18 years of age at the time of their marriage. The majority (72%) had two or more children. About half of the women (51%) did not practice any method of contraception.

Table - 1

Family-related details of study participants associated with violence are described.

Family-related variables of study participants associated with violence ($n=116$)

Categories	Frequency (%)
Choice of husband	
Self	25 (21.6)
Parents	45 (38.8)
Relatives	42 (36.2)
Friends and others	4 (3.4)
Dowry	
Asked and given	21 (18.1)
Not asked but given	44 (38.1)

Categories	Frequency (%)
Asked but not given	6 (5.1)
Neither asked nor given	45 (38.7)
Age difference (years) between husband and wife	
0-4	43 (37.7)
5-9	49 (43.0)
≥10	22 (19.3)

Among the participants, 46.7% responded that they often quarrel at home, and 67.5% of women acknowledged that alcohol and tobacco chewing or smoking would influence the men of the household to display aggressive behaviour.

Among the study participants, the prevalence of controlling behaviour by others in the household on the study participants was 72.5% (64.4%–80.6%), the prevalence of emotional abuse was 54.2% (45.1%–63.3%), physical violence was 65.8% (57.2%–74.4%), and spousal sexual abuse among the married study participants was 17.5% (10.6%–24.4%).

During their course of pregnancy, 17 women (16.3%) confessed to having been physically assaulted at home, and 6 women (5.8%) were punched or kicked in the abdomen

Table -2

Different components of domestic violence (n=120)

Components of abuse	Yes, <i>n</i> (%)
Emotional abuse	
Insulted and made her feel bad about herself	58 (48.3)
Belittled or humiliated her in front of everyone	44 (36.7)
Done things to scare and intimidate her on purpose	34 (28.3)
Threatened to hurt her or someone she cares about	29 (24.2)
Physical violence	
Slapped or threw something at her	70 (58.3)

Components of abuse	Yes, <i>n</i> (%)
Pushed or shoved her	49 (40.8)
Hit her with a fist or something that could hurt her	39 (32.5)
Ever choked or burnt her on purpose	9 (7.5)
Threatened to use or used a gun, knife, or other weapon	4 (3.3)
Kicked, dragged, and beaten her	28 (23.3)
Since age 20 anyone other than their husband had physically mistreated her	10 (8.3)
Sexual abuse	
Has he physically forced you to have sexual intercourse when you didn't want to	21 (17.8)
Did you ever have sexual intercourse when you didn't want to because you were afraid of what he might do	13 (11)
Did he ever force you to do something degrading or humiliating during sexual intercourse	5 (4.3)
Since age 20 years, has someone other than your husband forced you to perform a sexual act when you didn't want to	0

Among the 79 women who were ever subject to physical assault, 22 (28%) of them gave a history of injuries as a result of violence. Of the 22 who sustained injuries, 50% were injured more than 6 times 13 women (59.1%) were hurt so badly that they had to seek healthcare and 10 of them spent more than a day in the hospital. Most of them had sustained bruises (24%) or cuts (15%). Two women have had fractures, and loss of function was seen in three women due to physical violence.

When asked about situations leading to violence, alcohol (37.6%) seemed to be the major contributing factor. Other factors included family issues such as child care, disobedience to in-laws, household work not done up to expectation, sexual dominance, trivial misunderstandings (50.5%), money issues (15%), and suspicion of extramarital affairs (9%). 7 women disclosed dowry demands as the reason for domestic violence.

Among those who were subject to physical violence, 78.5% of women did not or could not fight back when physically hit. Three-fourths (73.1%) of the women felt that being subjected to domestic violence has affected their physical and mental health. Prevalence of domestic violence (*figures in parenthesis indicate 95% confidence interval).According to

WHO, if the answer to any of the questions asked for emotional abuse, physical violence, or sexual violence is “Yes,” it is considered domestic violence. From our study, the prevalence of all forms of domestic violence among women aged 20–50 years in rural Cheyyar was 77.5% (69.9%–85.1%)* i.e., 93/120 households. According to the standard definition, 40% (31.1%–48.9%)* were classified as having been subjected to severe domestic violence. The participants whom we found to have experienced domestic violence were given the contact details of our hospital counselor and the area health aide in case of any help.

Table 3**Determinants of domestic violence**

Determinants	Variables	Domestic violence (%)	OR (95% CI)	P
Religion	Hindu	80.6	4.14 (1.21-14.14)	0.016
	Christian	50		
Education of woman	Up to high school	79.8	1.75 (0.66-4.64)	0.254
	Beyond high school	69.2		
Occupation of woman	Employed	84.1	2.41 (1.005-5.78)	0.045
	Homemaker	68.6		
Socioeconomic status	Low	85.9	3.24 (1.33-7.89)	0.008
	High	65.3		
Alcohol consumption by husband	Yes	91.5	6.09 (2.12-17.49)	<0.0001
	No	63.9		
Tobacco use by husband in any form	Yes	86.8	2.42 (0.84-6.98)	0.095
	No	73.2		
Choice of husband	Self	80	1.12 (0.37-3.38)	0.831
	Others	78		
Dowry given	Yes	84.6	2.29 (0.92-5.65)	0.068
	No	70.6		
Controlling behaviour by others in the household on the woman	Yes	87.4	6.50 (2.56-16.48)	<0.0001
	No	51.5		

Employed women (odds ratio [OR] 2.41; 1.005, 5.781), women belonging to lower socio-economic status (OR 3.24; 1.33, 7.89), women whose husbands consumed alcohol (OR 6.09; 2.12, 17.49), and women whose family members showed controlling behaviour (OR 6.50; 2.56, 16.48) were found to have statistically significant associations of having experienced domestic violence.

Table-4**Experienced domestic violence**

Significant determinants of various forms of domestic violence

Determinants	Physical violence	Emotional abuse	Sexual violence	Severe domestic violence
Low socioeconomic status	2.23 (1.03-4.81)	2.17 (1.03-4.56)	3.54 (1.12-11.28)	4.49 (1.94-10.36)
Alcohol consumption by the husband	5.06 (2.17-11.79)	2.62 (1.25-5.50)	4.16 (1.41-12.27)	3.89 (1.79-8.46)
Controlling behaviour by household members	4.83 (2.06-11.35)	3.27 (1.40-7.60)	9.55 (1.22-74.35)	3.31 (1.30-8.43)

After adjusting for all independent variables which were statistically significant on univariate analysis, we found that the associations of alcohol consumption by husband (adjusted OR [AOR] 4.37; 1.35, 14.18), controlling behaviour by a family member (AOR 8.07; 2.47, 26.37), and occupation of the woman (AOR 4.33; 1.27, 14.77) with domestic violence were statistically significant on multivariate logistic regression. The age of the woman at marriage, the age difference between the husband and wife, the number of children, and the education of the husband were not determinants of whether the woman was subject.

Table- 5**Domestic violence or not**

Multivariate analysis to study the association of each determinant adjusting for all other co - co-co-variables

Determinants	Status	AOR (95% CI)*
Alcohol consumption by husband	Yes	4.37 (1.35-14.18)
	No	1
Controlling the behavior of a family member	Yes	8.07 (2.47-26.37)
	No	1
Occupation of woman	Employed	4.33 (1.27-14.77)
	Homemaker	1

*.(CI: Confidence Interval, AOR: Adjusted Odds Ratio)

Included variables in the model are religion, occupation of the woman, socioeconomic status, alcohol consumption by the husband, dowry gave, and controlling behaviour by household members.

Global estimates from the World Health Organization reveal that approximately 35% of women worldwide have experienced physical and/or sexual intimate partner violence (IPV) or non-partner sexual violence in their lifetime. In a systematic review of 137 quantitative studies focusing on Indian women, a median of 41% reported experiencing domestic violence. Varied prevalence rates were observed in different Indian regions, ranging from 15% to 51% in urban slums. Notably, the current study documented a higher prevalence of domestic violence, attributed to the comprehensive questionnaire based on the WHO multi-country study. Employed women in the study faced a 2.4 times higher risk of domestic violence compared to homemakers, challenging the belief that employment leads to reduced violence. Low socioeconomic status emerged as a major determinant, correlating with factors like alcohol consumption, dowry demands, and patriarchal upbringing. Alcohol consumption by husbands was significantly associated with domestic violence, emphasizing the need for interventions targeting alcohol cessation. The study underscores the severe impact of domestic violence on women's physical, mental, and psychological health, emphasizing the urgency for targeted interventions to address and mitigate this pervasive societal problem.**CONCLUSION**

The prevalence of all forms the domestic violence among women aged 20–50 years in rural Cheyyar was 77.5%, and 40% per cent of the women were classified as having ever been subjected to severe domestic violence.

Among the study participants, the prevalence of physical violence was 65.8%, sexual abuse was 17.5%, and emotional abuse was 54.2%.

We found that alcohol consumption by the husband, controlling behavior by family members, and employment of women were statistically significant determinants of domestic violence on multivariate logistic regression.

Among the women who were ever subject to physical assault, 28% gave a history of injuries as a result of violence. Of them, 59.1% were hurt so badly that they had to seek healthcare. Three-fourths of the women felt that being subjected to domestic violence has affected their physical and mental health.

The high prevalence of domestic violence in our community needs to be addressed as it has tacit implications on the socioeconomic well-being and health of a family and society as a whole.

RECOMMENDATIONS

There is emerging evidence that interventions combining microfinance with gender-equality training may be effective at reducing levels of IPV, as illustrated by the IMAGE study in South Africa. There are ongoing efforts in reforming legal frameworks in India by strengthening and expanding laws defining rape and sexual assault within marriage – marital rape. Further research on comprehensive health consequences on victims of domestic violence, impact on children, social and economic costs, and interventions must be conducted.

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A FACTUAL ANALYSIS OF MONEY MANAGEMENT AMONG RURAL WOMEN IN KARUR DT

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Abstract

This paper aims to determine the standard of living of rural women who can live more efficiently if she has proper management of money. Our style of life is related to the way we save and spend money. Sufficient knowledge about finance is required for women residing in rural areas to manage all tasks like daily expenses and the conversion of assets or debts, big or small. Therefore, economic literacy, curiosity in learning, and everyday life depend on money management. Many people especially women in rural regions fell into the hurdles of finance without having proper knowledge about finance.

Keywords: *Money Management, Standard of Living, Financial Literacy, Rural Women, Savings*

INTRODUCTION

The process of forecasting and handling an individual or a group's usage of capital is known as Money Management. Budgeting, spending, saving, and investing are included in personal finance whereas in corporate finance money management includes the raising and utilization of capital. The most important characteristics of money management are to avoid debt and to increase savings only by managing finances properly and effectively which will lead to financial freedom.

There are four principles of Money Management such as income, savings, spending, and investment. If all these principles are properly planned then one can keep his finances at a strong stage. Money management skills are very important because they teach us how to budget and track spending, how one can shun overspending, and make sure that one can live happily within the income available to him.

The awareness about finance in rural is much lower as compared to urban areas. So awareness should be given to rural women as to take effective money management or else it will have its effect on their standard of living. Money Management is an aid in developing the quality of financial services and contributes to the economic development of the nation.

Gender plays a significant role in the family. The domination of men is more as compared to the women and the money management's awareness is also low. Women are facing various difficulties in making decisions regarding savings and choosing the right financial products for them as compared to men. To remove this gap our government has taken steps to focus on women's empowerment and providing various opportunities for women to enhance their financial activities which will lead to the growth of their families.

OBJECTIVES OF THE STUDY

1. To identify the various financial requirements of rural women.
2. To study the different sources of financial knowledge.
3. To propose solutions to gain money management among rural women.

RESEARCH METHODOLOGY

Primary and secondary data have been used for the study. Primary data has been collected through a structured questionnaire and secondary data has been collected through referring various books, journals, and internet sources. Random Sampling method was used and data were collected by a structured questionnaire which contains 22 questions. 120 samples were taken for analysis.

REVIEW OF LITERATURE

Fletschner, (2009) has observed that in rural areas the women were economically active, even though they were not given much importance. These women contribute to the growth of national agricultural output their family food, and security all over the world. Detailed studies from Latin America, South Asia, and Sub-Saharan Africa disclosed that rural women were not given credit as easily as their male counterparts.

Gupta (2014) analyzed that micro-entrepreneurs in the district of Kangra have low financial skills. It is found that poor record-keeping habits, unscientific cash management, improper saving habits, and less awareness regarding different financial products and instruments. They said that micro-entrepreneurs are hesitant to adopt formal financial practices. Both Government and Non-government agencies want to ensure that any financial literacy programs organized by them should be approachable to each sector of society.

Chetan Singh and Raj Kumar (2017) the role of women is vital in the development of the economy. But when we take the literacy rate, we can find women are less as compared to men. This situation is not only in our country but also in all other countries. In our country women do all the budgeting for households and make small financial decisions but when it is related to big and long-term financial decisions, they depend on their male counterparts such as husband, brother, or father. The reason for the study is to know the financial literacy among women in developing countries like India. A secondary source of data is used for the whole study. Some of the essential points are an increase in life expectancy, innovations in financial products/services and technological development, a shift in risk, and a change in the structure of the family.

Solanki & Prasad (2020) assessed the financial literacy level among the working women in the city of Jaipur, this assessment was based on their financial knowledge, attitude, and behavior. Data were analyzed through frequency percentage and gap analysis. The study concluded that they were aware of financial products and their involvement was limited in decision-making issues related to finance due to traditional beliefs.

ANALYSIS AND INTERPRETATION

Table No.1: Age-wise classification of the respondents

Age	Number of Respondents	Percentage
20-34	19	15.83
34-48	76	63.33
48-62	21	17.50
Above 62	06	05.00
Total	120	100

Source: Primary Data

Interpretation: The above table reveals that 63.33% of respondents are within the age group of 34-48, 17.50% of them are within the age group of 48-62, 15.83% of respondents are within the age group of 20-34, and only 5% of respondents are within the age limit of above 62.

Table No.2: Qualification-wise classification of the Respondents

Qualification	Number of Respondents	Percentage
Below SSLC	86	71.7
Above SSLC	34	28.3
Total	120	100

Source: Primary Data

Interpretation: The above table reveals that 71.7% of respondents' qualification is below SSLC, and 28.3% of respondents are above SSLC.

Table No.3: Occupation-wise classification of the Respondents

Occupation	Number of Respondents	Percentage
Daily Wages	47	39.17
Agriculture	15	12.50
Salaried	19	15.83
House Wife	39	32.50
Total	120	100

Source: Primary Data

Interpretation: The above table states that 39.17% of respondents are going for daily wages, 32.50% of the respondents are housewives, 15.83% of them are salaried persons and 12.50% of respondents are doing agriculture as their occupation.

Table No.4: Monthly Income-wise classification of the respondents

Monthly Income	Number of Respondents	Percentage
Below 10,000	46	38.33
10,001 – 15,000	29	24.17
15,001 – 20,000	24	20.00

Above 20,000	21	17.50
Total	120	100

Source: Primary Data

Interpretation: The above table reveals that 38.33% of respondent's monthly income level is below 5,000, 22.67% are 5,000-10,000, 20% are 10,000-20,000, and 18.66% are above 20,000.

Table No.5: Marital Status classification of the respondents

Marital Status	Number of Respondents	Percentage
Married	104	86.67
Unmarried	16	13.33
Total	120	100

Source: Primary Data

Interpretation: The table infers that the majority of the respondents are married.

Table No.6: Family Size-wise classification of the respondent

Family Size	Number of Respondents	Percentage
Nuclear Family	44	36.67
Joint Family	40	33.33
Extended Family	36	30
Total	120	100

Source: Primary Data

Interpretation: The table reveals that the majority of the respondents live in joint families and extended families rather than nuclear families. So the women residing in these types of families have limited roles in participating or making decisions.

Table No.7: Perceived degree of knowledge about finance

Variables	Number of Respondents	Percentage
Highly Satisfied	10	8.33
Satisfied	74	61.67
Neutral	16	13.33
Dissatisfied	12	10.00
Highly dissatisfied	08	6.67
Total	120	100

Source: Primary Data

Interpretation: 61.67% of the respondents are satisfied with the current level of financial knowledge and nearly 8% of the respondents are highly satisfied.

Table No.8: Diverse financial commitment of rural women

Kinds of activities	Number of Respondents	Percentage
Shares	01	0.833

Bank Account	48	40.00
Post office saving	14	11.67
Insurance	33	27.50
Loan	16	13.33
Others	08	6.67
Total	120	100

Source: Primary Data

Interpretation: The above-mentioned table states that 40% of respondents have bank accounts, 27.50% of respondents have Insurance, 11.67% of the respondents have post office savings and 13.33% of the respondents have loans.

Table No.9: Financial commitment - Debt

Purpose of loan	Number of Respondents	Percentage
Functions & Religious	23	19.17
Education	34	28.33
Business	07	5.83
Agriculture	39	32.50
Other	17	14.17
Total	120	100

Source: Primary Data

Interpretation : The above table states that 32.50% of the respondents are getting loans for agriculture which is the primary occupation in rural areas. 28.33% of the respondents avail the loans for the education of their wards and 19.17 got loans for functions and religious purposes.

Table No.10: Membership Details of the respondents

Membership	Number of Respondents	Percentage
SHG	77	64.17
Agricultural Cooperative Societies	37	30.83
Others	06	05
Total	120	100

Source: Primary Data

Interpretation: the above table reveals that 64.17% of respondents are members of SHG and 30.83% of respondents are members of agricultural cooperative societies.

Table No.11: Perception of the importance of financial knowledge

Reason for financial knowledge	Number of Respondents	Percentage
Budgeting	58	48.33
Debt management	36	30
Financial negotiations	04	3.33

Use of banking services	22	18.33
Total	120	100

Source: Primary data

Interpretation: The level of financial knowledge of rural women in Karur district is at a minimum level of preparing informal household budgets is about 48.33% and the remaining category of respondents are in financial negotiations, debt management, and use of banking services.

Findings

- 63.33% of respondents are within the age group of 34-48, 17.50% of them are within the age group of 48-62, 15.83% of respondents are within the age group of 20-34, and only 5% of respondents are with the age limit of above 62.
- 71.7% of respondents' qualification is below SSLC, 28.3% of respondents are above SSLC.
- Interpretation: The above table states that 39.17% of respondents are going for daily wages, 32.50% of the respondents are housewives, 15.83% of them are salaried persons and 12.50% of respondents are doing agriculture as their occupation
- 38.33% of respondent's monthly income level is below 5,000, 22.67% are 5,000-10,000, 20% are 10,000-20,000, and 18.66% are above 20,000.
- The majority of the respondents are married and they live in joint families and extended families rather than nuclear families So the women residing in these types of families have limited roles in participating or making decisions.
- 61.67% of the respondents are satisfied with the current level of financial knowledge and nearly 8% of the respondents are highly satisfied.
- 40% of respondents have bank accounts, 27.50% of respondents have Insurance, 11.67% of the respondents have post office savings and 13.33% of the respondents have loans.
- 32.50% of the respondents are getting loans for agriculture which is the primary occupation in the rural areas. 28.33% of the respondents avail the loans for the education of their wards and 19.17 got loans for the functions and religious purposes.
- 64.17% of respondents are members of SHG and 30.83% of respondents are members of agricultural cooperative societies.
- The level of financial knowledge of rural women in Karur district is at a minimum level of preparing informal household budgets is about 48.33% and the remaining category of respondents are in financial negotiations, debt management, and use of banking services.

Conclusion

Women residing in rural places require knowledge of finance and how they are going to manage it properly because it not only increases the standard of living of their family but also helps in the growth of the economy. So, education related to finance should be given from childhood which will make them understand the importance of savings and also reduce spending money unnecessarily. Therefore, we should educate rural women about the management of money for the betterment of society.

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AN EXPLORATORY STUDY TO UNDERSTAND THE CORRELATION OF CYBERSTALKING VICTIMIZATION ON APPEARANCE RELATED TO SOCIAL MEDIA AMONG YOUNG WOMEN

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Abstract

In this Techno-world, social media has become a face, an identity, and a new relationship for everyone around the world. Avoiding it and living becomes hard at the same time to feel a lack of privacy or security due to cybercrime-related social media harm. Cyberstalking, which is the major key factor, creates curiosity and at the same time intense impact on other people who appear on social media. Which gradually gets into preoccupation with how one perceives one's appearance and everything. This affects mostly women who deliberately want to survive yet to feel safe in society. The data was collected using the Snowball sampling method. This research was conducted on 74 young women who were between the ages of 18-25. The exploratory study was done with the help of tools such as Attitudes Toward Cyber Stalking and Appearance related to social media consciousness (ASMC). Parametric Correlation and regression method was used. Implications and future results will be discussed in the paper.

Keywords: *women, cyberstalking, Appearance, social media.*

INTRODUCTION

Social media which plays a major role in today's lifetime has many positive and negative effects on our life. Social media gives many opinions, ideas, and comments on what we do through the reflection of others' work. It became inevitable. In this fast-moving world, we go around with likes, shares, and comments which gradually affect our inner self with a lot of society's voices. Should I be like this or like that? Should I choose this or that? Is it good for society or only for me? What do they say about this? Become our daily life noises. In that way cyberstalking became a part of peeping into others' lives which may alter our consciousness over social media.

Cyberstalking

Cyberstalking is the practice of following someone repeatedly to intimidate, control, monitor, or harass them online. According to Pittaro (2007) and Reyns et al. (2012), cyberstalking behaviors are frequently characterized as aggressive, persistent, and unwanted, just like traditional stalking. Other scholars (Ngo & Paternoster, 2011; Pittaro, 2007) have defined cyberstalking to include a component of dread, which is also present in definitions of offline stalking. Through the use of the Internet, it is now simple to invade another person's privacy while remaining anonymous (Drahokoupilova, 2007; Reyns, Henson, & Fisher, 2012; Shimizu, 2013). Cyberstalking is not often thought of as a serious issue, and the psychological harm that can come to victims is often overlooked (Drahokoupilova, 2007; Sheridan & Grant, 2007).

Cyberstalking can affect anyone at any time (Pinals, 2007; Pittaro, 2007; Roberts, 2008). Cyberstalkers frequently pick their victims at random (Pinals, 2007; Pittaro, 2007; Roberts, 2008). The majority of cyberstalking victims are young, with college students being particularly vulnerable (Reyns et al., 2012; Sheridan & Grant, 2007). Although not found in all research (Moriarty & Freiburger, 2008; Pittaro, 2007; Roberts, 2008; Sheridan & Fisher, 2012), online stalking may have a more equal gender distribution among its victims than offline stalking. Cyberstalking victimization is a silent act but an unbearable pain for every woman who is surviving on social media. Self-disclosing one's life at the cost of mental and emotional disturbance appears in a greater way.

Appearance related to social media consciousness

Social media brings many ecstasy and fancy ideas and entertainment to every individual at any time. Posting pictures, and sharing events became a trend. The need for social inclusion for every woman increased the usage of social media. A feeling of appreciation, belonging to a group, and feeding one's self-identity always overpower our life online or offline. Appearance of oneself who present them in social media takes a long time to decision making, self-judgmental thoughts, questioning one's self-worth, and liking other persons bit play a lot in this new normalcy. Photo-based social media platforms place a strong emphasis on their appearance (Deighton-Smith & Bell, 2017). Given the significance placed on women's bodies, this may have significant effects on the mental health and wellness of young women in particular.

Social media for matters of appearance When using social media to connect to a community, consciousness is the degree to which individuals' ideas and behaviors demonstrate a persistent knowledge that they might appear attractive. 2020 (Choukas-Bradley et al.) Studies have demonstrated that unfavorable social media intuition, online physical appearance judgments, and photo-based intelligence on social media are all connected to eating clutters in young adult women, even after taking into account the amount of time spent on social media. Walker et al. (2015), Saunders & Eaton (2018), Cohen et al. (2018). Unfavorable body perceptions and thoughts can cause anxiety at different levels depending on a person's gender. Faingold and Mazzella (1998). Social networking sites that use photos heavily emphasize one's attractiveness (Deighton-Smith & Bell, 2017). Social media is widely used.

Many people use social media sites (such as Twitter and Facebook) as a platform for communication and for monitoring how other people conduct online. Given the possibility that people regularly compare themselves to others on social media networks, it follows that these sorts of websites are crucial for enabling individuals to assess themselves (including their opinions, views, talents, and emotions) and develop their own identities. One's self-confidence and sense of value might be damaged by this reliance on other people's opinions. Social media routinely posts photographs that have been manipulated and idealized, which lowers self-esteem and creates body dissatisfaction.

Review of literature

Anna Varghese and Dr. Sushmita Biswal Waraich investigated the study "Social Networking Usage and Appearance Related Social Media Consciousness among Emerging Adults". The sample size was 109 individuals who were between the ages of 18-29. The tool used was the Appearance Related Social Media Consciousness (ASMC) scale and the Social Networking scale. The researcher used Correlational Research Design. The results revealed that there is a moderate Correlation between social media networking and the Appearance Related Social Media Consciousness but there are no significant differences in gender.

Choukas-Bradley et al investigated the study on " Camera-Ready: Young Women's Appearance-Related Social Media Consciousness' ' The study size was 339 women, mean age was 18.35. The tools used were Time spent on social media, Appearance Related Social Media Consciousness (ASMC), body surveillance scale, Body Comparison Orientation scale of the Body, Eating, and Exercise Comparison Orientation Measure (BEECOM), Body Esteem Scale for Adolescents and Adults (BESAA) and Short Mood and Feelings Questionnaire (SMFQ). The researcher used Bivariate Correlations and Path analysis. The results revealed that taking into account both body surveillance and time spent on social media, ASMC was substantially linked to both greater levels of depressive symptoms and (1) higher body comparison, (2) higher body esteem, and (3) higher body surveillance.

Billea Ahlgrim studied the topic "Cyber Stalking: Impact Of Gender, Cyber Stalker-Victim Relationship, And Proximity". The study size was 582 participants ranging from 18-74 yrs. Tools used werethe Cyber-Obsessional Pursuit Victimization and Perpetration Scale, Attitudes Toward Cyberstalking scale, and Perceptions of Cyber Stalking Scenario. The results revealed that both participants' gender and self-reported prior cyberstalking victimization were found to impact attitudes toward cyberstalking.

Sevim Çimkem investigated "Factors affecting body image perception, social media addiction, and social media consciousness regarding physical appearance in adolescents". The sample size was 1667 students. The Body Image Scale, Social Media Addiction Scale for Adolescents, and Appearance Related Social Media Consciousness Scale were the tools used for the study. Results revealed that social media awareness of appearance grew along with adolescents' perceptions of their unfavorable body image and their addiction to social media.

ArgyroulaKalaitzaki researched "Cyberstalking Victimization and Perpetration Among Young Adults: Prevalence and Correlates". The sample consists of 442 young adults between the age of 17-21. Tools used were cyberstalking questions along with demographic details, Big Five inventory, The Person's Relating to Others Questionnaire, and the Impact of

Event Scale-Revised (IES-R). Regression analysis and T-test were done. Results revealed that 23.9% of the students were cyberstalking victims and 9% were cyberstalking perpetrators, with women experiencing and inflicting cyberstalking at disproportionately high rates. Intrusive and possessive relationships increased the probability of crime, but distant relationships decreased the risk. Victimization was made less likely by (suspicious and avoidant relating). The victims described feelings of fear, worry, and melancholy.

Filipa Pereira investigated the study "Cyber-Stalking Victimization: What Predicts Fear Among Portuguese Adolescents?". The sample size was 627 participants. A logistic regression model was developed. Analysis was done on the frequency of victimization, the profile of the cyber victim, the dynamics of cyberstalking, the profile of the cyberstalker, parental participation in cyberspace, and adolescent fear reporting. Results showed a substantial correlation between fear and female victims, and they also provided insight into how parents engage with their children's online safety and self-perceptions of risk.

Özalp & Akbulut investigated the study "Does Gender, Getting an Art Education, and Mental Health Explain The Appearance-Related Social Media Consciousness?". The sample size was 295 students. The Appearance-Related Social Media Consciousness Scale, and Depression Anxiety Stress Scale-21 were used. Correlational design and Regression analysis were used. Results showed that there was a significance between the variables.

Dorit Olenik-Shemesh investigated a study on "Cyberbullying victimization in adolescents as related to body esteem, social support, and social self-efficacy" The sample size was 204 participants. A correlational research Design was used. The tools used were a Body dissatisfaction scale, a Student survey of cyberbullying, a Multidimensional scale of perceived social support scale, and a self-efficacy scale. Low body esteem, low social support, and low social self-efficacy all significantly predict cyber victimization. The likelihood of being a cyber victim was predicted by low body esteem and limited social support. The findings increase our understanding.

Need for the study

The purpose of this study was to gain insight into the relationship between cyberstalking and appearance regarding social media consciousness. The most significant influence on our private lives today comes from social media. In our haste to be a part of social life, people may post images and provide information that could open the door for cyberstalking. This influences how one feels about their bodily image when posting on social media. With a focus on understanding the connections between the two, this study identifies the causes and effects of the same. In an age where women are active on social media for both amusement and professional purposes, this study examines how they feel about cyberstalking from their perspective. The degree of intensity varies depending on how each person views their appearance.

Methodology

Aim:

To study the impact of cyberstalking victimization on appearance related to social media among young women.

Hypothesis:

- There will not be a significant relationship between cyberstalking victimization and Appearance related to social media consciousness.

Research Design:

In the present study, exploratory research design was used.

Sample size:

The snowball technique was used to collect the data from people under the age of 18 to 25 years. The information was gathered from various educational institutions in Tamil Nadu. There were only women in the sample. After excluding the questionnaires with missing information, the sample size was 74

Tools used

Attitudes Toward Cyber Stalking (Lambert et al., 2013)

Using a 5-point Likert scale, of 21 statements, participants' opinions on whether or not cyberstalking should be considered a crime were evaluated. Seven components, including pervasiveness, harmfulness, victimology, relational partners, motivations, (cyber) stalking vs. courting, and victim blame, were found by Lambert et al. and could be evaluated using this measure (factor loadings ranging from 0.49 to 0.91).

The Appearance-Related Social Media Consciousness Scale (Choukas-Bradley, 2020)

Using a 7-point Likert scale, 13 questions aim to capture a variety of aspects of appearance consciousness on social media, including the pressure to uphold beauty standards, comparisons to others' appearances, and seeking acceptance from likes and comments. Cronbach Alpha .88 with strong internal consistency and test-retest reliability.

Statistical Techniques

- The data was analyzed statistically using SPSS package 20.0v testing the hypothesis
- Pearson's Product Moment Method of Correlation was used to explore the relationship between the variables.

Results and Discussion

Appearance related to social media	Cybers talking Victimization	The pervasiveness of cyberstalking	Harmfulness of cyberstalking	Cyberstalking motivation	Relational Partners	Cybers talking Vs Court Ship	Cyber Stalking Victm
Pearson Correlation	-0.040	.050	-0.010	-.363**	-.096	.029	.041 .020

	Sig. (2- tailed)	.736	.674	.931	.001	.415	.804	.729	.868
	N	74	74	74	74	74	74	74	74
Cybers talking Victimi zation	Pearso n Correl ation Sig. (2- tailed)		.581**	.222	.226	.586**	.822**	.444**	.542**
	Sig. (2- tailed)		.000	.058	.053	.000	.000	.000	.000
	N		74	74	74	74	74	74	74

*. Correlation is significant at the 0.05 level (2-tailed).

**.. Correlation is significant at the 0.01 level (2-tailed).

1. ****Appearance Related to Social Media****: There is a weak negative correlation (Pearson correlation = -0.040) between appearance related to social media and cyberstalking victimization, but it is not statistically significant (Sig. = 0.736). This suggests that there may be a slight inverse relationship between an appearance on social media and cyberstalking victimization, but it's not strong enough to draw any meaningful conclusions.

2. ****Cyber Stalking Victimization****: There is a strong positive correlation (Pearson correlation = 0.581) between cyberstalking victimization and itself (which is expected, as it's comparing the same variable). This correlation is highly statistically significant (Sig. = 0.000), indicating a strong relationship. This is consistent with the idea that those who have experienced cyberstalking are more likely to experience it again.

3. ****Cyber Stalking Victimology****: There is a moderate positive correlation (Pearson correlation = 0.222) between cyberstalking victimology and cyberstalking victimization, but it is not statistically significant (Sig. = 0.058). This suggests a weak relationship between the two variables, which could imply that individuals with certain victimology might be more prone to becoming victims of cyberstalking. Still, the data doesn't confirm this relationship as statistically significant.

In summary, the data provided shows some correlations between cyberstalking victimization and related variables, but the significance of these correlations varies. It's important to note that correlations do not necessarily imply causation and further analysis would be needed to draw meaningful conclusions about the relationships between these variables.

Conclusion

Cyberstalking victimization and Appearance related to social media consciousness among young women shows there is a weak negative Correlation between the variables and there is a strong correlation between cyberstalking victimization and cyberstalking victimology. This research explored the alternative perspective of body esteem and body surveillance related to the narrowed theme of cyberbullying.

Limitations and Future implication

As the sample size was small, the general conclusion cannot be made specifically. A sample with a large size and including different demographic data will provide a better understanding of this research. In future studies, causes and effects can be studied along with different factors that influence the participant's perception of cyberstalking and bullying such as self-presentation, perpetrators' behavior, Emotional distress, and social comparison. Specific social media usages such as Instagram, Snapchat, and other such platforms can be explored by targeting similar users, which will help the researchers to understand the nature of participants and their experiences.

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STATUS OF WOMEN AT WORKPLACE AN UNDERSTANDING OF GENDER DISCRIMINATION AND SEXUAL HARASSMENT

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Abstract:

One of the significant societal challenges in our society is sexual harassment, leading to difficulties such as job loss, loss of dignity, compromised social position, and even fatalities. Sexual harassment constitutes a form of gender discrimination and is defined as 'unwanted sexual advances or verbal/physical sexual conduct with the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, abusive, or offensive working environment.'

According to a recent poll, approximately 17 percent of women workers in India experience sexual harassment at work, with high rates in both organized and unorganized sectors (Agrawal, 2012). Additionally, it is reported that 26% of women belong to the unorganized sector, where they are often the sole breadwinners for their families. Economic fragility intensifies the 'fear of losing a job,' and other concerns include the 'absence of any compliant process at work,' 'fear of and unawareness of existing redress mechanisms.'

Sexual harassment encompasses verbal, physical, psychological, and emotional sexual behavior, manifesting in unpleasant and degrading propositions. A common example involves individuals being coerced into tolerating aggressive body language, with promises of promotions in exchange for sexual favors or the exchange of explicit images. Research indicates that sexual harassment at work may involve subordinates being coerced into providing sexual favors to upper management as a term or condition for job retention, creating a hostile working environment for employees/survivors (Kompipote, 2002)

Keywords: *Women at workplace, Gender Discrimination, Sexual Harassment.*

Introduction:

Workplace bullying fosters social isolation, as affected individuals may face exclusion from meetings and be denied access to information crucial to their job functions. They may also experience criticism regarding their work performance. Often, the individuals

perpetrating this uncivil behavior are popular within the workplace, presenting challenges for those affected who wish to speak up.

Regrettably, when unhealthy bullying behaviors persist without intervention from coworkers, managers, directors, Human Resources departments, and administrators, employees engaging in such negative behaviors continue unchecked. Harassment poses significant challenges for affected nurses, impacting both their professional and personal lives. Fortunately, in workplace settings, harassment can be promptly identified and addressed.

Ending harassment requires acknowledging the existence of an unhealthy work environment, confronting employees fostering this environment, and implementing workplace policies that articulate expectations for professional conduct. These policies must also outline consequences for workplace harassment, signaling to employees that their behavior must change.

Statement of the problem

The study primarily focuses on workplace harassment of women within an organization. To comprehend this issue, the study is structured around several key questions, including the job status of the victim, types and frequency of harassment, reasons behind the harassment, the nature and extent of the incidents, the processes women undergo, and how they cope with societal pressures. The study also explores whether victims experience personal challenges due to the incidents, the support systems available to them, and the strategies victims employ to address and cope with these issues. Based on these inquiries, the study presents various findings and recommendations

Review related Literature:

Osman (2004): "Researchers believe sexual harassment stems from differing expectations between sexes and is more prevalent in workplaces with higher numbers of women. The natural and biological model sees it as a personal matter, occurring naturally in certain interactions due to a stronger sex drive."

Singh (2004): "Singh (2004) contends that working-class women are often confined to specific roles like teachers and nurses. Despite legal efforts to protect women, entrenched mindsets persist. Men, driven by competitiveness, ego, or fear of losing power, engage in discussions about sexual harassment, perpetuating harmful behaviors. Common societal beliefs in India see females as the weaker sex—physically, emotionally, and, for some, intellectually. Many parents view girls as liabilities, emphasizing protection, dowries, and marriages in good families."

SIGNIFICANCE OF THE STUDY

Gender discrimination is frequently observed in workplace management methods, particularly during interviews when significant duties are assigned and decisions are made. This phenomenon is a result of the conventional thinking of society and the deeply ingrained patriarchal psyche. Against this backdrop, the researcher has undertaken the study on Gender Discrimination and Sexual Harassment, encompassing issues such as the importing of girls,

immoral trafficking, and other activities that harm the social environment. These are significant challenges that impact not only indigenous societies but also the global developing sphere. The study endeavors to emphasize the elements contributing to the rise in crimes against women in society. It is widely held that only through a thorough understanding of the problem can effective remedies be devised to create a safe and secure society for women, free of discrimination. This, in turn, contributes to social stability and economic progress for the state.

OBJECTIVES

1. To find out the levels of Gender Discrimination scores in the total sample
2. To find out the levels of Sexual Harassment scores in the total sample
3. To find out whether there is any significant difference in the Gender Discrimination of women with respect to (Gender, Locality, Medium of instruction, Type of Management)
4. To find out whether there is any significant difference in the Sexual Harassment of women with respect to (Gender, Locality, Medium of instruction, Type of Management)

HYPOTHESES OF THE STUDY

- ❖ The level of Gender Discrimination of women at the work place is high.
- ❖ The level of Sexual Harassment of women at the work place is high.
- ❖ There is no significant difference in the Gender Discrimination of women at the work place with respect to (Gender, Locality, Medium of instruction, Type of Management)
- ❖ There is no significant difference in the Sexual Harassment of women at the work place with respect to (Gender, Locality, Medium of instruction, Type of Management)

METHOD OF THE STUDY AND SAMPLE

Normative survey method of research was used. The present study was conducted on 300 women teachers. The sample was selected by using stratified random sampling technique.

MEASUREMENT OF INSTRUMENT

1. Constructed and validated by Dr. Abraham, the Sexual Harassment scale comprises 44 statements. Each statement is assigned a weight of 4, 3, 2, 1, and 0 for strongly agree, agree, undecided, disagree, and strongly disagree, respectively. The attitude score is then computed as the sum of the individual scores. This scale assesses attitudes toward sexual harassment, considering both the nature of sexual abuse and the psychological distress experienced during and after incidents of sexual harassment.
2. The Gender Discrimination scale was constructed and validated by the investigator.

STATISTICAL ANALYSIS

Descriptive analysis and differential analysis techniques were employed to find out the Gender Discrimination and Sexual harassment of women at the work place.

DESCRIPTIVE ANALYSIS

Hypothesis 1 : The level of a. Gender Discrimination of women b. Sexual Harassment at the work place is high.

Table- 1

Mean, Standard Deviation of Gender Discrimination and Sexual harassment

S. No	Entire Variable	N	Mean	Standard Deviation
1	Gender Discrimination	300	64.25	13.89
2	Sexual Harassment	300	78.52	15.54

a. Gender Discrimination.

Table-1 shows Mean, SD of Women at the work place have average level of Gender Discrimination. The result reveals that, Women at the work place have average level of Gender Discrimination of this particular sample

b. Sexual Harassment:

Table-1 shows Mean, SD of Women at the work place have average level of Sexual Harassment. The result reveals that, Women at the work place have average level of Sexual Harassment of this particular sample.

Null Hypothesis No: 2

There is no significant difference in Gender Discrimination among women at work place with respect to (Gender, Locality, Medium of instruction, Type of Management)

Table -2

Significant difference in the Gender Discrimination among women with respect to Demographic Variables

Variable	Sub Sample	N	Mean	S.D	't' value	Level of Significance
Locality	Rural	134	44.6	113.93	1.77	Not Significant
	Urban	166	55.4	115.16		
Medium of instruction	Tamil	172	76.38	11.06	0.96	Not Significant at 0.05 Level
	English	128	78.04	10.36		
Type of Management	Government	187	78.37	11.11	0.77	Not Significant
	private	113	76.26	10.13		

The details of the calculations are given in The 't' value is found to be 1.77 and it is not significant at the 0.05 level. Therefore the Null Hypothesis is accepted and it is concluded that there is no significant difference between women belonging to rural and urban work places with respect of their Gender Discrimination.

The details of the calculations are given in The 't' value is found to be 0.96 and it is not significant at the 0.05 level. Therefore the Null Hypothesis is accepted and it is concluded that there is no significant difference between women working in Tamil and English medium of work places with respect of Gender Discrimination.

The details of the calculations are given in The 't' value is found to be 0.77 and it is not significant at the 0.05 level. Therefore the Null Hypothesis is accepted and it is concluded that there is no significant difference between the women working in government and private work places with respect of Gender Discrimination.

Null Hypothesis No: 3

There is no significant difference in Sexual Harassment among women at work place with respect to (Locality, Medium of instruction, Type of Management)

Table -3

Significant difference in Sexual Harassment among women at work place with respect to Demographic Variables

Variable	Sub Sample	N	Mean	S.D	't' value	Level of Significance
Locality	Rural	185	15.26	2.10	2.59	Significant
	Urban	115	13.93	2.05		
Medium of instruction	Tamil	177	14.94	2.05	1.60	Not Significant at 0.05 Level
	English	123	14.48	2.69		
Type of Management	Government	118	14.46	2.05	1.99	Significant
	private	182	14.94	2.07		

From the above table, it is found that the calculated t' value (1.96) is greater than the table for 298 degrees of freedom at 5% level of significance. Hence, the null hypothesis is rejected. That is, a significant difference exists between rural and urban women in the experience of Sexual Harassment at the workplace with respect to Locality."

From the above table, it is found that the calculated 't' value is less than the table for 298 degrees of freedom at 5% level of significance. Hence, the null hypothesis is accepted, indicating that there is no significant difference between Tamil and English medium workplaces in terms of Sexual Harassment experienced by women at the workplace with respect to the medium of instruction."

From the above table, it is found that the calculated 't' value is greater than the table for 298 degrees of freedom at 5% level of significance. Hence, the null hypothesis is rejected. "That is, there is no significant difference between government and private workplaces in terms of Sexual Harassment experienced by women at the workplace with respect to the type of management."

Discussion:

"It would be a preventive measure for women to abandon their 'silent' behavior. On the other hand, workplace norms that restrict the establishment of 'suitable grounds' by

employers and supervisors are required. It has been observed that the quality of life, as well as social and family relationships, of women who are harassed, has deteriorated, affecting their overall success. Sexual harassment is a serious crime that must be prosecuted in every instance. Harassment in the workplace is often not recognized, and coping mechanisms are unknown. Women tend to handle the problem through 'individual approaches.'

The increasing significance of women in the workplace, gender-based labor division, and gender-based assessments can all lead to sexual harassment. The prevalence and likelihood of sexual harassment in the workplace discourage women from working. Conversely, it has a detrimental impact on the proportional distribution of male and female employees in terms of work and departments in the workplace, undermining women's efforts and aspirations in their career paths. This exacerbates gender disparity, leading to low self-esteem and a discouraged attitude in the workplace, resulting in low career aspirations. Strategies such as raising public awareness, taking each case to court, offering training for individual growth, living in a community, imposing dissuasive sanctions on the harasser, tarnishing the harasser, and instilling gender equality are all crucial steps. Some proposed strategies include holding organizations, families, states, police, and judicial institutions accountable for preventing harassment. Managers of organizations must take responsibility for preventing sexual harassment, as they may be unaware that sexual harassment is a serious issue. Instructional sessions are essential for gathering the appropriate information on this subject. Management must thoroughly investigate complaints of harassment.

Conclusion:

In conclusion, this study demonstrates that when addressing the serious problem of sexual harassment in the workplace, attention must be focused not only on the direct victims but also on those who witness it. They may develop forms of discomfort, and sexual harassment contributes to the creation of a negative climate for both the individual and the organization. Despite being a longitudinal study with no randomization, it clearly demonstrates the importance of timely and suitable intervention in the sociocultural milieu in which the organization is situated. In the Italian setting, sexism, gender stereotypes, and a tolerance for sexual harassment that are not accepted in other nations appear to be commonplace. If nothing is done in this situation, there is a possibility that harassment will continue in a self-reinforcing loop unless steps are taken to avoid or stop it. In terms of change and active transformation, it is critical to sensitize as many men and women as possible and to increase knowledge and understanding of the problems of hostile and benign sexism, homophobia, patriarchal beliefs, and gender stereotypes that still exist in our society. Therefore, it is critical that gender equality and respect for others be taught in all workplaces through appropriate and timely training, preventive measures, and monitoring.

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ROLE OF EDUCATION IN WOMEN'S EMPOWERMENT IN INDIA

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Abstract

Women's empowerment is essential for our society to ensure the development of the country. Education is the key aspect that enables women to respond to challenges, confront the traditional role, and change their lives. Education helps in reducing inequalities and functions as a means for improving the status of women within the family and society. Education plays an important role in enhancing the livelihood conditions for women. Women's education in India has been the need of the hour, as education is a foundation stone for improving their status within their land and developing the concept of participation. Empowerment allows individuals to reach their full potential, to improve their political and social participation, and to believe in their capabilities. Gender equality, Economic productivity, rationality in decision-making, and knowing about their rights are the merits of women's education.

Keywords: *Education, Empowerment, status, society, rationality.*

Introduction

Women are the backbone of any nation. Without the contribution of women, no nation can lead to the path of progress and prosperity. Education is that which demonstrates the difference between what is good and what is evil. Education brings a lot of attitudinal changes which is very crucial for the socioeconomic and political progress of the country. Education is a form of learning in which the knowledge skills and habits of a group of people are transferred from one generation to the next through teaching, training, or research. Education enables women to build their views, and understanding and help families, societies, and nations as a whole to gain competitiveness. It plays an important role in enhancing the livelihood conditions for women.

Significance of Women's Education

Women's education in India plays a very important role in the overall development of the country. According to **Mahatma Jyothirao Phule**, "Education is that which demonstrates the difference between what is good and what is evil." Education is the most powerful tool to change the position in Society.

Swami Vivekananda said, our Indian women are so strong and logical enough to make proper decisions in their best interest as other female counterparts do in the best of the world.

Mahatma Gandhi said that if strength is described as a moral power, then women are superior to males which can be defined and expressed.

Pandit Jawaharlal Nehru said, if we educate a man, we educate a person. If we educate a female we educate a whole family, there by society and nation in the end.

Pranab Mukherjee, Former President of India, said that empowerment of women can be expected only through the spread of education among women, encouragement of economic independence, and provision of opportunities that make them unable to furnish their talent, potential, and productivity

Malala Yousufzai said that she doesn't mind if she has to sit on the floor at school. All she wants is an education and she is not afraid of anyone.

Women's education in India has been a need of the hour, as education is a foundation stone for improving their status within the family and developing the concept of participation. Education means the modification of behavior in every aspect, such as mentality, outlook, attitude, etc.

History of Women's Education:

Historically women took part in all fields of life with full energy and enthusiasm. Women in ancient India were entitled to the very important rite of Upanayana, which would give them the right to study the Vedas just like men. In later ages, they were unfortunately barred from it and thereby from Vedic education. The education of women in India can be traced back to the 3rd Century B.C., when education was imparted orally and women worked as researchers in Universities like Nalanda, Vikramshila, and Takshila. These Universities flourished from about the 5th Century to the 13th Century. The Muslim rulers established Universities in Delhi, Lucknow, and Allahabad in the 11th Century.

The British period opened a new chapter in Indian educational history. During the British period, missionaries and their educational institutions started promoting education for girls in the early part of the 19th Century. In 1857, three Universities were established in three presidencies Bombay (now renamed as Mumbai), Calcutta (Kolkata), and Madras (Chennai). The Indian National Congress played a major role in emancipating women. Within a year of its formation in 1885, the Ladies Association was formed. Prominent Indian women like Sarojini Naidu, Annie Besant, Sucheta Kriplani, and others played an important political and social role.

In 1913, the British government of India was forced to prepare a new education policy for women. Banaras Hindu University in 1916, Aligarh Muslim University in 1920, and Delhi University in 1922 became new hubs of women's education. Many socio-religious movements undertaken by famous persons like Raja Ram Mohan Roy, and Iswara Chandra Vidya Sagar emphasized the education of women in India.

Women Empowerment:

The concept of Women empowerment was introduced at the International Women's Conference in Nairobi in 1985. The first year of the New Millennium 2001 was described as the "Women Empowerment Year". Education is a milestone of women's empowerment

because it enables them to respond to challenges, confront their traditional roles, and change their lives. As per the **United National Development Fund for Women**, the term Women's Empowerment means,

1. Acquiring knowledge and understanding of gender relations and how these relations may be changed such as developing a sense of self-worth, a belief in one's ability, and the right to control one's life right to have access to opportunities and resources.
2. Gaining the ability to generate choices and exercise bargaining power.
3. Developing the ability to organize and influence the direction of social change, to create a more just social and economic order, nationally and internationally.

Empowerment of women means they become independent and able to make decisions about every aspect of life and ensure equal participation in development processes.

Women are the real architects of the society. Women play different roles in society such as the Reproductive role, Productive role, and Community managing roles. The reproductive role encapsulates childbearing and upbringing responsibilities as well as domestic chores. In a productive role, whether a woman works in an organized, private, or public sector, buys or sells, does the chores at home as a housewife, or works at the farms, she should be recognized as doing productive work. In the Community management rule, the activities undertaken by women at the community levels as an extension of their reproductive role and the provision and maintenance of scale resources for collective consumption such as food, water, health care, and education (Ojha,2016).

According to Malala Yousufzai, there are two powers in the world, one is the sword and the other is the pen. There is a third power stronger than both, that of women.

Empowerment is the process of enabling or authorizing individuals to think, autonomously take action and control work. (Bhat,2015; Kaur,2018).

Women are playing bigger and bigger roles in the economic field as workers, consumers, entrepreneurs, managers, and investors. We can see women in almost every field; architecture, lawyers. Financial services, Engineering, Medical, and IT jobs. Women's monetary independence leads them to the way of empowerment. (Rani. K,2016)

Employment emancipates women from domination and secondarily, raises their daughters from inferiority to their brothers. The economic independence of women is changing their overall equations, perspective, and outlook. Women are breaking barriers and making extraordinary strides. Despite gender inequities across industries, women are consistently forging ahead and shattering glass ceilings. United Nations Secretary-General Kafi Annan said," There is no tool for development more effective than the empowerment of women" on International Women's Day in 2002.

Reasons why Education Empowers:

Education gives women more employment opportunities. Namita Datta of the World Bank once said that women not only need more jobs but also better jobs. Education for women and girls equips them with more skills and knowledge, thus qualifying them for better jobs.

Education also decreases societal gender stereotypes, which promotes the acceptance of women in higher learning and decision-making positions, and employment opportunities will be greatly improved.

Education leads to fewer unintended pregnancies and delayed marriage. A study in the Journal of Reproductive Health found that educational status is one of the largest determinants of unintended pregnancies, with less-educated women being far more prone to them than those who complete primary or secondary school education.

Uneducated women are more likely to marry before the age of 18 than those who attend secondary school. Education thus empowers women to decide when to become both pregnant and married, leading to an increase in their socio-economic status.

Education improves Women's Health. When women and girls are educated, they make smarter decisions about their health. As per the article by Marcella Alsan & David Cutler, educating women leads to better sexual health, which leads to lower rates of STI contraction.

Education increases Women's Political participation. A study out of Gombe State University in Nigeria found that there is a direct relationship between Women's educational attainment and political participation.

An educated woman provides an infrastructure for the family to grow up in a competitive world. Studies revealed that she brings better, educated, and healthier children and thus carries social and economic productiveness in the micro economy i.e. household. Education enables women to build their lives understanding and helps families, societies, and nations as a whole to gain competitiveness. It plays an important role in enhancing the livelihood conditions for women (Yousuf, 2019).

Literacy rate of Females:

The literacy rate in India was 74.04% in 2011 and will increase to 77.7% in 2021. The literacy rate of Females in India was 65.46% in 2011 and it increased to 70.3% in 2021. The literacy rate of males was 82.14% in 2011 and increased to 84.7% in 2021. (Courtesy: Census of India 2021).

The main causes for the low literacy rate among women are

Social discrimination; Economic exploitation; Perception towards girl child to contribute to domestic work only; No decision-making authority at home; A girl child is considered a liability who is meant to marry and will not contribute to economic and social development; low enrolment ratio in schools; low retention rate and high drop rates; Lack of faculties in schools; schools establishment at distant places; security issues; inadequate sanitary facilities in schools etc.

Women Education:

Education has enabled women to exercise their rights on an equal footing with men and participate in National development. "Education is the milestone of women's empowerment because it enables them to respond to the challenges to confront their traditional role and change their lives. Merits of women's education include Gender equality,

Economic productivity, Improved living standards, strengthening of democracy, social Improvement, fall in infant mortality, rationality in decision making, and knowing about their rights. (Suguna, 2011)

Higher Education raises women's status whether they contribute to the income of the family or not, by enhancing their confidence, raising their children in their family and society, bringing awareness about their rights, boosting their self-esteem, increasing their self-efficacy, reducing their dependency, better upbringing of their children, enhancing their mobility, opening career opportunities.

The hindrances in the path of women's empowerment and higher education are lack of education, financial constraints, family responsibility, low mobility, low ability to bear risk, low need for achievement, absence of ambitions for achievement, and social status. (Khushboo Singh, 2016)

The National Policy of Education, 1986 has emphasized the need for women's education for their effective participation in social and economic activities. **The National Policy for Empowerment of Women, 2001** stated, "Equal access to education for women and girls will be ensured, special measures will be taken to eliminate discrimination, universalize education, eradicate illiteracy and create a gender-sensitive educational system, increase enrolment and retention rates of girls and improve the quality of education to facilitate life-long learning as well as the development of vocational or technical skills of women.

The National Policy of Education emphasizes core values such as equality between sexes, ending social evils, and practices derogatory to women, etc. The main motto is to promote equality between sexes break the gender stereotype approach and break all barriers of gender discrimination. Basic education of girls and women improves key development outcomes, such as reducing fertility and child mortality or increasing worker productivity it is often assumed that education enhances women's well-being and gives them a greater voice in household decisions, more autonomy in shaping their lives, and better opportunities for participating in the community and labor market. Specific moment goals in existing policies will be achieved, with a unique focus on girls and women, particularly those belonging to weaker sections. (T.Muthyalu, 2019)

Women are less empowered in every field of society. Even as young children, girls are often discriminated against and deprived of access to nutrition, education, and many other basic entitlements. Women's education has cognitive abilities to increase the quality of life for women and also lead to other benefits (Jyoti Devi, 2019).

Higher levels of education have greater economic returns for women than men. In India, a recent study found that the wage benefit for women with secondary education was double that for men.

The government of India has also enacted some specific laws to protect the interests of women and for the upgradation of women's status.:

They are

The Hindu Succession Act, 1956: It provides equal rights to women in Parental property.

The Dowry Prohibition Act, 1961: This Act declares the taking and giving of dowry an unlawful activity.

Equal remuneration Act, 1976: It provides equal remuneration compared with men to women for work of equal value.

The Medical Termination of Pregnancy Act, 1971: This Act legalizes abortion granting the right of women to go for abortion based on physical and mental health.

The Criminal Law Amendment Act, 1983: It seeks to stop a various number of crimes against women.

The Indecent Representation of Women (Prohibition) Act, 1986: It prohibits the vulgar presentation of women in the media such as newspapers – Cinema, Television, etc.

The Protection of Women from Domestic Violence Act, 2005: This Act provides effective protection for women guaranteed in the Constitution who are victims of violence of any kind occurring within the family and society.

Constitutional Provisions, special laws, and National policies in support of Women's Empowerment:

The importance of women as a human being resource was recognized by the Constitution of India which has not only accorded equality to women but also empowered the state.

Several Articles in the Indian constitution safeguard the socio-economic development of women and their participation in the decision-making process of society.

Article 14: Article 14 grants equal rights and opportunities to men and women in the socio-economic and political spheres.

Article – 15(1): It prohibits discrimination against any people based on their sex, caste, religion, race, and place of birth.

Article – 16: Equal opportunities in matters of public employment to all citizens.

Article – 39(d): Grants equal pay for both men and women.

Article 42: The State has to make provisions for ensuring humane conditions of work and maternity relief.

Steps taken by the Government for Women Empowerment:

Mahila Samakya Programme: It was started in 1988 as a repercussion of the New Education Policy. The objective of this program was to empower females in rural areas especially socially and economically marginalized groups.

Sarva Shiksha Abhiyan (SSA): This Programme was started in 2001 by the Indian government. The main aim is to attain universal elementary education in a prescribed schedule as provided by the 86th Amendment of the Indian constitution. The program provides compulsory and free education to children of the age group between 6 -14 years as a fundamental right.

Kasturba Gandhi Balika Vidyalaya Scheme (KGBVS): This scheme was launched in July 2004, to provide education to girls at the primary level in rural areas.

National Programme for Education of Girls (Elementary Level): This step was taken by the government in July 2003. In this model, educational institutes were started whose main objective was to provide fair chances for girls' education.

Beti Bachao Beti Padhao: This was started in 2015 as the flagship central Government program in Panipat, Haryana. This program promotes general awareness and improves the efficiency of welfare services specially meant for girls in India. It aims to save the girl child and educate the girl child for the better progress of the country.

Start-up India: This was started in 2016, and provides at least one woman for each bank branch in the country with a bank loan between INR 10L - 1 crore to start a virgin enterprise.

Rashtriya Mahila Kosh: This was started in 1993, and it offers a wide range of credit solutions to help women develop money and assets. Under this policy, a firm can also get a maximum loan of 10L to start up.

Suggestions:

Education plays a vital role in enhancing the quality of women and increasing the quantity of knowledge that is used in various fields where they survive.

Women should be aware of their rights and encouraged in every field of life.

Education trains the girl child to live independent and free from their domination

Consciousness of education is essential whether girls from rural or urban areas.

All woman should have the independence to live their lives according to their choice and be given the chance to select their area of interest like education, employment health, etc.

There is a need to transform the attitude of the people who still neglect the female child or women.

Change the system toward women-based sex discrimination

Awareness needs to know that women are effectively good contributors to the socio-economic development of the nation.

Arrange different kinds of training, workshops, and courses for grooming girls and women to enhance self-esteem and self-confidence.

Conclusion:

There is a positive relationship between education and women's empowerment. The essential aspect is that in these societies the issue of women's empowerment has been facing certain serious challenges, which are the outcome of certain evil norms and attitudes such as child labor, child marriage, illiteracy, superstition, the partial attitude of the parents, female feticides etc. and in such circumstances, the imperative need is for the empowerment of women. Facilitating women's empowerment requires establishing an environment that enables their active participation in educational initiatives and ensures they reap the associated advantages. Empowerment of women intends to motivate them towards acquiring higher literacy levels, better health care for women and their children, equal ownership of productive resources, increased participation in socio-economic and commercial sectors, awareness of their rights, improved standard of living, and achievement of self-reliance, self-confidence, and self-respect among women.

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WOMEN'S CAREER AND ECONOMIC ADVANCEMENT

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Abstract

A U-shaped curve was revealed by Goldin's analysis of data spanning 200 years: female participation initially decreased in the 19th century before starting to increase once more in the 20th century. Although women had previously worked in agriculture, they stopped when industrialization occurred. The influx of women into the workforce ensued with the growth of the services industry and the accessibility of contraceptive pills. According to Goldin's research, investing in higher education and delaying marriage until later in life are the two main ways to encourage more women to enter the workforce. Despite this, Goldin's research revealed that there was still a significant pay disparity between men and women in the same profession; in fact, this gap widened once a woman had her first child. Although her study was centered on the US, her findings can be applied to many other countries.

Keywords: *Women's job market, gender wage gap, women's world of work, labour force, parenthood, Women's education.*

WOMEN'S CAREER AND ECONOMIC ADVANCEMENT

“For economists, change is important — change is interesting. Therefore, men are boring and women are interesting.” — Claudia Goldin

Harvard professor Claudia Goldin was recently given the Nobel Memorial Prize in Economic Sciences for her contributions to the global knowledge of women's advancement in the workforce.

In terms of economics, Goldin's work was among the first to recognize the contributions of women. It provided insight into the historical pattern of the pay gap and its underlying causes. She has produced "the first comprehensive account of women's earnings and labour market participation through the centuries," according to the jury. Despite their expanding numbers, women are still disproportionately underrepresented in the workforce and earn far less than males do. The jury found that, compared to 80% of males, only around half of women work worldwide; furthermore, women are less likely to grow in their careers and earn less money.

In reality, Goldin traced the development of the gender wage difference in the country and presented the first thorough history of American women's earnings and job market outcomes across several centuries.

Since 1989, when she became the first female faculty member to be awarded tenure in Harvard's economics department, Dr. Goldin, now 77, has been a trailblazer in her field. Her extensive research has examined the origins of the gender pay gap, the changes in women's

employment during the previous 200 years, and the consequences for the labour force's future.

Dr. Goldin received recognition for her studies on women's employment, which demonstrated that when the economy shifted from agricultural to industry in the 1800s, married women's employment fell. The 1900s saw a rise in women's participation as the economy's service sector started to grow.

According to Dr. Goldin, the 1970s in particular was a "revolutionary" time for women in the US economy as they made significant advancements in higher education, started marrying later, and entered the workforce. During those years, birth control became more widely accessible, eliminating what Dr. Goldin has called a "potent" motive for early marriage and allowing women more opportunities to develop their identities outside of the house.

Additionally, Dr. Goldin has provided historical examples of the unequal progress made in closing the gender wage gap. The progress towards closing it has stalled recently: in the United States, women currently earn just over 80 cents for every dollar earned by males.

In the past, occupation, and education may have been used to explain gender income differences. The Nobel Committee noted that Dr. Goldin's research has demonstrated that the majority of the wage gap now exists between men and women performing similar tasks. Interestingly, it begins when a lady gives birth to her first baby.

For example, a study conducted over 15 years by Goldin and colleagues at the University of Chicago found that the pay disparity began to expand a year or two after a woman gave birth to her first child.

Claudia Goldin's work has "shaped much of the current research on women and labor markets," and her conclusions "have vast societal implications." She noted that it still exists today, citing Dr. Goldin's recent release of a working paper that explains why women made so significant progress in the 1970s and why it has stalled since then.

Nobel laureate Claudia Goldin's study brought attention to the impact of marriage, parenthood, and contraceptive pill use on women's educational, professional, and financial paths.

Goldin's groundbreaking research has illuminated women's labor market engagement over the past 200 years and the reasons why the gender wage gap persists despite the likelihood that many women in high-income nations have higher levels of education than males.

These are her main conclusions:

Previous data provided further context

Before the publication of Goldin's book in 1990, the majority of the data had been released for the 20th century, and experts thought that women's labour force participation increased in tandem with economic growth. Goldin used historical data to show that, before industrialization, a greater proportion of women were probably employed in cottage

industries and agriculture-related fields. As industrialization increased, factories became the primary places of employment, making it more difficult for women to leave their homes and commute to work.

With the expansion of the services sector in the early 20th century, this trend was reversed. Women's access to jobs and higher education was also greatly influenced by marriage and the contraceptive pill.

The constraints of matrimony

According to Goldin's research, by the turn of the 20th century, just 5% of women were married, compared to about 20% of women who worked for a living.

"Marriage bars" are laws that frequently prohibit married women from working as teachers or office workers, according to Goldin. Married women were shut out of certain segments of the work market, despite the growing demand for labor. The Great Depression of the 1930s and the years that followed saw a peak in this kind of legislation, although it wasn't the only cause. Women's ambitions for their future professions are a significant contributing element to the gradual closing of the employment gap between men and women, as Goldin also showed.

Because women's expectations were shaped by their mothers' experiences, they did not make decisions about their schooling or careers with the hope of leading long, fulfilling lives.

Contraceptive Pills

By the end of the 1960s, women could plan their careers and parenting and have more control over childbearing thanks to the widespread use of simple contraceptive tablets. Beyond the services industry, women also pursued studies in fields including economics, law, and medicine.

Women were now catching up in terms of education and career opportunities. But there was one stark disparity that persisted and still does: the gender-based pay divide.

Parenthood and the pay gap

During the period when men and women worked in factories, where wages were determined by the countable output of each day, the pay gap was not very large. However, it widened when monthly pay contracts were introduced. One factor that had a significant impact on the difference in pay between men and women was childbirth. Women were penalized at work for taking on more of the parenting duties after a child was born, which resulted in a slower rise in pay.

In a 2010 paper, Goldin and her co-authors, Marianne Bertrand and Lawrence Katz, showed that starting earnings gaps are negligible by examining how income disparities between men and women developed over time. But the moment a kid is born, the pattern reverses; even if a woman has the same level of education and occupation as a man, her wages start to decline right away and don't rise at the same rate.

Conversations about all facets of the economy are framed by stories about women, the workforce, and their jobs. The research grows increasingly sophisticated when basic assumptions are questioned, such as what constitutes work. That is precisely what the recent Nobel laureate Claudia Goldin's brilliant, profound, and incredibly helpful work does.

Similar to a detective, Ms. Goldin has uncovered a history of economic marginalization for women via the everyday lives of these individuals. Her research uncovers the reasons behind the persistent gender gap and provides the first thorough analysis of women's incomes and labor market participation over centuries. It dispels the misconception that as economies expanded, so did the participation rate of women in the labour force. The Nobel Committee has given formal validity to the work of economists studying gender discrimination in the job market, a widespread occurrence, by selecting Ms Goldin to receive the top award in Economics. The World Economic Forum estimates that, at the current rate, it will take 169 years to close the gender gap in economic participation and opportunity. Notably, although the majority of the data used in Ms. Goldin's research came from American sources, other nations, particularly India, can learn from it. This is the state of Claudia Goldin's arguments in a nation such as ours where home-based labour is significant.

India's experience with female labour

Over the past 20 years, as jobs have shifted from agriculture to manufacturing, services, and construction, India's female labour force participation has decreased. Azim Premji University's State of Working India survey also reveals a U-shaped pattern for married urban working women in India. The likelihood that a woman will go to work decreases as her husband's income rises and then climbs once more when it surpasses ₹40,000 per month. Women only make 76% of what men do, which indicates a significant gender pay discrepancy.

According to Goldin's research, investing in higher education and delaying marriage until later in life are the two main ways to encourage more women to enter the workforce. Wage inequalities were shaped by family life; they were wider as women reduced their work hours. According to Goldin, "if firms did not have an incentive to disproportionately reward individuals who labored long hours and worked particular hours," the gender gap may be reduced or eliminated. She noted that the business, financial, legal, and health sectors had not undergone these kinds of reforms.

According to the WEF's Global Gender Gap Report 2022, India has the lowest female labour force participation rate (19.23%) among the G20 countries and the lowest rate globally, worse even than Saudi Arabia. This is true despite declining fertility and rising school enrolment, two key variables influencing women's engagement in the labour force. An increase in FLFPR should have been connected with the changes in these parameters during the past few decades. Instead, since 2004, India's FLFPR has been declining, according to estimates from the World Bank. This is where Ms. Goldin's research is useful because it demonstrates that women pay a hefty price for "temporal flexibility," which refers to the option to work fewer or more flexible hours to support their families at the cost of a huge difference in wage. The majority of unpaid household chores are completed by Indian women at home. Due to family obligations, many women choose not to take paid jobs in India's

traditional labour market, which offers few high-quality flexible working opportunities. The pandemic in India provided evidence of this. In the first month of the pandemic, nearly 17 million Indian women were forced to resign from their employment due to the increased household care responsibilities during the lockdowns. By 2022, women's participation in the labour force had dropped to a pitiful 9%. Regretfully, neither has their return rate been good. Indian women face an additional barrier because they are invisible in the informal economy. In India, at least 17.19 million women labour from home for very meagre, capricious pay with no social protection.

One of the biggest developments in society and the economy over the past century is the convergence of men's and women's roles. Society must make adjustments to the labour market, particularly in the way occupations are structured and compensated to improve temporal flexibility, to guarantee equality in the workforce.

She demonstrates how, if employers did not compensate workers for working long hours or specific hours when they are needed at home for dinner, child care, and other family obligations, the gender pay gap would be significantly narrowed. However, some working mothers find the job's rigidity to be unbearable.

Goldin discovered that both men and women may do equally well in a wide range of flexible-hour vocations. As programmers or chemists, for instance, Professionals of any gender can cover for one another in fields including science, technology, and health.

Goldin proposes that governments should provide more generous childcare and that businesses should make flexible and part-time work more productive and well-paid to close the "couple equity" gap, which occurs when a working man earns more than a working mother in the same household. Essentially, "redressing the pay gap will require revisiting the social norm that women are primarily responsible for child-rearing".

A key lesson from Goldin's work is that when a society moves from one stage of development to another, the causes of the gender gap change. Instead, her research emphasises which variables matter most at different phases of economic growth and—most importantly—how different drivers of gender disparities frequently interact with one another.

Goldin's insightful analysis of women's economic history has revealed new information on the various facets of gender disparities in the workforce, as well as the factors that have shaped these gaps historically and currently.

A Nobel laureate's perceptive study inspires investigation that questions or modifies preconceived notions. The greatest approach for India to honour Ms. Goldin's contribution would be for policy to consider the issues her study raises and use those insights to make analysis and decision-making inclusive of both genders.

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IMPACT OF COVID-19 ON SOCIO-ECONOMIC CONDITIONS OF THE DOMESTIC WOMEN WORKERS IN RURAL TELANGANA

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Abstract

Women in the household are often in charge of managing the domestic workers, thus they prefer to hire women over males. The fact that female domestic workers earn less money than male domestic workers is another contributing factor. In India, doing household duties has never been considered work. Mothers, wives, children, and sisters are typically thought of as domestic employees who carry out chores for free. Even though there are skill sets required for household tasks like cooking, cleaning, child care, etc., they are still seen as having a low value in the labour market.

The paper has been divided into two sections, one is on research methodology, and the other one is the impact of COVID-19 on the socio-economic conditions of the domestic women workers in the study area. The main objective of the research study is to examine the impact of COVID-19 on the socio-economic and living conditions of domestic women workers in the selected research areas. Responding to the entire population was difficult. That is why the researcher chose a few samples from each study area for interview. Samples selected for sampling women domestic workers participated in the study and selected sample for this study is 320 sample respondents for research purposes based on a Proportionate Stratified Simple Random Sampling is sampling method. The outcomes of the study have been drawn using the Chi-square Test in the SPSS package.

Keywords: *Women, Domestic Women workers, COVID-19, Socio-economic conditions, Schemes.*

Introduction

Women in the household are often in charge of managing the domestic workers, thus they prefer to hire women over males. The fact that female domestic workers earn less money than male domestic workers is another contributing factor. In India, doing household duties has never been considered work. Mothers, wives, children, and sisters are typically thought of as domestic employees who carry out chores for free. Even though there are skill sets required for household tasks like cooking, cleaning, child care, etc., they are still seen as having a low value in the labour market. Domestic employment therefore belongs to the unorganised sector, where employees' legal rights are not protected by legislation. Domestic workers are unable to seek justice in incidents of abuse or exploitation since there are no laws

protecting them. Even though slavery was made illegal, the situation faced by domestic workers is strikingly comparable to that of a slave. Women have fought for the right to exist throughout history. The rights of domestic employees to legal protection and redress against exploitation remain entirely untouched, even after they have gained their freedom for many years. Still, they are under suppressive conditions.

The paper has been divided into two sections, one is on research methodology, and the other one is the impact of COVID-19 on the socio-economic conditions of the domestic women workers in the study area.

Section-1

It provides the objectives of the study, hypothesis, research methodology, and limitations of the study.

Objectives of the study

1. To examine the effects of COVID-19 (Phase-I Lockdown) on the socio-economic conditions of women domestic workers.
2. To provide some suggestions and recommendations to improve the working conditions for domestic women workers.

Hypotheses of the Study:

1. H_0 : There is no significant association between the opinion on whether paid wages during the period of lockdown and the social status of the respondents.
 H_1 : There is a significant association between the opinion on whether paid wages during the period of lockdown and the social status of the respondents.
2. H_0 : There is no significant association between Expenditure level during COVID-19 and Income levels
 H_1 : There is a significant association between Expenditure level during COVID-19 and Income levels

Research Methodology

The study chose the areas where the majority of employers are situated, including Bhagath Nagar, Vidyanagar, Jyothi Nagar, Mankammathota, Mukarampura, and Saptagiri Colony, to examine the socio-economic situations of women domestic workers. Only women who work as housekeepers at their employers' houses have been included in the study. The present study's duration is from 2019 to 2022. Under proportional stratified simple random sampling, a sample size of 30% of the universe is chosen.

Selection of Respondents' Sample Size

Table No. 1

Area Wise Distribution of Sample Size in the Karimnagar City

S. No.	Name of the areas	Total Domestic Workers (Universe)	Sample Size 30% (320/1065x100)
1	Jyothi Nagar	150	45
2	Vidya Nagar	223	67
3	Bhagath Nagar	203	61
4	Mukarampura	187	56
5	Saptagiri Colony	146	44
6	Mankammathota	156	47
	Total	1065	320 (1065x30/100)

Source: *Census of India-2011 & The Domestic Women Workers registered in Karimnagar Collectorate Office, 2012.*

The data on 320 women domestic workers is displayed in the table above. These women were selected as a sample for the study's selected areas of research.

Sampling Methods

The study chose 320 women domestic workers as sample respondents. The methods used for the data collection as Cluster sampling under the category of Probability sampling method, and convenience and purposive sampling under the category of Non-Probability sampling method.

Research Design

The data was collected by the researcher from both primary and secondary sources using information from women domestic workers who participated in a sample survey.

Statistical Techniques Used to the Study

The researcher applied cross-tabulation, mean, median, standard deviation, and Chi-Square tests to assess the multivariate variables using the proper conventional statistical methods. In addition, percentage analysis is used to display the outcome with the use of pictorial presentation as needed.

Limitations of the Study

- i. The study's examination of the financial status of women who work as home employees and their working conditions is its main focus.
- ii. As it was difficult to cover the entire region of Karimnagar and other cities of Telangana State, the researcher has chosen the area of Karimnagar city, due to time, cost, and other constraints.

SECTION –II

The Section provides the impact of COVID-19 (Phase-I Lockdown) on the Socio-Economic Conditions of the Domestic Women Workers.

It explores the impact of Covid -19 during the lockdown (Phase-I Period of Lockdown) on the socio-economic circumstances of domestic women workers, including removed /stopped from work during the lockdown, the reasons why they were removed from work, whether they were called back to work after the lockdown, and whether they were aware of the programmes designed to combat the Covid -19 pandemic by assessing variables such as social category, marital status, educational attainment, etc., in the study area. The data is analysed by the study's goals and hypotheses, and the results are inferred using the appropriate statistical tests.

Table No. 2**Cross Tabulation of the COVID-19 Effect on Socio-Economic Conditions of WDWs**

COVID-19 affected socio economic conditions	Place of Work						Total
	Vidya Nagar	Bhagath Nagar	Mukarampura	Mankam-mathota	Jyothi Nagar	Saptagiri Colony	
Yes	67	61	56	47	45	44	320
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total	67	61	56	47	45	44	320
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary Data

WDWS: Women Domestic Workers

The table presents the effect of COVID-19 on the socio-economic conditions of domestic women workers. It shows that 100% of the workers were severely affected by COVID-19 in their socio-economic conditions. The pandemic led to devastating impacts on the livelihood of poorer sections of the society and wage earners in the society and pushed them to economic and social margins, further and further.

Table No. 3**Cross Tabulation of the Reason to Stop/Removed from the Work of WDWs**

Stopped/ removed from the work	Place of Work						Total
	Vidya Nagar	Bhagath Nagar	Mukarampura	Mankam-mathota	Jyothi Nagar	Saptagiri Colony	
Employer	58	53	45	39	38	38	58

	86.6%	86.9%	80.4%	83.0%	84.4%	86.4%	86.6%
Transportation Restriction	6	4	7	5	4	4	6
	9.0%	6.6%	12.5%	10.6%	8.9%	9.1%	9.0%
Self Decision	3	4	4	3	3	2	3
	4.5%	6.6%	7.1%	6.4%	6.7%	4.5%	4.5%
Total	67	61	56	47	45	44	320
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary Data

WDWS: Women Domestic Workers

The table exhibits the reasons for the stopped work of domestic women workers during the pandemic lockdown period. It is stated that 86.6% of the workers were removed by the owners due to the pandemic situation, 9.0% of the respondents were stopped with the restrictions of transportation and 4.55 of the workers stopped because of their own decision due to the fear of contamination of the virus.

Table No. 4

Cross Tabulation of the Expenditure During Lockdown to the WDWs

Expenditure during Lock down	Place of Work						Total
	Vidya Nagar	Bhagat h Nagar	Mukara -mpura	Mankam -mathota	Jyothi Nagar	Saptagir i Colony	
Increased	62	56	51	42	40	40	291
	92.5%	91.8%	91.1%	89.4%	88.9%	90.9%	90.9%
Decreased	3	3	3	3	3	2	17
	4.5%	4.9%	5.4%	6.4%	6.7%	4.5%	5.3%
None	2	2	2	2	2	2	12
	3.0%	3.3%	3.6%	4.3%	4.4%	4.5%	3.8%
Total	67	61	56	47	45	44	320
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary Data

WDWS: Women Domestic Workers

The table depicts the expenditure levels of the respondents during the COVID-19. It is inferred that the majority of the workers have increased their expenditure levels due to the pandemic situation with the hike of the prices of food/ groceries during a pandemic.

Table No. 5

Cross Tabulation of the Awareness of Atma Nirbhar Bharat Rozgar Yojana by Govt. of India to Minimize the Impact of COVID-19 by Workers

Aware of the Atma Nirbhar Bharat Rozgar Yojana by Govt. of India to minimize the impact of Covid 19	Place of Work						Total
	Vidya Nagar	Bhagath Nagar	Mukarampura	Mankam-mathota	Jyothi Nagar	Saptagiri Colony	
No	67	61	56	47	45	44	320
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Total	67	61	56	47	45	44	320
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Source: *Primary Data*

WDWS: Women Domestic Workers

The table reveals the awareness levels of Atma Nirbhar Bharat Rozgar Yojana by Govt. of India to minimize the impact of Covid 19 by workers. 100% of the workers were not aware of the scheme and its benefits. Due to that, all the selected sample workers lost the benefits through the scheme in the study area during COVID-19 or after.

Hypothesis-1

The hypothesis is given below tested using Chi-Square

Null Hypothesis

H₀: There is no significant association between the opinion on whether paid wages during the period of lockdown and the social status of the respondents.

Alternative Hypothesis

H₁: There is a significant association between the opinion on whether paid wages during the period of lockdown and the social status of the respondents.

Table No. 6

Association between Paid Wages During the Period of Lockdown and the Social Category of the Respondents

Paid Wages during the period of lockdown	Social Category				Total
	SC	ST	OBC	Others	
Yes	15	5	5	6	31
	9.0%	11.4%	9.6%	10.3%	9.7%
No	151	39	47	52	289
	91.0%	88.6%	90.4%	89.7%	90.3%
Total	166	44	52	58	320
	100.0%	100.0%	100.0%	100.0%	100.0%

**The Chi-Square Statistics is Significant at .05 Level*

Table No. 6. A.

Chi-Square Test: their Paid Wages during the period of Lockdown and their Social Category

Aware of the Govt. Schemes	Social Category	
	Chi-Square	.251 ^a
	df	3
	Sig.	.969

**The Chi-Square Statistics is Significant at .05 Level*

Inference:

As per the table and graph above, the Pearson Chi-Square test value ($p=.969$) is greater than the significant value at 0.05 level ($p=.969 > 0.05$). Thus, the null hypothesis is accepted and the alternative hypothesis is rejected.

Findings:

It is found that there is no significant difference between the social category and the paid wages during the pandemic which has been done by testing the hypothesis using the Chi-Square test. It is observed that SC category workers were more in number during the pandemic.

Table No. 7

Are you aware of the Atma Nirbhar Bharat Rozgar Yojana by Govt. of India to Minimize the Impact of COVID-19 on Workers and Social Category

Aware of Atma Nirbhar Bharat Rozgar Yojana	Social Category				Total
	SC	ST	OBC	Others	
No	166	44	52	58	320

	100.0%	100.0%	100.0%	100.0%	100.0%
Total	166	44	52	58	320
	100.0%	100.0%	100.0%	100.0%	100.0%

Source: Primary Data

The table reveals the social categories and awareness of Atma Nirbhar Bharat Rozgar Yojana programmes among the domestic women workers in the study area. It is stated that the majority of the SC workers are not aware of the Atma Nirbhar Bharat Rozgar Yojana and they expressed their opinion that they did not know this scheme and that they could not utilize it for their benefit.

Hypothesis – 2

The hypothesis is given below tested using Chi-Square

Null Hypothesis

H₀: There is no significant association between Expenditure level during COVID-19 and Income levels

Alternative Hypothesis

H₁: There is a significant association between Expenditure level during COVID-19 and Income levels

Table No. 8

Association Between Expenditure Level During COVID-19 and Income Levels

Expenditure level during COVID-19	Household Income Levels			Total
	Up to 3,000/-	Rs.3,000/- to Rs. 5,000/-	Rs. 5001 and above	
Increased	169	94	28	291
	88.9%	92.2%	100.0%	90.9%
Decreased	14	3	0	17
	7.4%	2.9%	0.0%	5.3%
None	7	5	0	12
	3.7%	4.9%	0.0%	3.8%
Total	190	102	28	320
	100.0%	100.0%	100.0%	100.0%

Source: Primary Data

Table No. 8. A**Chi-Square Test: Expenditure Level During COVID-19 and Income Levels**

	Marital Status	
	Chi-Square	17.890 ^a
	df	6
	Sig.	.007

**The Chi-Square Statistics is Significant at .05 Level*

Findings:

It is found that there is a significant difference between household income levels and expenditure levels during the COVID-19 pandemic, which has been inferred by testing the hypothesis using the Chi-Square test. It is approved that there is a significant deviation of the expenditure levels increased due to the hike of the prices and unavoidable of the goods in the market during the COVID-19 pandemic.

Conclusion

The Indian socio-economic conditions are fast changing triggered by scientific and technological advancements. During the last three decades, every field has been improved by these advancements coupled with globalization. But, the recent COVID-19 wave halted or caused damage to the growth of certain areas. Like all other workers in the unorganized sectors, domestic women workers came under the disastrous impact of the pandemic on socio-economic conditions. The present research study, it is hoped, will throw new light on the changing conditions of domestic women workers and their contribution to the national economy and social life.

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MATRIARCHAL SURVIVAL IN THE AMITAV GHOSH'S TRILOGY

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Abstract

The status of women was particularly challenging, and their situation was further exacerbated under colonial administration. The novel demonstrates that the use of opium has a direct or indirect impact on the lives of all female characters. In this analysis, I will provide a concise examination of the individual characteristics of each woman, with particular emphasis on Deeti. Paulette, the daughter of a French botanist residing in Calcutta, demonstrates a profound appreciation for both Indian and French cultures. The historical context of colonial governance in India was characterized by the pursuit of meeting the demand for opium in China. The author's depiction of women exhibits a high degree of realism. The work exhibits a notable disparity in the representation of female characters as compared to their male counterparts. In the novel "Sea of Poppies," the author endeavors to depict the process of empowering women, enabling them to attain independence in subsequent periods. The novel explores the historical context of colonialism, specifically focusing on the cultivation of opium in India to meet the demand in China, as well as the movement of indentured laborers to Mauritius for employment in plantations. The novel vividly portrays the struggle of women during colonial rule within the given environment.

Keywords: Colonial, Opium Trade and Survival.

INTRODUCTION

Amitav Ghosh has depicted ladies belonging to diverse segments of Indian society. The social status of affluent women does not significantly diverge from that of women belonging to lower socioeconomic strata. The female characters within the story are subjected to various forms of gender-based discrimination, as well as being impacted by prevailing class and caste hierarchies. Ghosh has explored the theme of spiritual love that exists between a deity and a follower. Deeti, an individual of a common rural background, is wedded to Hukum Singh, a former member of the British army's unit, who coincidentally served with her brother Kesri Singh. The union between Deeti and Hukum Singh has been arranged without her prior agreement, as this proposition is perceived as more favorable compared to marrying an individual significantly older than Deeti. Hukum Singh sustained an injury to one of his lower limbs during his service in the British military, resulting in impaired mobility. However, this physical condition is regarded as a very insignificant issue within his marital relationship.

WOMEN STRUGGLE IN COLONIAL SOCIETY

The dowry provided by the woman contributes to the construction of the roof of her husband's residence. He is employed in a facility involved in the production of opium located in Ghazipur. The protagonist's aspirations are tragically disrupted on the initial evening of her matrimony, as her spouse coerces her to inhale opium, rendering her unconscious. During this vulnerable state, she becomes a victim of sexual assault perpetrated by her brother-in-law, Chandan Singh, with the complicity of her uncle, Bhyro Singh. The realization of her uncle Bhyro Singh's involvement in her sexual assault by her brother-in-law only occurs during her journey on the Ibis.

Deeti is rescued by Kalua, an individual belonging to the untouchable caste inside a society governed by patriarchal legal systems. Kalua rescues her from the engulfing flames and thereafter immerses himself in the sacred waters of the Ganga River. The mother decides to entrust her daughter to the care of her brother's household, as she believes that Kabutari would be secure in that environment. She assumes the role of leader of the grimly on Ibis. The individuals aboard the ship refer to her as "bhangi" due to her possession of the solution to their many predicaments, as acknowledged by both male and female individuals.

The individual in question exhibits a strong sense of self-assurance and a willingness to advocate on behalf of individuals facing difficulties. Paulette, the offspring of a French botanist, was born on a vessel owned by Jodu's father. Tragically, her mother passed away during the voyage. The individual in question is raised by Jodu's mother in a manner akin to that of her offspring. Upon Paulette's birth, Jodu's mother departs, leaving him exposed and reclining on the boat. To maintain proximity to her expiring mother, Paulette is promptly swathed in a blanket. She refers to her Tantima as her maternal aunt. The individual acquires proficiency in the Bengali language and subsequently introduces solid sustenance into their diet by consuming rice as their first choice.

In the portrayal of Neel's wife, Malti, it becomes evident that she assumes a passive role as a victim, with her circumstances being no more favorable than those of Deeti. Her existence is governed by the regulations of a patriarchal system. The woman is assigned the societal roles of a mother and wife, without any accompanying expectations, while her husband indulges in a relationship with his mistress, Elokeshi, who ultimately betrays him upon his loss of property. The woman assumes the role of a passive observer within the household, fulfilling her chores without engaging in critical inquiry towards her spouse. However, when Neel finds himself incarcerated and facing imminent deportation to Mareech, he also experiences the confiscation of all his assets. She visits the correctional facility to meet him and displays no indication of the catastrophic event that has utterly devastated their lives. The individual is compelled to reside in a modest dwelling and her one instruction to Neel is to prioritize his well-being. The woman experiences hardship as a result of an error made by her spouse, however, she refrains from expressing discontent.

In Mauritius, Deeti has assumed the role of a leader in her life, caring for her kid. Kalua, Jodu, and Serang Ali formulated a strategic plan to relocate to Mergui, while Ah-Fatt and Neel decided to first go to Singapore and subsequently proceed to Malaca. Paulette resided in the residence of her cousin. Subsequently, Ah-Fatt and Neel were compelled to go

to Canton to conduct business, specifically the sale of opium. Accompanied by Ah-Fatt's father, they embarked on a vessel named Anahita. In addition to Mr. Fitcher, Paulette was relocating to Canton on the Redruth vessel, which was specifically designated for botanical collection. Consequently, the migration of the primary characters in the story to several nations presents enough opportunities for cultural interchange.

The selection process for individuals to be forcibly removed from this oppressed region raises the question of how fate had deviated so significantly from the populous coastal areas to instead target those who were deeply entrenched in the fertile soil of the Ganga, a land that required enduring hardship to produce its rich tapestry of narratives and melodies. The occurrence seemed akin to an act of destiny, where an unseen force forcefully penetrated the vital essence of the terrain, resulting in the removal of a portion of its afflicted core (SOP 340).

ASSIMILATE HOST CULTURE

Deeti and Paulette undertook migration not solely as a result of economic factors, but rather to establish a new life. An identity is established for individuals. These women possess the capacity to cultivate a cultural framework that enables them to construct and assert their individual and collective identities inside unfamiliar territory. They exhibit a lack of concern over their social standing within their nation of origin. In contrast, Ah-Fatt and Neel undertake migration as a means of ensuring their survival.

The negative impacts of Bahram's unsuccessful opium enterprise, which serves as the primary storyline in *River of Smoke*, are partially addressed by Shireen's siblings, who exploit this situation to further subordinate their sister. The primary misfortune for the protagonist is the unexpected revelation that Bahram was married to a woman named Chi-Mei in China, who has since passed away. It is via this marriage that Bahram fathered a son named Ah Fatt, also known as Freddie. Ah, Fatt's enigmatic presence as a prisoner aboard the *Ibis* is initially introduced to readers in the novel *Sea of Poppies*. The revelation of Chi-Mei is provided by a trusted acquaintance of Bahram, namely the Armenian individual known as Zadig Bey. Subsequently, Zadig Bey successfully persuades Shireen, who first expresses reluctance, to embark on a voyage to China. The purpose of this travel is twofold: to pay respects at her deceased spouse's burial site in Hong Kong.

In the year 1839, the Chinese government implemented a prohibition on the importation and trade of opium. Nevertheless, the highly profitable enterprise carries significant implications. Furthermore, the British Foreign Secretary issued instructions to the colonial administration in India, directing them to assemble a military force to restore commercial activities. Kesri Singh, a soldier in the army of the East India Company, is among a group of individuals who have been condemned. The individual proceeds in an easterly direction on the *Hind*, a vessel designed for transportation, which will facilitate his journey from Bengal to Hong Kong.

Women who experience oppression across many social classes. The majority of the characters within the narrative lack vocal agency, however Ghosh endeavors to imbue them with voice through his distinctive narrating approach. Individuals demonstrate resistance

against suppression by vocalizing their wishes and asserting their individuality. In the year 1839, Commissioner Lin implemented a prohibition on the trade of opium and enforced the closure of the Canton Channel. This event prompted Shireen Modi, a widow named Bahram Modi, to embark on a maritime journey to China to assert her late husband's financial gains. Her decision to take such a bold action was particularly noteworthy considering her upbringing in a highly traditional Parsi household. The individual in question was compelled to adhere to the determinations made by her brothers and the spouses of her daughters. However, despite their objections, she ventured to China and subsequently engaged in a romantic relationship with Zaidig Bey.

Shireen does not exhibit escaping tendencies, as she confronts the challenging reality of her husband's extramarital affair with a Chinese lady, resulting in the birth of their son, Freddie. Female characters are often portrayed as equally strong and independent as their male counterparts. Shireen embarks on a journey around China in pursuit of asserting her claim and seeking restitution for her portion. While she adheres to customary norms and rituals of her religion, she does not subscribe to the notion of masculine superiority. She exercises autonomy in making decisions and seeks consensus from other family members in addition to her judgment. Shireen Modi, the spouse of Mr. Bahram Moddie.

CONCLUSION

The prevailing norms and customs exhibited by individuals within a society are contingent upon the cultural context of that particular locale. Women who have been oppressed and marginalized have experienced suffering during both the pre-colonial and post-colonial periods. This phenomenon results in cultural subversion, wherein culture can serve as a conventional obstacle for women and underprivileged individuals within society. In this society, women are subjected to several constraints, whereas men are afforded the privilege of cultural independence. The majority of male characters in this literary work were depicted as having dual marital arrangements, with one spouse residing in their hometown and the other in their place of employment.

Bahram entered into matrimonial unions with Shireenbai as well as Chi-mei, who is employed as a laundry lady. Zaidig Bey, a companion of Bahram, enters into matrimony on two separate occasions. The primary role of Mr. Burnham's wife is to oversee the management and supervision of his household and its staff. The individuals exhibited a cultural inclination towards venerating various entities as representations of femininity (goddesses); nonetheless, they displayed a lack of willingness to accord due reverence to their spouses, sisters, and other female counterparts. The consideration of women's feelings was given the least priority.

Zaidig Bey and Bahram Modi exhibit contrasting approaches in their treatment and perception of their respective wives, despite both individuals being polygamous. Dear Bahram, Modi holds Shireenbai in high regard as a representation of social standing and respect. Additionally, Chi-Mei holds a significant place in his heart as a symbol of love. Consequently, Modi is unwilling to part ways with either of his wives. Sincerely, On the contrary, Zaidig Bey exhibits a full detachment from his initial family and prioritizes his second family, which is in dire need of his presence. However, Bahram Modi is hesitant to

proceed with this course of action due to his awareness of the potential consequences, including economic downturn and social stigma. Another example of injustice towards women can be observed when Mr. Fitcher asserts to Paulette that European women are prohibited from entering the city of Canton. The exclusion of European women was effectively enforced as a designated space where the presence of females was prohibited.

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ROLE OF WOMEN IN SOCIETY

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Abstract

In our society, women play an important role from birth till death. Despite showing proficiency in all their roles, in today's modern era, women seem to be standing behind men. In a male-dominated society, the ability of a woman is seen as less than that of a man. Despite the government running many awareness programs, the life of a woman has become much more complicated than that of a man. If we compare the condition of women today with the condition of mythological society, then it is visible that there has been some improvement in the situation. Now women have started working out of home. Contributing towards household expenses. In many areas, women have overtaken men. Day by day girls are making such records on which not only the family or society but the whole country is feeling proud. Women are the backbone of families and communities. Women's participation in politics is essential for the development of democratic societies. Despite the importance of women in society, women face numerous challenges that hinder their ability to contribute fully.

In recent years, however, there has been a growing awareness of the importance of women in society. This article will explore the role of women in society and highlight the importance of empowering women to create a better future for all.

Keywords: *Role of women, the status of women, Gender discrimination, Violence against Women, labour force, women empowerment.*

INTRODUCTION

Introduction: Women play an integral role in society, serving as prime initiators of outside assistance and facilitating transformative changes in family life. Despite their undeniable importance, women face numerous challenges hindering their full contribution. The theme for women is "Think equal, build smart, innovate for change," emphasizing innovative approaches for advancing gender equality. This study focuses on recognizing the essential role women play in society, particularly in the context of India.

Evolution of Women's Role in Indian Society: Over millennia, the status and role of women in India have undergone significant changes. In modern times, women have fought for their rights and equality, facing issues like inferior societal status, lack of education, early marriage, exclusion from public life, and poor conditions for widows.

Historical Movements and Reforms: The 19th and 20th centuries witnessed mass movements globally, with women advocating for their rights. In India, social reformers like

Raja Ram Mohan Roy and organizations like Arya Mahila Samaj worked against social evils. The post-independence era saw women standing against societal norms, addressing issues such as violence, gender equality, and justice.

Noteworthy Women's Organizations: Early organizations like Bharat Stree Mahamandal, Arya Mahila Samaj, and Bharat Mahila Parishad aimed to improve social conditions for women. The National Council of Women in India (NCWI) and the All-India Women's Conference (AIWC) played crucial roles in advocating for women's rights.

Women's Political Empowerment: Historical milestones in women's political empowerment include the Montague-Chelmsford Reform Act of 1919, granting women voting rights in state legislatures. Notably, Travancore-Cochin granted voting rights to women in 1920, setting a precedent. The Government of India Act 1935 established separate electorates for women.

Role of Women in Movements: Women actively participated in movements like the Non-cooperation movement, contributing significantly to protests, picketing, and even facing imprisonment. Their involvement marked a turning point in recognizing the indispensable role of women in societal change.

Contemporary Role of Women: In modern society, women have transcended traditional roles. They are primary caretakers and educators, and increasingly contributing to the workforce. Women's empowerment is vital for creating a just society, leading to improved health, economic growth, and poverty reduction.

Challenges Faced by Women: Despite progress, women still encounter discrimination, violence, and limited access to education and healthcare. Addressing these challenges is crucial for ensuring women's full participation in society.

Role of Women in the Indian Economy: Women are essential contributors to the economy, engaging in entrepreneurship and demonstrating leadership. However, cultural, social, and economic barriers persist, limiting their full participation.

While women hold powerful positions in various sectors, addressing persistent challenges is crucial for their holistic empowerment. Enhancing access to education, and support services, promoting women in leadership roles, combating discrimination, and encouraging community participation are imperative steps. Recognizing and addressing these aspects will undoubtedly contribute to the continued advancement of women in society, ensuring their indispensable role is fully realized.

MEASURES COULD HELP ENHANCE THE ROLE OF WOMEN:

Improving access to education: By increasing access to quality education for girls, as well as education and training programs that help women to develop the skills they need to participate in the workforce.

Providing support services: Support services such as **affordable childcare, healthcare, and transportation** can help women balance the demands of work and family life.

Encouraging women's participation in leadership roles: Initiatives to promote women's leadership in politics, business, and other fields, as well as mentoring and networking programs that help women develop the skills and connections they need to succeed.

Addressing discrimination and bias: This includes efforts to combat discrimination and bias in the workplace, as well as in other areas of life.

Encouraging community participation: Encouraging community participation and **creating an enabling environment for women** to take on leadership roles through creating **platforms for dialogue, capacity-building, and networking.**

CONCLUSION:

Women are in powerful positions in various large-scale companies. Women are the key to sustainable development and quality of life in the family. Women do two full-time jobs - the one at the workplace and the one at home. Women nowadays are becoming keepers of the home, planners of family events, errand runners, and billpayers. Women are the prime caretakers of families around the world. According to an Annual Status of Education Report (ASER) report, the education levels of a mother have a strong correlation with the holistic development of children.

Women are responsible for **70-80%** of all the **healthcare provided** in India. Female healthcare providers can be important in educating society to recognize their health and nutrition needs. Women professionals and the empowerment of women at all levels are required for the improvement of the health and **nutrition status** in India. Women all around the world have faced a similar set of issues during different periods like- Inferior status in society, Lack of education, early marriage, being forced out of public life, and Poor conditions of widows.

The 19th and 20th centuries witnessed mass movements and protests by women all over the world for their rights. Women's empowerment and the promotion of gender equality are essential for the development of a just and equitable society. Empowering women leads to improved health outcomes, increased economic growth, and poverty reduction. However, women continue to face numerous challenges that hinder their ability to contribute fully to society. Addressing these challenges requires a concerted effort from individuals, communities, and governments. The economic role of women in India has traditionally been limited, with many women facing cultural, social, and economic barriers that prevent them from fully participating in the workforce. However, in recent years, there has been a growing recognition of the important role that women play in the Indian economy. The present contribution of women to the national **GDP** is around **18%**. In India, women comprise **48%** of the **agricultural workforce** and own only 13% of the land. Women in India constitute around **20%** of the **manufacturing** workforce and around **30%** of the total workforce in the **services** sector. Today, there is a growing emphasis on "**mainstreaming**" women's role in the **planning, implementing, and monitoring** of all **sustainable development** and **environmental management programs**. Women are more focused and have a unique decision-making power even at the senior leadership level, in the most optimal

manner, and at times are in a better position than men. Empowering women can help the society to grow and develop at a faster pace.

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ASSESSMENT OF YOGIC PRACTICES INDUCED ADAPTATION ON SELECTED PSYCHOMOTOR PROFILES OF BASKETBALL PLAYERS

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Abstract

The purpose of this study was to examine the effect of eight weeks of yogic practices on selected psychomotor profiles such as auditory reaction time and visual reaction time of basketball players. For these purposes, 30 basketball players aged 18 to 22 years from the Department of Physical Education and Sports Sciences, Annamalai University, took part in the study. Selected subjects were randomly assigned to either yogic practices (n=15) or control (n=15) group. The training regimen lasted for eight weeks. Before and after eight weeks of yogic practices the subjects were tested on selected criterion variables using standard tests and procedures. Analysis of covariance was used to determine the significant difference existing between pretest and posttest on selected criterion variables. The analysis of data revealed that eight weeks of yogic practices had a significant impact on selected psychomotor profiles such as auditory reaction time and visual reaction time of basketball players.

Keywords : *Yogic practices, Psychomotor profiles.*

INTRODUCTION

In every society, there is now an increasing concern about the maintenance of the physical and mental health of the youth as well as of adults. Apart from physical exercise emotional training and harnessing of the willpower growth of the right side of the brain (institutional) are necessary. This is where 'yoga' helps, yoga far from being a mere physical or breathing exercise or demonstration of some mystical or other supernatural power is a science of the future, with a holistic vision relevant to the progressive society.

The improvement of simple reaction ability is mostly aimed at reducing the reaction time. A lot of work and time is needed to reduce the reaction time by a few hundredths of a second. For beginners, games like basketball, volleyball, handball, etc. are very good for improving their reaction ability. This is the most common method used for improving the reaction ability. The sportsman reacts as fast as possible on a signal. This is repeated many times with complete rest between sets, or between series of repetitions. In this method, the

movement time and reaction time are improved separately. This method usually gives good results.

Though Yogic exercises develop most of the components of fitness, it is expected that they will affect the psychomotor parameters. Some modern texts seem to indicate that yogic exercises will strengthen all organs and all physiological functions of the body. Research work on the development and maintenance of physical fitness, psychomotor abilities, and physiological functions is an important area that requires a lot of investigation. By considering the above literature, in this study, an attempt has been made to find out the effect of yogic practices on selected psychomotor profiles of basketball players.

METHODOLOGY

Subjects and Variables

For this study, thirty basketball players in the age group of 18 to 22 years were recruited, with their consent. The selected subjects were randomly assigned to both the yogic practices and control groups of 15 each. The selected criterion variables such as auditory reaction time and visual reaction time were assessed by Chronoscope with reaction timer and ruler drop test respectively before and after the yogic practices.

Training Protocol

The experimental group underwent the yogic practices five days a week for eight weeks. The yogic exercises included in this training program were Suryanamaskar, Vrksasana, Trikonasana, Padmasana, Vakrasana, Bhujangasana, Salabhasana, Paschi mottasana, Matiyasana, Halasana. The training program was conducted during the morning sessions between 5.30 and 6.30 am. The subjects performed each asana four to six times and the duration of each repetition is one to three minutes.

Experimental Design and Statistical Procedure

The experimental design used for the present investigation was a random group design involving thirty subjects. Analysis of covariance (ANCOVA) was used as a statistical technique to determine the significant difference, if any, existing between pretest and posttest data on selected dependent variables. The level of significance was accepted at 0.05 level.

RESULTS AND DISCUSSIONS

The Analysis of Covariance on selected psychomotor profiles before and after eight weeks of yogic practices is presented in Table 1.

Table – I: Analysis of Covariance on Auditory Reaction Time of Experimental and Control Groups

Test		Control Group	Yogic Practice Group	SOV	Sum squares	df	Mean Squares	'F' Ratio
Pre-test	M	0.23	0.21	Between	37.58	1	37.58	1.85

	SD	0.05	0.05	Within	569.84	28	20.35	
Post-test	M	0.22	0.19	Between	142.73	1	142.73	8.48*
	SD	0.05	0.04	Within	471.36	28	16.83	
Adjusted Post Test	M	0.23	0.19	Between	29.52	1	29.52	24.40*
				Within	32.64	27	1.21	

* Significant at .05 level of confidence.

(Table value required for significance at 0.05 level of confidence with df at 1 and 28 is 4.20 and df of 1 and 27 is 4.21)

The adjusted post-test mean values of the auditory reaction time of the control and experimental groups are 0.23 and 0.19 respectively. The obtained ‘F’ ratio value of 24.40 for adjusted post-test means of control and experimental groups is greater than the required table value of 4.21 for significance at a 0.05 level of confidence. The result of the study reveals that there was a significant difference between the control and experimental groups in auditory reaction time. Hence it is concluded that the auditory reaction time of basketball players can be improved by undergoing eight weeks of yogic practices.

Table – II: Analysis of Covariance on Visual Reaction Time of Experimental and Control Groups

Test		Control Group	Yogic Practice Group	SOV	Some of Squares	df	Mean Squares	‘F’ Ratio
Pre-test	M	0.18	0.17	Between	0.36	1	0.36	0.07
	SD	0.02	0.03	Within	147.07	28	5.25	
Post-test	M	0.17	0.15	Between	43.93	1	43.93	4.87*
	SD	0.01	0.02	Within	252.14	28	9.01	
Adjusted Post Test	M	0.18	0.15	Between	28.25	1	28.25	6.74*
				Within	113.26	27	4.19	

* Significant at .05 level of confidence.

(Table value required for significance at 0.05 level of confidence with df at 1 and 28 is 4.20 and df of 1 and 27 is 4.21)

The adjusted post-test mean values of visual reaction time of the control and experimental groups are 0.18 and 0.15 respectively. The obtained ‘F’ ratio value of 6.74 for

adjusted post-test means of control and experimental groups is greater than the required table value of 4.21 for significance at 0.05 level of confidence with df of 1 and 27. The result of the study reveals that there was a significant difference between the control and experimental groups in visual reaction time. Hence it is concluded that the visual reaction time of basketball players can be improved by undergoing eight weeks of yogic practices.

DISCUSSION

Based on statistical analysis of data it was concluded that eight weeks of yogic practices caused significant improvement in auditory reaction time and visual reaction time of basketball players. The results are in agreement with the results of the previous research findings. Harinath and others (2004) determined the effect of hatha yoga and omkar meditation on cardiorespiratory performance, psychologic profile, and melatonin secretion. Thirty healthy men in the age group of 25-35 years volunteered for the study. These observations suggest that yogic practices can be used as psychophysiological stimuli to increase endogenous secretion of melatonin, which, in turn, might be responsible for an improved sense of well-being.

Yogic practices are supposed to improve the functions of all systems of the human organism, especially the central nervous system. The investigation, undertaken by Sahu and Gharote (1985) to study the overall effects of yogic training revealed significant improvement ($P < .01$) in the perception of the third dimension in 20 healthy experimental subjects as compared to 20 control subjects. The rationale behind the improvement in the above parameter has been broadly discussed from the psycho-psychological point of view.

CONCLUSIONS

The result of this study demonstrated that yogic practices have a significant impact on the auditory reaction time and visual reaction time of basketball players. Hence it is suggested that it is essential to know that the optimum level of psychomotor skills differs widely from game to game. The circumstances may demand either an increase or decrease of psychomotor skills. Depending upon the requirement, physical educationists and coaches should use the most suitable yoga asanas to achieve the goal.

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A STUDY OF THE RELATIONSHIP BETWEEN HIGHER SECONDARY SCHOOL TEACHERS SEXUAL HARASSMENT AND COMMUNICATIVE BEHAVIOUR

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Abstract

Harassment is often examined from two perspectives: psychological and legal. These two viewpoints do not align in any way. However, we can broaden these perspectives by viewing harassment as a form of victimization, as it remains a human rights violation. Sexual harassment "causes emotional stress, humiliation, anxiety, depression, anger, powerlessness, fatigue, and physical illnesses in the victim." For society, stress and violence increase the demand for social services and benefits, particularly when victims become unemployed and must retire due to illness.

The research addresses theoretical and methodological issues in assigning a price to these problems, emphasizing the need for significant considerations regarding the provided statistics. The cost to the individual has not been assigned a specific figure due to too many unknown variables for any estimate. However, individual costs would include lost income due to sickness absenteeism, withdrawal from work, or retirement, as well as subsequent prescription and medical consultations. Additional costs would be associated with consequences on private property and social life, along with some extremely intangible ones, such as the cost of pain and personal loss.

Organizational expenses are primarily related to sickness absenteeism, decreased productivity, replacement costs, and increased retirement costs. Additional costs may be incurred due to production or equipment damage, as well as expenditures associated with grievances and litigation.

Keywords: *Sexual Harassment, Communicative Behaviour, Higher secondary School Teacher.*

INTRODUCTION

The expanding young population around the world, particularly in emerging countries, is considered one of the most significant demographic transitions. The youth remain a vibrant and active sector of the population, playing a crucial role as change agents. Students and youth in school are potential agents of social and national development. The population composition of youth and students is a determinant of human capital and a prospective factor in human development. Education is critical in shaping adolescents and enabling them to participate in the developmental process.

The student community, particularly university students, is the most vibrant and, to a significant extent, the future of any country. This section is regarded as social reflections since they frequently deal with societal and national issues. Many developing countries receive a demographic dividend from their youth population, which includes the student community. Although the potential and resourcefulness of the student population are critical to the advancement of any nation, they are one of the most vulnerable portions of the population.

Students in higher education institutions, comprising an important segment of the youth population, face various vulnerabilities in the socioeconomic, cultural, and health domains. The socioeconomic domains of students and the youth population have gained adequate attention in policy frameworks worldwide in recent decades, owing to the growing relevance of mainstreaming them. International political frameworks recognize the importance of channeling young resources effectively for their development.

However, health has remained one of the least addressed issues in the context of the youth population. Most health concerns, particularly sexual health, have gone unaddressed. The situation in poor and undeveloped countries remains urgent, as many of them lack mechanisms to address the sexual and reproductive health of this significant demographic group. The persistent ignorance about reproductive and sexual health can have economic and social consequences. Thus, in order to meet the reproductive and sexual health needs of this population, a country should make pragmatic social, economic, and political decisions to ensure a prosperous future and development (WHO1, 2006).

Sexual wellness is critical; it is a component of total health and well-being. Sexuality is a natural component of human existence and growth. Sexual health is more than just the absence of disease; it is the ability to comprehend and balance the risks, responsibilities, results, and consequences of sexual actions (NASW2, 2001). To a large extent, the adolescent phase and transition to young adulthood produce significant perplexity and tensions in every individual's sexual health. Managing these issues while also maintaining excellent sexual health is challenging for individuals, families, and society as a whole.

The age of curiosity and the proclivity to explore may endanger the sexual health of teenagers and children. It is difficult to define sexual health precisely and holistically because its criteria are potentially influenced by socio-cultural and political realms. According to the American Sexual Health Association (2016), sexual health is an important domain of physical and mental health, and it is a comprehensive notion that does not limit its scope to illness prevention. Sexual acceptance brings delight, as well as physical and emotional wellness. Sexual wellness is extremely important. The NASW offers advice and research on maintaining appropriate sexuality. It is concerned not only with the issues or therapeutic realms of sexuality but also with the preventive elements.

REVIEW RELATED LITERATURE

Diclemente (2013) suggests that adolescence's sexual initiation and methods to attain sexual satisfaction result from a combination of bio-psycho-social factors. Physical and psychological changes, coupled with alterations in social roles, play a crucial role in

determining the initiation of sexual relationships. Kar, Choudhury, Singh (2015) note that the changing sociocultural pattern significantly influences the normal development of adolescents' sexuality, leading to increased risky sexual behaviors despite the age structure of sexual initiation remaining almost constant. Additionally, Pennington, Lindsay, Goldbart, Juliet et al. (2004) highlight that children with cerebral palsy face challenges in acquiring communication skills, with their conversations often characterized by restricted patterns involving high levels of partner control and limited responsiveness.

Pennington, Lindsay, Goldbart, Juliet et al.'s (2004) study emphasizes that research indicates difficulties in communication skills acquisition for children with cerebral palsy. Conversations with familiar partners follow restricted patterns marked by high partner control and limited responsiveness. Although speech and language therapy typically involve training conversational partners to recognize children's communicative signals and create opportunities for more equal and independent conversation, the reliability of this indirect therapy's effectiveness remains unestablished.

SIGNIFICANCE OF THE STUDY

Understanding and addressing sexual harassment and communicative behavior among higher secondary school teachers holds paramount significance in cultivating a safe and thriving educational environment. The implications extend far beyond individual experiences, impacting the collective well-being of teachers and students alike. By delving into these topics, we gain insights into power dynamics, potential threats to safety, and the nuanced challenges faced by educators. This knowledge is instrumental in crafting effective policies and interventions that promote a culture of respect, equality, and open communication. Moreover, a focus on these issues contributes to the broader societal goals of fostering gender equality, ensuring legal and ethical compliance, and ultimately enhancing the overall quality of education. Investigating and addressing sexual harassment and communicative behavior among teachers is not merely an academic pursuit but a commitment to creating a supportive educational ecosystem that nurtures the holistic development of both educators and learners.

OBJECTIVE

1. The level of Sexual Harassment of higher secondary school teachers is high.
2. The level of Communicative behaviour of higher secondary school teachers is high.
3. There is no significant difference in the Sexual Harassment of higher secondary teachers with respect to their.(Gender (Male/ Female), Educational Qualification (UG / PG), Location of the School (Rural / Urban)
4. There is no significant difference in the communicative behaviour of higher secondary school teachers with respect to their. (Gender (Male/ Female), Educational Qualification (UG / PG), Location of the School (Rural / Urban)
5. There is no significant relationship between Sexual Harassment and communicative behaviour of high school teachers.

HYPOTHESES OF THE STUDY

1. The level of Sexual Harassment of higher secondary school teachers is high.
2. The level of Communicative behaviour of higher secondary school teachers is high.
3. There is no significant difference in the Sexual Harassment of teachers at the Higher secondary level with respect to (Gender (Male/ Female), Educational Qualification (UG / PG), Location of the School (Rural / Urban))
4. There is no significant difference in the Communicative behaviour of teachers at Higher secondary level with respect to Gender, Locality, Type of School (Gender (Male/ Female), Educational Qualification (UG / PG), Location of the School (Rural / Urban))
5. There is no significant relationship between Sexual Harassment and Communicative behaviour of teachers at the secondary level.

STATISTICAL TECHNIQUES USED

In this present investigation the following statistical techniques were used.

- a. Descriptive Analysis
 - i) Measures of central tendency (Mean)
 - ii) Measures of variability (Standard Deviation)
- b. Differential Analysis
 - i) Independent sample 't' test
 - ii) one way ANOVA 'F' test
- c. Correlation Analysis
 - i) Pearson's product moment correlation.

TOOLS AND TECHNIQUES

To check the hypotheses formulated in the study, the following tools have been used.

TOOLS USED

1. The investigator has used "Rajan communication behaviour inventory". It is a self-appraised inventory developed by Dr. Sathiyagiri rajan. (1981)
2. Sexual harassment questionnaire originally developed by Fitzgerald et al (1988). All the identified behavioural categories with a 'Yes', 'No' response category there are 17 domains consisting of 125 items in the scale, Cronbach's Alpha test was used to establish domain specific reliability. The Cronbach's Alpha score confirms reliability of each domain.

RESULTS AND ANALYSIS

Hypothesis-1

The level of Sexual Harassment of higher secondary school teachers is high.

TABLE-1

MEAN AND STANDARD DEVIATION OF SEXUAL HARASSMENT OF HIGHER SECONDARY SCHOOL TEACHERS

Variable	N	Mean	S.D	Level (M \pm S.D)
SEXUAL HARASSMENT	150	196.18	22.34	218.34
				173.84

The computed mean and standard deviation of Sexual Harassment scores of the teachers at Higher secondary level for the entire sample are found to be 196.18 and 22.34 respectively. From the above table-1 the mean value lies in between 173-218. Hence, it is concluded that the Sexual Harassment of teachers at Higher secondary level is average. So the research hypothesis is rejected.

Hypothesis-2

The level of communicative behaviour of higher secondary school teachers is high.

TABLE- 2

MEAN AND STANDARD DEVIATION OF COMMUNICATIVE BEHAVIOUR OF HIGHER SECONDARY SCHOOL TEACHERS

Variable	N	Mean	S.D	Level (M \pm S.D)
WORKPLACE HARASSMENT	150	113.45	16.38	129.83
				97.07

The computed mean and standard deviation of communicative behaviour of higher secondary school teachers scores for the entire sample are found to be 113.45 and 16.38 respectively. From the table-2 the mean value lies in between 97- 129. Hence, it is concluded that the communicative behaviour of higher secondary school teachers level is average. So the research hypothesis is rejected.

Hypothesis: 3

There is no significant difference in the Sexual Harassment of higher secondary teachers with respect to their Gender, Educational Qualification, Location of the School

TABLE- 3

SIGNIFICANT DIFFERENCE IN SEXUAL HARASSMENT OF HIGHER SECONDARY TEACHERS WITH RESPECT TO DEMOGRAPHIC VARIABLES

Gender Educational Qualification Location of the School	N	Mean	SD	Calculated 't' value	Level of Significance
Male	Male	117	111.67	0.04	NS

Female	Female	183	113.33		
UG	UG	54	112.11	9.50	NS
PG	PG	246	112.80		
Rural	147	112.05	9.219	1.12	N S
Urban	153	113.28	9.798		

INTERPRETATION

From the above table, the computed 't' value is found to be 0.04 which is not significant at 0.05 level. Hence, the null is accepted. It is inferred that there is no significant difference between the mean Sexual Harassment scores of male and female teachers

From the above table, the computed 't' value is found to be 0.48 which is not significant at 0.05 level. Hence, the null is accepted. It is inferred that there is no significant difference between the mean Sexual Harassment scores of UG and PG teachers

From the above table the computed 't' value is found to be 1.12 which is not significant at 0.05 level. Hence, the null is accepted. It is inferred that there is no significant difference between the mean Sexual Harassment scores of rural and urban area school teachers

Hypothesis: 4

There is no significant difference in the Communicative Behaviour of high school teachers at the Higher secondary Level with respect to Gender, Educational Qualification, Location

TABLE- 4

SIGNIFICANT DIFFERENCE IN COMMUNICATIVE BEHAVIOUR OF HIGHER SECONDARY SCHOOL TEACHERS WITH RESPECT TO DEMOGRAPHIC VARIABLES

Gender Educational Qualification Location of the School	N	Mean	SD	Calculated 't' value	Level of Significance
Male	117	211.44	21.486	3.01	Significant
Female	183	218.77	19.065		
UG	54	219.67	13.67	1.98	Not Significant

PG	246	215.09	21.45		
Rural	147	115.05	9.20	1.10	Not Significant
Urban	153	123.28	9.76		

INTERPRETATION

From the above table, the computed 't' value is found to be 3.01 which is significant at 0.05 level. Hence, the null is rejected. It is inferred that there is significant difference between the mean Communicative Behaviour scores of male and female teachers

From the above table, the computed 't' value is found to be 1.98 which is not significant at 0.05 level. Hence, the null is accepted. It is inferred that there is no significant difference between the mean Communicative Behaviour scores of UG and PG teachers

From the above table the computed 't' value is found to be 1.12 which is not significant at 0.05 level. Hence, the null is accepted. It is inferred that there is no significant difference between the mean Communicative Behaviour scores of rural and urban area school teachers

Hypothesis: 5

There is no significant relationship between Sexual Harassment and Communicative Behaviour of teachers at the higher secondary school.

TABLE- 5

SIGNIFICANT RELATIONSHIP BETWEEN SEXUAL HARASSMENT AND COMMUNICATIVE BEHAVIOUR OF TEACHERS

VARIABLES	N	'r' Value	Level of Significant
Sexual Harassment and Communicative Behaviour	300	0.39	Significant

It is inferred from the above table that the calculated 'r' value is 0.39 which is greater than the table value at 5% level of significance. Hence null hypothesis is rejected. Thus, the result is that, there is significant relationship between Sexual Harassment and Communicative behaviour of higher secondary school teachers.

DISCUSSION

Special talks can be arranged to enhance the communicative behavior of teachers. Stress reduction programs and cultural activities could be organized. Expert talks can be scheduled on specific subjects to help them understand their level. Educational CDs and the latest software may be employed to enrich their teaching competency. Teachers should comprehend the four types of learners: innovative, analytic, commonsense, and dynamic learners.

Competent teachers should be aware of the strengths and weaknesses of students, as well as the individual differences among them. They should utilize audio-visual aids in the classroom. In-service training programs for high school teachers will assist them in updating their knowledge.

Conclusion:

There is a significant relationship between Sexual Harassment and communicative behavior, while no significant relationship was found with extroverted communicative behavior. Demographic variables such as gender, religion, community, educational qualification, teaching experience, and school location influence both communicative behavior and Sexual Harassment.

WOMEN EDUCATION AND EMPOWERMENT IN INDIAN SOCIETY

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Abstract

The issue of women's education in India is a significant concern for both the government and civil society since the empowerment of educated women holds great potential for the country's growth. Education has a vital role in promoting women's empowerment since it equips them with the necessary skills and knowledge to effectively address difficulties, challenge established gender roles, and transform their lives. The significance of education about women's empowerment cannot be overlooked, particularly in the context of India's recent trajectory towards becoming a global superpower. The education of women is widely recognized as a potent catalyst for societal transformation. The provision of education for women in India has emerged as a pressing concern, given that education serves as a fundamental pillar for the empowerment of women. Education has a significant role in mitigating disparities and serves as a mechanism for enhancing one's social standing within the family unit while fostering the notion of active engagement.

Keywords: *Women, Education and Empowerment*

INTRODUCTION

Education is a process that facilitates the discernment and understanding of the distinction between moral righteousness and moral wrongdoing. Upon examination of the aforementioned definition, it becomes evident that education serves as the foundational element underlying any revolutions that have transpired throughout our historical timeline. Education encompasses the process of transforming one's behavior across various dimensions, including mindset, perspective, and attitude, among others. Women who have received formal education not only demonstrate a propensity to encourage the education of their female offspring but also possess the ability to offer superior guidance to all of their children. Furthermore, women who have had a formal education can also contribute to the decrease in newborn mortality rates and the overall increase in the population. Challenges or barriers: Gender discrimination continues to persist in India, necessitating more efforts to address the issue of women's education in the country. The disparity in literacy rates between males and females.

The field of enrollment of boys and girls in schools pertains to adult literacy initiatives. The increased involvement of women in literacy initiatives has led to a steady reduction in the gender disparity in literacy rates. Furthermore, it is noteworthy that the disparity in enrollment rates between boys and girls in households with neo-literacy is significantly reduced in comparison to those without literacy skills. The user's text is not

sufficient to rewrite academically. Gender parity in primary education has been attained globally, ensuring equal access to educational opportunities for both girls and boys. However, only a limited number of nations have successfully attained this objective throughout all educational tiers. The level of political engagement among women is experiencing a steady rise.

The participation of women is of utmost importance in driving a nation towards progress and fostering its growth. Education is a fundamental necessity for the advancement of society, particularly for the empowerment of women. To ensure a promising future for women in our nation, we must prioritize the provision of education to them. Empowerment refers to the process of transitioning from a position of vulnerability or limited influence to one where an individual or group can exercise authority or control. The education of women is widely recognized as a potent catalyst for societal transformation. Education is also associated with a decrease in disparities and serves as a mechanism for enhancing one's position within the family unit. To promote the education of women across all educational levels and to address the issue of gender bias in the dissemination of knowledge and education, educational institutions such as schools, colleges, and universities have been built within the state, specifically catering to the needs of women. Education plays a pivotal role in fostering the notion of active engagement in governmental affairs, panchayats, and public affairs, to eradicate gender inequality.

The domain of male and female student enrollment in educational institutions is relevant to adult literacy endeavors. The growing participation of women in literacy campaigns has resulted in a consistent decrease in the gender gap observed in literacy rates. Moreover, it is important to highlight that the discrepancy in enrollment rates between male and female children in households with limited literacy abilities is considerably less when compared to households lacking basic reading and writing capabilities. Global gender parity in primary education has been achieved, thereby guaranteeing equitable access to educational opportunities for both male and female students. Nevertheless, achieving this goal throughout all levels of schooling has been accomplished by only a select few countries. There has been a consistent upward trend in the level of political involvement exhibited by women.

EMPOWERMENT OF WOMEN THROUGH EDUCATION

The inclusion and active involvement of women play a crucial role in propelling a nation toward advancement and cultivating its development. Education is an essential prerequisite for societal progress, particularly for the empowerment of women. To secure a prosperous future for women in our society, it is crucial to emphasize the supply of education to this demographic. Empowerment is characterized as the progression from a state of vulnerability or restricted influence to a state in which an individual or collective entity is capable of exercising authority or control. The significance of women's education in driving societal transformation is well acknowledged. Education is additionally linked to a reduction in disparities and functions as a method for improving one's place within the family structure. Educational institutions, including schools, colleges, and universities, have been established within the state to foster the education of women at all levels and to tackle the problem of gender bias in the distribution of knowledge and education. Education has a crucial role in

promoting active participation in governmental affairs, panchayats, and public affairs, to eliminate gender inequity.

The significance of women's education is paramount due to its intrinsic value as a fundamental human right, as well as its indispensable role in nurturing and enhancing various capacities within any given society. Education serves two fundamental purposes. One aspect pertains to the preservation and transmission of societal values, while the other pertains to the generation of novel values or the modification of existing ones to remain relevant with time. Both of these functions play a significant role in endeavors to enhance the empowerment of women. Education is widely regarded as the most potent tool for both the maintenance and changing of societal values. It has the potential to play a significant role in the empowerment of women.

Contemporary culture necessitates that women fulfill multiple roles simultaneously. The challenges faced by current and future generations involve encountering inconsistencies, contradictions, and paradoxes in the pursuit of their goals. In contemporary society, there exists a dichotomy between the forces of modernization, westernization, and urbanization on one end, and the presence of traditional practices, competing values, gender stereotypes, and varying degrees of empowerment on the other. Various factors, both positive and negative, serve as motivators for women to transition from domestic settings to active participation in society. Consequently, the outcome entails the liberation of women from the confines of menial tasks to positions of authority and influence. The education of women has a significant impact on various aspects of society, including fertility rates, informal morality, population growth, age of marriage, life expectancy, national productivity, as well as self-esteem, confidence, and equal partnership in all spheres of life.

EMPOWERMENT OF WOMEN

The economic empowerment of women is a crucial factor in effecting any transformation in their societal standing. Given that women constitute a significant proportion of individuals living below the poverty threshold, experience limited power dynamics within their households, and encounter persistent disparities, policies and poverty-alleviation initiatives must address their specific requirements. These actions would assist them in developing the necessary capabilities. Finance institutions would provide micro-credit to facilitate the initiation of new firms to assist individuals. It is imperative to incorporate the perspectives of women within macroeconomic strategies. The recognition of individuals' contributions to both the formal and informal sectors is vital, necessitating a reevaluation of the notion of work within census data. Research has demonstrated that the benefits of globalization have not been equitably dispersed, resulting in disparities in economic conditions, the feminization of poverty, and the exacerbation of gender inequality. To tackle this issue, policy guidelines propose the development of programs that aim to enhance the empowerment of women. The policy additionally acknowledges the significant contributions of women in various sectors, including agriculture, information technology, electronics, food processing, agro-industry, and textiles.

Empowerment refers to the dynamic process through which individuals acquire and exercise power, both at the personal level and within the broader contexts of society and

community. Individuals experience empowerment when they possess the capacity to avail themselves of opportunities without encountering constraints or limitations, particularly in domains such as education, occupation, and way of life. The experience of possessing a sense of entitlement to exercise personal agency engenders a feeling of empowerment. Empowerment encompasses the proactive efforts aimed at elevating the social standing of women through educational initiatives, heightened consciousness, literacy promotion, and comprehensive training programs, including self-defense training. Women's empowerment entails the provision of resources, opportunities, and agency to enable women to exercise autonomy and make consequential choices among the multifaceted challenges prevalent in society.

The empowerment of women is imperative for societal progress, as it contributes to the augmentation of human resources in terms of both quality and quantity. Empowerment emerges as a prominent procedural consideration in the context of human rights and development. The attainment of gender equality and the empowerment of women is imperative for our society to guarantee the sustained growth of the nation. Numerous global leaders and intellectuals have contended that the achievement of sustainable development is contingent upon the attainment of gender equality and the empowerment of women. Sustainable development encompasses the integration of environmental preservation, socio-economic progress, and the promotion of women's empowerment. The notion that the active involvement of all genders, namely men and women, is of utmost importance for the process of development is widely accepted. Exclusively recognizing the involvement of men will not yield advantageous outcomes for sustainable development. In the realm of women and development, empowerment must encompass an expanded array of autonomous decision-making opportunities for women.

The empowerment of women is imperative for societal progress as it contributes to the augmentation of human resources in terms of both quality and quantity. Empowerment emerges as a prominent procedural consideration in the context of human rights and development. The attainment of gender equality and the empowerment of women are important for fostering the sustainable development of our society. Numerous global leaders and respected scholars have posited that the attainment of sustainable development is inextricably linked to the achievement of gender equality and the empowerment of women. Sustainable development encompasses the integration of environmental preservation, socio-economic advancement, and the promotion of women's empowerment. The notion that the active involvement of both males and females is important for the process of development is widely accepted. Exclusively recognizing the involvement of men will not yield advantageous outcomes for sustainable development. In the realm of women and development, empowerment must encompass an expanded array of alternatives for women to autonomously exercise.

Gender stratification is a sociological concept that pertains to the hierarchical arrangement of individuals in society based on their gender, with men generally occupying positions of greater social prestige compared to women. Frequently, the phrases gender inequality and gender stratification are employed synonymously. The study of gender

stratification encompasses a diverse range of methodologies. The majority of scholarly investigations in this field center around the examination of disparities in the life circumstances experienced by individuals of different genders, encompassing a wide range of factors. Scholarly discourse centers around the examination of the most pertinent characteristics of inequalities and the specific level at which these disparities are produced and sustained, namely the individual, couple, family, group, or societal level. Scholars have encountered the task of investigating gender, racism, and class disparities via an intersectional lens, rather than considering gender in isolation from race and class. Insufficient recognition is given to the presence of heteronormativity within the framework of gender stratification.

CONCLUSION

Gender inequality refers to the notion that there exists a disparity between men and women, resulting in an unequal distribution of rights, opportunities, and resources. This inequality is rooted in the understanding that an individual's gender significantly influences their lived experiences. These disparities emerge as a result of variations in biological factors, psychological aspects, and societal conventions. Certain categories can be supported by actual evidence, whilst others seem to be formed by society. Gender inequality refers to the notion that there exists a disparity between men and women, wherein their equality is compromised, and their lived experiences are influenced by their gender. These variations stem from disparities in biological factors, psychological aspects, and societal conventions. Certain categories can be supported by actual evidence, whilst others seem to be formed by society. Gender justice is a fundamental human right that asserts the entitlement of every woman and girl to live a life of dignity and freedom, devoid of any form of fear or oppression. Gender justice is an essential component for the advancement of development, the alleviation of poverty, and the attainment of human progress. The concept of gender equality encompasses the equitable distribution of power and responsibility between individuals of different genders, both within domestic settings, professional environments, and broader societal contexts at both national and international levels.

Gender inequality refers to the notion that there exists a disparity between men and women, wherein their equality is compromised and their lived experiences are influenced by their gender. These disparities emerge due to variances in biological factors, psychological aspects, and societal conventions. Gender inequality refers to the concept that there exists a disparity between men and women, resulting in unequal treatment and opportunities. It posits that an individual's gender significantly influences their lived experiences. These variations emerge due to disparities in biological factors, psychological aspects, and societal conventions. Certain categories can be supported by actual evidence, whilst others seem to be products of social construction.

Gender justice is a fundamental human right, ensuring that all individuals, particularly women and girls, have the inherent entitlement to lead lives characterized by dignity and freedom, devoid of any apprehension or intimidation.

Gender justice is a fundamental requirement for the advancement of development, the alleviation of poverty, and the attainment of human progress. The concept encompasses the equitable distribution of authority and responsibility between individuals of both genders within domestic, professional, and broader societal contexts, spanning national and international boundaries.

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MENTAL HEALTH STATUS OF TRIBAL WOMEN POPULATION OF KODAGU USING ART THERAPY

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&

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Abstract

The tribal population in India forms 8.2% of the total population. Despite having achieved seven-plus decades of Independence, we are unable to address the needs and difficulties of the tribal population in accessing health care. The mental health status of the tribal population is not clear as there is a dearth of literature due to a lack of outreach and communication barriers. While the Human Development Status (HDS) of the tribal in Karnataka has improved over the years, the HD of the tribal in Kodagu is still poor.

The objective of the study was to assess the inter familial relationship, the support system, perception of self, and other mental health issues faced by the tribals living in Kodagu. For data collection, a total of 30 tribals, 17 females and 13 males between the ages of 18 to 60 years were selected using a convenient sampling technique. They were instructed to "Draw a house tree and person". The diagram obtained was coded and analyzed using Microsoft Excel.

Around 13% of the women stated that they were usually looked down upon by society and did not have any ambitions or goals in life while a bare minimum of 1% agreed that they were looked down upon. The data on primary and secondary support showed that 77% of women had no or poor support while 40% of men reflected the same. The data on men's and women's self-esteem shows that 53% of the women and 20% of men perceived themselves as lacking self-esteem. The data on the mental health status of the tribal shows that 17% of the subjects suffered from some kind of mental health issues while 83% of them did not have any severe mental health issues. Among them, 47% of the women and 35% of the men were suffering from some sort of mental health issues.

The overall data shows that women who lacked support perceived themselves as weak and were prone to mental health issues. Hence, it is the role of the governing bodies to put forth policies that would help empower women leading to improved self-esteem and a better future.

Keywords: *Mental health, Art therapy, Governing bodies, Kodagu.*

CHAPTER 1

INTRODUCTION

India is a country known for its diverse culture, traditions, languages, and indigenous groups. The indigenous groups are often referred to as the Scheduled Tribes (ST) or Adivasi. As per the Indian census of 2011, 84.33 million (8.2%) of the total population is tribal. As per the study by Kumar et al., (2020), the tribal population does not experience the triple burden of health but experiences quadruple health issues like communicable disease, non-communicable diseases, malnutrition, and mental health. According to the National Family Health Survey 3, 2006 and the International Institute for Population Sciences, 2007 the scheduled tribes are the malnourished population compared to the nontribals. According to the National Mental Health Survey (2016), one in every ten individuals between the age group of 20 to 40 years suffer from mental disorders. Though there is research on the different mental health disorders in India for the larger population there is a dearth of studies on the mental health disorders among the tribal population of India (Ali et al., 2016). Despite seventy-five years of independence, tribals are still unable to access primary healthcare services.

India has 28 states of which Karnataka is in the South. There are 30 districts in Karnataka. Kodagu (also known as Coorg) is the smallest district in the South Western region and is the least populous. According to the census of 2011, there is a total of 58,054 tribal populations in Kodagu, out of which 29,544 are women. They are unique in their social customs and traditions from that of the other tribal populations in other parts of Karnataka. Virajpet, one of the taluks in Kodagu has the highest number (19.61%) of the tribal population. In terms of performance in education, health, and livelihood the district has better Human Development Status (HDS) than when compared to other districts of Karnataka. However, the livelihood and the HDS of the tribal population are worse than the other low-performing tribal from other districts of Karnataka (Kashyap et al., 2017). The tribes have distanced themselves from the main population further leading to greater stress and mental issues and a lack of coping strategies to deal with such issues.

As per the British Association of Art Therapists (BAAT), “Art therapy is a form of psychotherapy that uses art media as its primary mode of expression and communication.” This tool would help individuals, therapists, and the general population in screening the disorder of the human mind which would otherwise be difficult for the individual to express through verbal communication. In the field of art therapy, several tools can be used as screening and intervention tools to screen the mental health issues and personality of an individual. As stated by Wei-ming et al., 2021 the House Tree Person is one such tool that is highly credible in screening mental health issues.

CHAPTER 2

RATIONALE

Considering the above-mentioned points, the present study will be conducted in Virajpettaluk of Kodagu, Karnataka. This district has the highest rate of tribal population and a history of low literacy rates among women in the tribal population. The tribes are

considered for the study as they are them arginalized and vulnerable group sex periencing food in security, a high rateofdropouts, and a high rate of mental disorders due to the nature of their living condition. As it is difficult to ascertain the familial relationship pand personality of tribals through aquestionnaire, this study would administer art therapy and screen these issues. This could further pave the path for policy makers to frame policies for the betterment of the tribals inKodagu.

HYPOTHESES

1. There is a poor in tra-familial relationship among the tribal population
2. There is a poor social relationship (primary and secondary) amongst the tribal population
3. There is poor self-esteem and perception of self amongst the tribal population
4. There is a presence of mental health issues among the tribal population

CHAPTER3

Aim: Understand the personal, psychological, and social system of the triba lpopulation in Kodagu using art therapy

Objectives:

1. Understand the inter familial attitude with their wife/husband and child renaming the tribalin Kodagu
2. T assess the external support system and goal strategies of the tribal in Kodagu
3. To assess the perception of self-esteem of the tribal in Kodagu
4. Identify the psychological issues (Depression, Anxiety, and Stress) faced by the tribal in Kodagu

CHAPTER4

METHODOLOGY

Based on there view of the literature the following methodology wasused.

STUDY SETTINGS:

This study was conducted in Kodagu (popularly known as Coorg),The Scotland of India. Kodagulies in the Western region of Karnataka. In this region, the southern taluks – Virajpet and Madikeri were cho sen for the study.There are quite a few tribal populations like–theYeravas, Jenukuruba, Poliya, Kudiya, Kadukurba, and Soliga residing in these locations. These tribals. The study was carried out between June to August 2022. All the local tribals residing in the seareas were selected for the study.

SAMPLING

For this cross-sectional study, a convenient sampling technique was adopted.Tribal populations belonging to the Kuruba, Poliya, Yeravas, and Soligacommunities residing inVirajpet and Madikeri taluk between the ages of 18 to 60 years were chosen for the study. Atotal of 30 study samples were chosen of which 13 tribals were men and 17 tribals werefemale.

STUDY METHODS

The study adopted the typical art therapy technique, which was:

The interviewer built a rapport with the study subjects by interacting with them on a regular for a few days/weeks. Once the rapport was built, each subject was taken to a room in their house/areas they were comfortable with for them to draw the House Tree Person (HTP).

A day before the interviews the client was informed about the need to administer the HTP and a verbal No Objection Certification was taken from them. Color pencils, crayons, pencils, eraser, and paper were given to the subjects once the subject and the interviewer was in the room (without any paintings or distractions). The subject was advised to relax focus on breathing and calm down before we started. The subject was instructed to “Draw a House Tree and Person”. Any questions related to this by the subject were further answered by the interviewer as “your choice”. There was no time limit as such given to the subject. The interviewer stayed in the room only if the subject was comfortable. Most of them preferred the interviewer to stay in the room. Once the diagram was done, the subject handed over the diagram to the interviewer. Before leaving, the subjects shared their feelings with the interviewer about the activity

DATA ANALYSIS

Once all 30 samples were completed, the analysis was carried out using the HTP findings. This was entered into Microsoft Excel for further quantitative analysis.

ETHICAL CLEARANCE

As there was no clinical / blood sample requirement, the researcher did not approach any ethical committee.

ANY COLLABORATION/EXTERNAL AGENCY INVOLVED IN THE STUDY

None

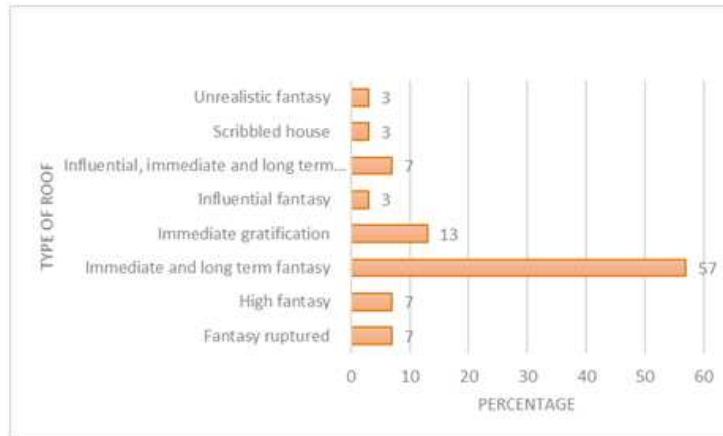
CHAPTER5

RESULTS

From the data collected, the following was the analysis:

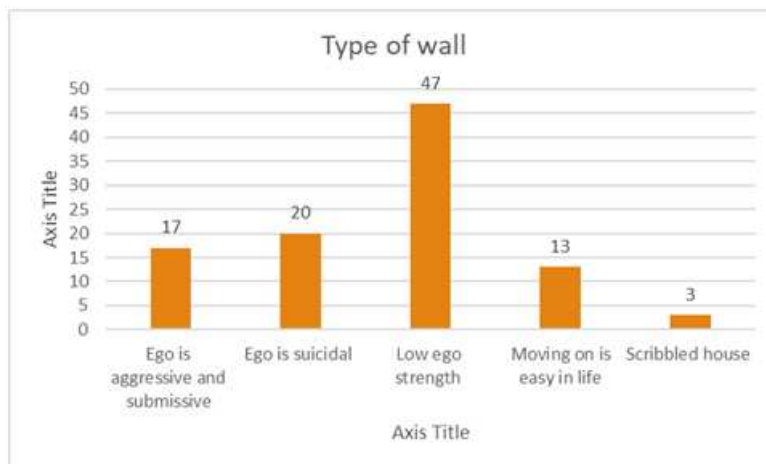
ROOF

From the graph, it is evident that 57% of the population have immediate and long-term fantasies, 13% have immediate gratification, 7% have influential, immediate, and long-term fantasy, high fantasy ruptured fantasy respectively and 3% have unrealistic, scribbled, and influential fantasy respectively in their life. This shows that though they have a long-term fantasy, they wish to live life day by day due to the financial constraints in life. They are content with whatever they have and would like to live a life based on the availability of resources on a particular day. The scribbled roof shows that there is a discrepancy between their inter familial life and their fantasies. Around 13% of the women stated that they were usually looked down upon by society while a bare minimum of 1% agreed that they were looked down upon.



WALL

The present graph shows that 47% of the subjects had low ego strength, 20% had an ego that was suicidal and harmful for them, 17% of them had an ego which is aggressive and submissive, 13% of the subjects had an ego which was easier to move on in life while 3% of them had scribbled the house. This depicts that most of the subjects had a low ego strength and found it easier to move on in life which in turn shows that if they do not achieve any of their goals or dreams they would easily move on in their life and were never bogged down by failures. They accepted life as is and never bothered to change it. This behavior was quite common in women as they were usually family-oriented and did not bother about their ambitions and goals.



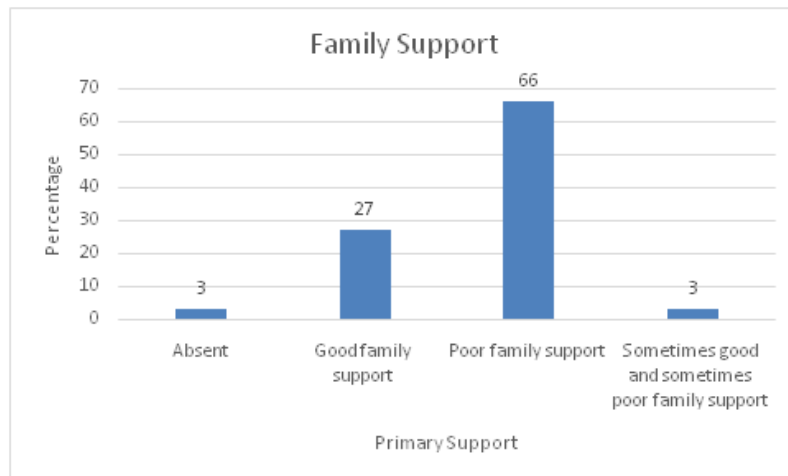
DOORS, WINDOWS, PATH

The data analysis shows that 47% of the subjects would allow only selective people into their life which is usually the people from their community, 33% of the subjects had their terms to make relationships while 77% of subjects required other people to use strategies to get into their lives. These data clearly show that the tribal population lived to themselves and their community. The general population would have to use extra effort to reach out to them and the tribals try and stay away from the general population. As a result, they miss out on the benefits and facilities they are entitled to from the government. Around 16% of the subjects had indicated pain and worry bags in the family environment, 20% of the subjects tried to portray their family as ideal though there were issues in the family and 16%

of the subjects did not feel part of the family and felt lonely. The data shows that the inter familial relationship is weak. The relationship between men and women with their families was weak.

TREE

The data on family / primary support shows that 66% of the subjects had poor family support, 27% had good family support 3% of them forgot to draw the tree, and they received good and poor support from family which was not constant. Around 87% of the subjects indicated that they did not have any secondary support which included support from friends and relatives etc. It was clear from the data that their social support system was poor and they did not have any support to rely on at the need. The data also showed that 83.3% of the subjects did not have any goals in life and were unaware of their potential. The overall data on family and social support reflected that 77% of the women and 40% of the men did not receive or received poor support from their immediate family and social circle.

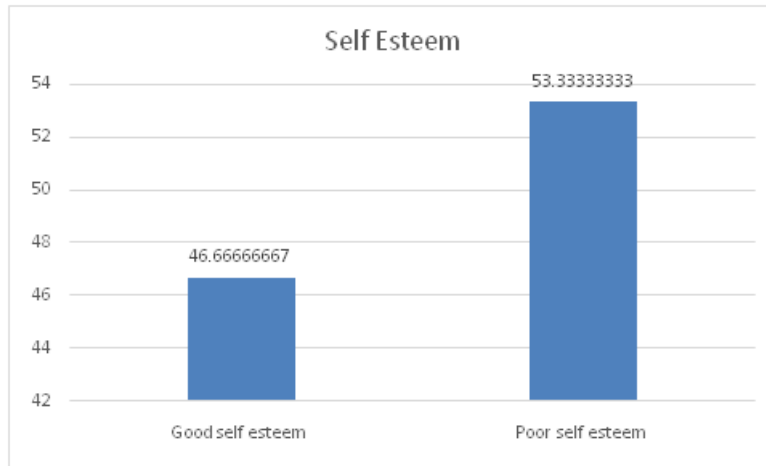


PERSON

The data on self-esteem shows that 53% of the subjects have poor self-esteem while 46% of them have good self-esteem.

The data on men and women shows that 53% of the women and 20% of men perceived themselves as lacking self-esteem.

More than half of the women (60%) expressed that they lacked confidence and were unaware of their capabilities while 13% of the men shared that they were not confident of their self. The overall data on self-perception shows that the majority of the population lacked self-confidence and self-esteem and were unaware of their capabilities. The lack of family relationships and social systems prevented the subjects from understanding their capabilities which further prevented them from achieving higher goals and living a better standard of life. It is the role of the government to put forth policies that would help develop and empower the tribal community.

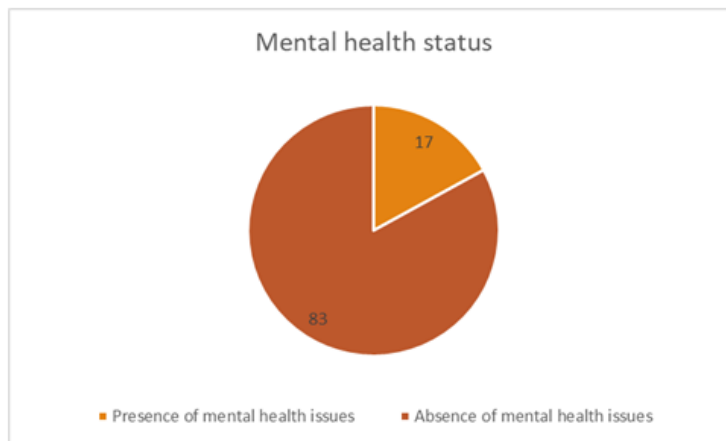


MENTAL HEALTH STATUS

The data on the mental health status of the tribals shows that 17% of the subjects suffered from some kind of mental health issues while 83% of them did not have any severe mental health issues.

Among the 17% of the population, 47% of the women and 35% of the men were suffering from some sort of mental health issues.

The mental health issue is a major health issue among the population. Hence, policymakers should frame policies that would help the tribals access good quality and affordable healthcare for a better future.



Conclusion:

In conclusion, the study underscores the complex challenges faced by the tribal population in Virajpet taluk, calling for targeted interventions and policies. The use of art therapy, as demonstrated through the HTP technique, proves to be a valuable tool in understanding and addressing these issues. The findings provide a foundation for policymakers to develop comprehensive strategies aimed at improving familial relationships, social support systems, self-esteem, and mental health outcomes for the tribal population in Kodagu. The study advocates for the importance of community-specific interventions and healthcare accessibility to uplift the marginalized and vulnerable tribal communities.

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A STUDY ON THROWING LIGHT ON THE WOMEN EMPOWERMENT IN INDIA AND ITS IMPORTANCE

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Abstract

This paper deals with “Women Empowerment” a burning issue all over the world. “Women empowerment” and “women equality with men” is a universal issue. Women Empowerment refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society.

Women Empowerment refers to increasing and improving the social, economic, political and legal strength of the women, to ensure equal-right to women, and to make them confident enough to claim their rights, such as; freely live their life with a sense of self-worth, respect and dignity, have complete control of their life, both within and outside of their home and workplace, to make their own choices and decisions, have equal rights to participate in social, religious and public activities, have equal social status in the society, have equal rights for social and economic justice, determine financial and economic choices, get equal opportunity for education, get equal employment opportunity without any gender bias, get safe and comfortable working environment Women have the rights to get their voices heard. Women population constitutes around 50% of the world population. A large number of women around the world are unemployed. The world economy suffers a lot because of the unequal opportunity for women at workplaces. Women Empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than and educated woman.

Keywords: *Women, Empowerment, throwing, lights, importance.*

Introduction:

The term women empowerment is all about authority, or the power embarked on women sharing indistinguishable rights. The term refers to the liberation of women from socio-economic restraints of reliance. Women comprise around 50% of the country's population, and a bulk of them stays economically dependent on each other without employment. In the age of feminism, a small portion of women in India are freed and can employ their free will and are permitted to carve out their lives the way they want. But there is a considerable division of the women in this nation who require optimistic support. In most Indian villages and semi-urban cities, women are still denied fundamental education and are never authorized to continue higher education despite amassing the understanding required.

Women are known for delivering multiple roles effortlessly per day, and thus, they are considered the backbone of every society. Living in male-dominating societies, women play a wide range of roles, such as caring mothers, loving daughters, and capable colleagues. The best part is that they fit the bill perfectly in every role. Nonetheless, they've also stood as a neglected bunch of society in different parts of the world. In turn, it has resulted in women surviving the brunt of unevenness, financial trustworthiness, oppression, and distinct social evils. Women have been residing under the shackles of enslavement for centuries now that impedes them from attaining professional as well as personal highs. Being an NGO for women empowerment in India, Hind rise Foundation has designed our dynamic and transformation-oriented programs in such a manner that the grooming of impoverished young girls will uplift the condition of the nation.

Factors Affecting Women's Empowerment in India

Given below are the factors affecting women's empowerment-

1. Gender Discrimination must be Checked- The problem of gender discrimination has affected the pace of women empowerment in India. Gender discrimination in all realms of action must be checked. Women must be furnished with a resort to take an active part in decision making at every level and direction procedures to attain the motive of empowering women. They need to get due admiration and prominence, which they rightfully earn on merit basis in society to accomplish their fate.

Educational Factor- Education is the most vibrant factor of advancement and growth. It is the only significant tool for anticipating women empowerment in India & human resource development. It gives light to the possibilities for access to employment and making a livelihood, which in turn revivify economic empowerment to women. In order to join the community of developed countries, people should understand the value and importance of women's education and, thereby, put combined efforts to make India on the progressive track. Education makes the individual conscientious, enabling them to comprehend, interpret, criticize, and eventually transform their atmosphere. It results in the accession of abundances of skills that heighten a person's enthusiasm and her proficiency to shape life in a better form.

Education is the initial line of defense for women who withstand life-imperiling circumstances that traditional lifestyle perpetuates. It motivates a sense of supervision over personal fortune. In addition to this, it unlocks the door to preferences that are not confined by tradition. With a meaningful education, the women's status strides beyond the restrictions of motherliness. Advancement of education of women and girls allots to the postponement of their marriage timing and the ensuing constriction in the volume of their families.

Priority should be plopped on enrolment along with retention of the girl child in basic formal schooling and non-formal education via incentive methods like a supply of textbooks free of cost, midday meals, school bags, science kits, uniform, scholarship, residential and hostel facilities as well as the expulsion of gender discrimination in the curriculum. Education will go an extended way in making women familiar with their legal and personal

rights and make them battle for their privileges, which will direct to protecting their rights mentioned in the Constitution.

- **Mass Media is Bringing the Transformation-** The mass media is responsible for playing a significant function to project and propagate associated issues, most specifically about women empowerment in India. The numerous programmes pertaining to women's prestige revealed the mass media enable her husband to behave toward her wife with loads of honor and respect. He can remake his attitude and assist her in the domestic domain to reduce stress and anxiety. The mass media performs a crucial role in repairing the attitude and way of conversation of husband and other family members towards women.

Steps Regarding Implementation of Women Development Programme along with Numerous Acts- Training programme based on action at the village or in rural parts of India along with vocational programmes and the growth-oriented entrepreneurship development programmes must be organized to make women self-reliant after becoming self-employed by enhancing their efficiency and capacities in making prompt decisions. It's extremely important to check cases related to female feticide & infanticide by prohibiting the sex determination of child that is yet to take birth via the Regulation & Prevention of Misuse Act 1994 as well as PNT ACT (Pre-natal Diagnostic Techniques Act) other rulings correlating to marriage, succession, divorce, adoption, dowry and moral safety or protection against sexual harassment needs to be implemented for serving the goal of women empowerment in India.

- **Changes in Women's Attitude-** Women should empower themselves by becoming to be aware of their oppression, indicating initiative, and confiscating chances to bring a shift in their status. Empowerment must come from within the soul. Women need to empower themselves by bringing a major change in their attitude.

Women must know that opportunities will not reach their laps. They would have to determine ways to create them. They should fight back to rebuild their prominent position in Indian communities and societies. They must flourish hard to carry out their rights and maintain justice & equality in society. They need to work vigorously for the entire elimination of poverty, dowry-ills, illiteracy, and productive implementation of all programmes and laws related to women.

Women's empowerment is valuable for the development and advancement of the family, community as well as the nation. Hence, it must be a leading concern of the Indian Government to bring women into the fore of the development strategy by empowering them via numerous development-oriented schemes.

- **Organization for Awareness Programmes-** State and National level commissions for women, Non-Governmental Organisations, ICDS Programmes, must undertake e-awareness, the Taskforce for women & children Development DWACRA (Concerning Development of Women & Child in Rural Areas), women's rights, human rights, a campaign about legal rights, education about saving schemes, population education, environmental education, rehabilitation programmes with all integrity and solemnity.

THE DIMENSIONS OF WOMEN EMPOWERMENT

It is difficult to define the concept of empowerment, as it reflects various aspects of the problem, which are conditional upon the context in which they live. Women Empowerment is a "western" concept. The question has been raised, not only in microfinance but also in the broader field of international development, whether it is ethical and appropriate for developed institutions to promote women's empowerment. The empowerment or disempowerment of women and other groups in each society is closely linked to the culture of that society. The promotion of women's empowerment implies advocacy for cultural and social change, which is an inappropriate imposition of "Western" values on non-Western societies.

- The different meanings of the term empowerment as, 'Giving power to', 'Creating power within' and 'Enabling' make it a multi-dimensional process, which enables individuals or groups to realize their full potential and powers in all spheres of life. It is a comprehensive process, which includes awareness, confidence building, and self-realization, organizing, participating in decision-making and finally having access to control over resources in fair and equal proportion. It thus envisages a greater access to knowledge and resources, greater autonomy in decision-making for self, greater ability to plan one's life to have greater control over the circumstances which influence one's life and greater capacity to free one from shackles, imposed on customs, beliefs and practices. Thus empowerment is a 'Process' and not an 'Event'. It is, therefore, time-consuming and may have several phases. Each phase or step may be an effort by itself. It can be built only gradually by constructing each step solidly. The progress of the 'Whole' depends on the various environmental factors in a given society in which such a process of empowerment takes place. It can be initiated by self or others. Empowerment of women is the phenomenon of the 90s which represents the fourth (according to some the fifth) phase of policy approach towards the involvement of women in the process of development. This is considered the most appropriate approach adapted to date.

- Empowerment can be broadly categorized into (a) Economic empowerment (b) Political empowerment (c) Social or Socio-Cultural empowerment (d) Managerial empowerment to achieve which SHGs are used as a strategy.

- Importance of Women Empowerment

In recent times, everyone is pointing on the empowerment of women. Its right to say that women's empowerment has become the necessity of the time. Women should possess liberty, faith, and self-worth to opt for their needs and demands. Discrimination based on gender is useless and is having zero worth by looking at the growth of women in the last few decades. Women are paid less and are treated as a cook and slave in families, and their real potential fails to get highlighted. Women empowerment in India is required to overcome situations of such types and to provide them with their independent role in Indian society. Empowering women is a necessary right of women. They should have proportional rights to contribute to society, economics, education, and politics. They are approved to gain higher education and receive a similar treatment as men are receiving.

Ensures Holistic Development of Society

Women empowerment in India is one of the principal terms for society's overall development. There is nothing erroneous in participating in the development of society. In the world of corporate, women are playing numerous roles in meadows such as medical, engineering, and so on. Apart from taking part in the sphere of technology, they are energetically partaking in security services such as police, navy, military, etc. All these before-mentioned services are taking the community to another level.

Determine their Intelligence Level

Over the preceding decades, there has been a uniform increase in women's empowerment. Women must possess self-worth, confidence, and freedom to choose their needs and requirements. Classifying the people based on gender is unreasonable, and it has no worth. Still, women are paid less, expected to cook, and restricted by their family members. To overcome these situations and to have an independent role in society, women's empowerment is needed.

Empowering women is the fundamental right of women. They can have equal rights to participate in education, society, economics, and politics. They are allowed to have higher education and treated in the way like men. In this article, you will know about the importance of women's empowerment. So make a halt on this page and read the following content.

Able to solve unemployment

Unemployment is one of the common problems that can be seen in the developing society. The research says that half of the population consists of women. The unemployment of women and unequal opportunities in the workplace can be eradicated with the help of women empowerment in India. Whenever women are facing unemployment, their true potential is left without any use. To make use of the strength and potential of the women, they must be provided with equal opportunities. You can motivate them by providing any special gifts. The best time to honor women is women's day. You can honor them with women's day gifts.

Know about their intelligence

It is unthinkable to understand and analyze the way of living of women by peeking at them. You can foresee their level of intelligence by way of moving toward the problems and in the solution-finding. In the contemporary era, women are nicely versed in unraveling technical troubles. Women's empowerment plays a vital role in these cases. Without women empowerment in India, you won't be able to determine and understand the intelligence of women. Therefore, making existence in work is particularly important and an advantageous one. You can present any gift to give recognition to their work.

Capable Enough to Solve the Issues of Unemployment

Unemployment is one of the widespread problems that can be glimpsed in societies in the developing stage. The study says that around half of the population comprises women. The unemployment of women & unbalanced opportunities in the working place can

be eliminated with the assistance of women empowerment in India. Whenever women are confronting unemployment issues, their true capability is left without any intention. To make use of the courage and capacity of the women, they should be empowered with an equal number of opportunities.

Conclusion:

Women represent half the world's population, and gender inequality exists in every nation on the planet. Until women are given the same opportunities that men are, entire societies will be destined to perform below their true potentials. The greatest need of the hour is change of social attitude to women. Women who are deprived of basic human rights can reach to various helpline through the initiative of alternative media groups and members.

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IMPACT OF COVID – 19 ON THE WELLBEING OF WOMEN IN INDIA

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Abstract

Generally in India women spend their quality time in caregiving to their family members. It was said that women had spent 65 percent of their time in caregiving compared to men (45 percent) particularly during the pandemic. At the same time they were more likely to remain without food than man especially during the pandemic. At the same time the scenario for working women during the pandemic is dual burden as they have to give more time to the paid work as well as 'unpaid work' that is household activities. Many reports say that the abuse of women and children had increased during the lockdown due to numerous factors. Domestic violence on the women viz., physical, sexual verbal, emotional and economic abuse against women by the partner and the other family members also increased. The important reasons that are frequently noted include deep rooted male patriarchal roles and the long standing cultural norm that women are subordinate to men. We find the notion of men own women and a perpetuation of controlling behaviour in patriarchal and patrilineal types of family structures widespread the country. The periodic survey published by National Family Health Survey (NFHS) reveals the current scenario of gender based violence in Indian households and society. Domestic violence which is widespread was recognised as criminal offence under Indian Penal code 498 A as late as in 1983. It is well known that COVID-19 pandemic has resulted in an unexpected crisis and impact in many of the life and living of the entire world particularly women and children which was unprecedented. Lock down in many countries which were looked as one of the effective measures to prevent COVID 19 has led to increased suffering for women. The current study is intended to discuss about the impact of COVID 19 on the wellbeing of women in India.

Keywords: *Women, Patriarchy, Pandemic, violence, impact. GBV.*

Introduction

Governments all across the globe started implementing stay-at-home or shelter-in-place orders in April 2020 as the coronavirus pandemic was causing havoc on the lives and economy of nations worldwide. This was done to help stem the virus's spread. These

instructions, while well-intended, also had the unintended consequence of increasing tension and worry since they kept people away from their friends, families, schools, and places of employment, the latter of which was badly affected by closed enterprises and rising unemployment.

Twenty-one leaders of well-known international organizations, including the World Health Organization, UN Women, and UNICEF, released a joint statement calling for action to protect children from violence (Joint Leaders' statement - Violence against children: A hidden crisis of the COVID-19 pandemic (who.int)), and UN Secretary-General Guterres issued a foreboding warning: "We know lockdowns and quarantines are essential to safeguard children from these types of victimization." We have witnessed an appalling increase in domestic violence over the past several weeks as the demands of the economy, society, and fear have increased. (U.N. Chief Requests Governments to Give Women's Safety Priority As Domestic Abuse Increases During Coronavirus Lockdowns; Global Lockdowns Cause "Horrifying Surge" In Domestic Abuse; Forbes.com)

The Covid-19 in India brought unprecedented losses without gender differences. Generally in India, women spend their quality time in caregiving to their family members even though they are working nearly 65 percent of their time spend in caregiving and other household works. Comparing to men women has spent more time to house hold works. In this scenario, our country met the COVID – 19 pandemic situations, it was declared as a “notified disaster” under the Disaster Management Act, 2005. The COVID-19 pandemic is deepening pre-existing inequalities, exposing vulnerabilities in social, political and economic systems, which are in turn amplifying the impacts of the pandemic. Across every sphere, from health to the economy, the impacts of COVID-19 are exacerbated for women and girls. Indian women have been affected most severely. In the light of COVID-19, women have been submerged in household chores and caretaking while also managing their professional lives, in the case of working women. The added workload in these uncertain times has enforced various behavioural changes in women about household decisions and lifestyle choices like food, skincare, immunity, health among other factors. Extended lockdown and other social distancing measures imposed to curb the pandemic made women more vulnerable to domestic violence. India shares a significant global burden of burden of domestic violence. There were the association between stay at home and domestic violence during covid-19. Women were fighting a shadow pandemic inside their homes.

Domestic violence

Domestic violence Act, 2005 defines domestic violence as physical, sexual, verbal, emotional, and financial abuse against women by her partner or family members residing in a joint family and also includes unlawful dowry demands. Domestic violence is a public health concern and has adverse effects on the physical and mental health of women. There is a preliminary evidence to conclude that domestic violence during the COVID-19 increased globally. COVID-19 seems to be similar to the pandemics in the past since this too has resulted in an increase in cases of domestic violence. The lockdown imposed to deal with COVID-19 has granted greater freedom to abusers. National commission for women's (NCW) data shows that domestic violence complaints doubled after the nationwide lockdown

was imposed in India. Tamil Nadu Police reported an increase in domestic violence complaints. They received approximately 25 calls every day during the lockdown period and registered at least 40 such cases. These data from different sources indicate that domestic violence incidents increased across the country during the lockdown.

Increased risk to women during covid -19 pandemic situation

Evidence from past epidemics, women and children are at greater risk of exploitation and sexual violence. Increasing the risks of violence for women were increased stress, the disruption of social and protective networks, and decreased access to services.

Mahlangu P *et al.*, in their study has found that the lockdown had unprecedentedly bad economic effects on families and made some South African risk factors for domestic violence against women and children worse. Emotional aggression was reportedly experienced by several women. Children were more likely than adults to have physical violence experiences. The socioeconomic class has an impact on the risk variables for domestic violence experienced by women and children. Most low socioeconomic status (SES) households experienced food insecurity as a result of job losses and income declines, which was a major contributing factor to violence. A new and challenging experience, confinement in the home with spouses was linked to conflict and the use of violence by men in high SES families. Participants from all socioeconomic backgrounds expressed high levels of stress, and there was little access to psychosocial help during the COVID 19 pandemic.

Anastasia Kourti et al., had found that Domestic violence cases have increased as a result of COVID-19, particularly during the first week of the lockdown in each nation. Children's reports to police and social services have decreased throughout the COVID-19 epidemic, despite estimates from professionals that indicated an increase in occurrences of child abuse and maltreatment. This decline appeared to have been caused in part by school closings that kept youngsters at home alone.

The COVID-19 outbreak has significantly increased the problem of domestic violence in a global context. Due to the ongoing interaction between the offenders and the victims caused by the house confinement, there was more violence and fewer reports. Preventative actions and supportive programs are required to reduce such problems.

According to UNFPA (15), “pandemics often lead to collapses of social infrastructures thus compounding the already existing weaknesses and conflicts”. As a result, the existing gender inequality is aggravated by the pandemic situations. It also increases harassment and sexual violence on children and women to when they try to procure necessities such as water, food, and firewood. Many women, who have been forced to stay at home due to lockdown measures, have been cut off from support services and have suffered at the hands of abusive partners. A report about “rapid gender analysis on COVID-19” by CARE and International Rescue had projected GBV raised in pandemic and quarantines. Hence, the report had also indorsed to prepare and build on existing services for the victims of gender-based violence.

According to the WHO global ethics unit, gender roles affect all aspects of an endemic including interpersonal violence. It also emphasized the need of various services to

minimize the risk of violence when people are quarantined at home or in institutions. GBV is a global phenomenon, due to social stigma and social pressures it is highly underreported. Moreover, minimum studies are concentrating on the prevalence of gender-based violence during disasters.

Subsequently, those responding to disasters are often not aware of the possibility of surge in the cases of gender-based violence. Therefore, they often do not prepare to deal with, thereby making the situation worse. Increasing gender violence cases has number of reasons. Arthur and Clark also identified “economic dependence as a cause for domestic violence”. During quarantine, women are experiencing a greater control over by men because more women were worked in informal sectors and got laid off, so they became economically dependent on their male counterparts. During quarantine period, women individuals are very closeness to their male partners and it leads to no freedom to go out, thus it will lead to an increasing gender based violences at home. Pandemics raised the situation in the risk of unemployment and it increases economic vulnerabilities. Many studies link gender based violence with economic insecurities.

Economic insecurity have been associated with various forms of Gender based Violence (GBV) because it has been adopted poor coping strategies which are inclusive of substance abuse. The concept of Male employment was associated with increase in interpersonal VAW, whereas, decrease in Violence against women is associated with women employment.

According to Schneider et al., “such an outcome could be because of male backlash resulting from feelings of emasculation and inadequacy at not being able to serve the role of a breadwinner of the family. It could also be because of the distorted power dynamics at home resulting in abuse and gender violence that escapes the scrutiny of anyone from outside. The problem of gender-based violence during the pandemic further worsens because the police are unable to tackle the issue of gender-based violence”.

Usher K, and etal., study used social media analysis to offer a timely insight of public attitude around domestic abuse during the COVID-19 lockdown periods in Australia. knowledge may be extensively disseminated and easily accessed by a variety of diverse populations that are sometimes challenging to reach through social media, which provides a significant route for the diffusion of knowledge. For the development of future policy, a better understanding of these problems is crucial. A greater knowledge of this could assist organizations in modifying and focusing communications to optimize impact.

Conclusion

In India, efforts have been made to ensure that existing government schemes such as One Stop Centres, Ujjawala Homes, and Emergency Response Support System remain operational. Notably, 33% of violence complaints were made via the NCW’s WhatsApp based helpline launched in April 2020, suggesting that a discreet method of reporting was much needed during the pandemic. State government initiatives, such as Uttar Pradesh Police’s “Suppress corona, not your voice” campaign, Odisha Police’s Phone-Up programme, Kerala State Commission for Women’s tele-counseling facility, Maharashtra Government’s Akshara

Centres, Special Cell for Women and Children, and the domestic violence the children and the women experienced during the lockdown and the awareness campaigns taken forward by various institutions were giving signals about the intolerance towards domestic violence.

Husband hitting wife or to put in another way man hitting a women had been normalized in the society. It is very disheartening to come across the statistics that every third woman faces one or other form of domestic violence.

Reports show that women undergoing employment training, skill training, involved in Self Help Groups (SHGs) has improved in their economic independence. They are economically self – sufficient in fulfilling their needs and their children needs. Wives of the families where, Man being the head of the family or the only bread winner of the family faces domestic violence’s more than the women who are earning,

Advocacy and awareness are the two other important factors to combat Domestic violence. Domestic abuse is a problem that frequently goes unreported because of widespread shame and fear. Women who have encountered domestic abuse in their mothers are twice as likely to experience spousal abuse in their own relationships. Thus, it is obvious that the cycle of violence must be broken. Engagement of young people is just as important as continuing awareness initiatives and appeals for bystander intervention. Young people all throughout the world are affected by intergenerational trauma, thus their voices must be central to finding solutions. To encourage young people to speak up, share their experiences, and denounce domestic violence, the Global Shapers New Delhi Hub, for instance, holds sessions with them.

Equally significant component of the community is communities support mechanisms, whether they are formal complaint processes at companies or educational institutions or unofficial peer support networks. The first line of defense in preventing and managing VAW/G is family and community support. The systems that make reporting simple and provide access to assistance like legal help, counseling, and shelter houses must be strengthened. The pandemic has forced a vital change in emergency reporting services, but this must be followed by equally significant advancements in longer-term support services for survivors.

Children who live in violent families and those who are directly exposed to domestic violence and abuse will suffer greatly as a result of the pandemic's rise in domestic violence. According to Phelps and Sperry (2020), many children's sole access to mental health treatments, trauma-informed care, and support, as well as proper nourishment, is through their school. Given the established research on the various effects of family violence on children and the literature pointing to the intergenerational transmission of violence, it will be crucial to focus research on examining the impact of the increase in domestic violence during the pandemic on children.

Implementing this strategy at the district and block levels will necessitate not only increased budgetary allocations from the Central and State governments but also an unprecedented level of cooperation between community support organizations and government agencies.

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EDUCATION OF TRIBAL GIRLS IN KERALA WITH SPECIAL REFERENCE TO COVID-19 PANDEMIC: CASE STUDY ON WAYANAD DISTRICT

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Abstract: *This study explores the educational challenges faced by tribal girls in Wayanad, Kerala, with a focus on the impact of the COVID-19 pandemic. Despite Kerala's high overall development, tribal communities experience disparities in education, employment, and health. The research, based on a sample of 80 tribal girls, reveals that the pandemic significantly disrupted their school/college lives (81.3%) and academic performance (81.3%). Issues like the digital divide, financial constraints, and discriminatory practices contribute to these challenges. The study underscores the need for targeted interventions and support to address the unique struggles of tribal girls in Wayanad.*

Keywords: *Economic Status, SC ST Women, Education, Problems.*

INTRODUCTION

In Kerala, despite a high Physical Quality of Life Index (PQLI), certain population segments face low education, employment, health, and nutritional standards, leading to poverty and social inequalities. Unequal access to human capital indices results in gender disparities, illiteracy, and discrimination, especially among marginalized groups. Education is a transformative tool, influencing an individual's life quality, knowledge, skills, and employment prospects. The education of tribal groups is crucial for India's culturally diverse nation, with governmental initiatives striving to address their educational needs. This study aims to understand and address the challenges faced by tribal communities, emphasizing the significance of education, particularly for girls who often lack adequate opportunities. Education is pivotal for the holistic development of tribal communities, fostering confidence and facilitating their integration into mainstream society for overall national development.

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STATEMENT OF THE PROBLEM

Kerala's remarkable progress in human development has not uniformly benefited all sectors and people, particularly the marginalized groups. The state's model, while successful overall, has outliers, notably among Scheduled Tribes (STs) or Adivasi communities. In Kerala, STs face a complex juxtaposition of rich cultural heritage and exploitation, often displaced in the name of modernization. Tribal populations are socially marginalized and economically vulnerable. Education, crucial for tribal development, instills the confidence to engage with a broader society. The COVID-19 pandemic has disproportionately affected

tribal education. This study aims to investigate the impact of education on tribal communities and assess the negative consequences of the pandemic on their educational endeavors.

Objectives of the study: To detect the educational hitches faced by tribal communities in Wayanad 2. To recognize the foremost problems faced by the tribal students during the pandemic period.

Methodology: A research methodology is an outline of how a given piece of research is carried out. It defines the techniques or procedures that are used to identify and analyze information regarding a specific research topic. The research methodology, therefore, has to do with how a researcher designs their study in a way that allows them to obtain valid and reliable results and meet their research objectives. It is a study on the topic "THE EDUCATION OF TRIBAL GIRLS IN KERALA DURING COVID-19 PANDEMIC: A CASE STUDY ON WAYANAD DISTRICT." The present study is based on a convenient sampling method. Convenient sampling is a non-probing sampling technique where the subjects are selected because of their convenient accessibility and proximity to the researcher. The study followed a simple, convenient sampling of 80 tribal girls in the Rippan, Kaniyambetta, Panamaram, and Padinjarethara areas of Wayanad district. The questionnaire includes 32 questions for the samples.

ANALYSIS AND INTERPRETATION

PANDEMIC AND EDUCATION The Kerala government launched its ambitious virtual learning programme, with the help of Kerala Infrastructure and Technology for Education (KITE), targeting 4.5 million students in the state from June 1, 2020. The step was both challenging and progressive, considering the digital divide in the state. When the education system in Kerala transformed into virtual mode, owing to the COVID-19 pandemic, the students from the Adivasi community were put at high risk due to their lack of access to digital facilities. The district of Wayanad has the largest Adivasi population in Kerala.

Table 1: Is the pandemic situation affects school/college life?

Response	No. Of response	Percentage value
Yes	65	81.3
No	15	18.7
Total	80	100

Source: primary data

When going through whether COVID-19 pandemic issues affected the school or college lives of tribal girls (table 1), it is clear that it has greatly impacted the education sector. 81.3% of girls said that COVID-19 issues and lockdown affected their school or college lives adversely. 18.7% pointed out that the effect of logging down does not affect their school life due to a lack of attachment towards friends and school. Lockdowns and online modes of

studies limit the opportunity of students for school life. But the lockdown was essential for stopping the further spread of corona virus. Student’s especially tribal girls paid off their school life for preventing the spread of Corona virus.

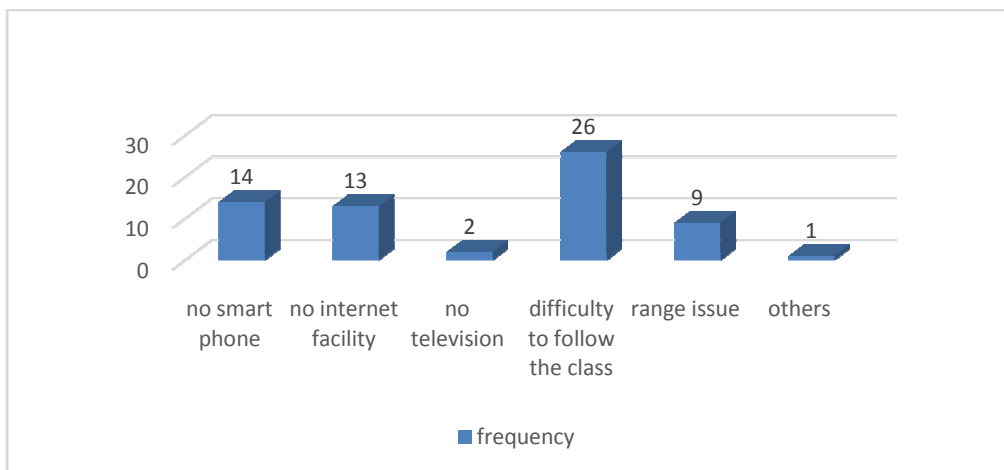
Table 2: Is Pandemic situation affects academic performance

Response	No. Of response	Percentage value
Yes	65	81.3
No	15	18.7
Total	80	100

Source: primary data

Table 2 analyses whether the COVID 19 pandemic issues affected The Academic life of tribal girls or not. COVID 19 has a great impact on academic performance of students. 18.7% of students said that, the COVID 19 issues never affected their academic performance and the remaining 81.3% argued that, covid-19 issues and lock down was effected their academic performance. Online mode of studies during the lockdown period is not equally beneficial for all. Online mode of studies may positively or negatively affect their studies. The statistics show that most of the students are adversely affected during online studies.

Figure 1: reasons for academic affects during Pandemic period



Source: primary data

Figure 1 explains the reasons for the weakening of academic performance during covid-19 period. The major reasons which are point out by the tribal girls are, lack of smart phone, lack of internet facilities, no television facility, difficulty to follow the classes, range issues and other issues like family problems etc. 26 Students have the difficulty to follow the classes which is conducted in online platforms or kite victor’s channel. 14 Students suffer with lack of smart phone and 13 Students face difficult with lack of internet facility. 9 students from different localities faces range or network issues. one student has some family problems due to that issues she cannot make a good academics during pandemic. Due to excessive speed of

kite victors’ classes students cannot follow the classes regularly and other technology-based issues limits their educational activities during lockdown period.

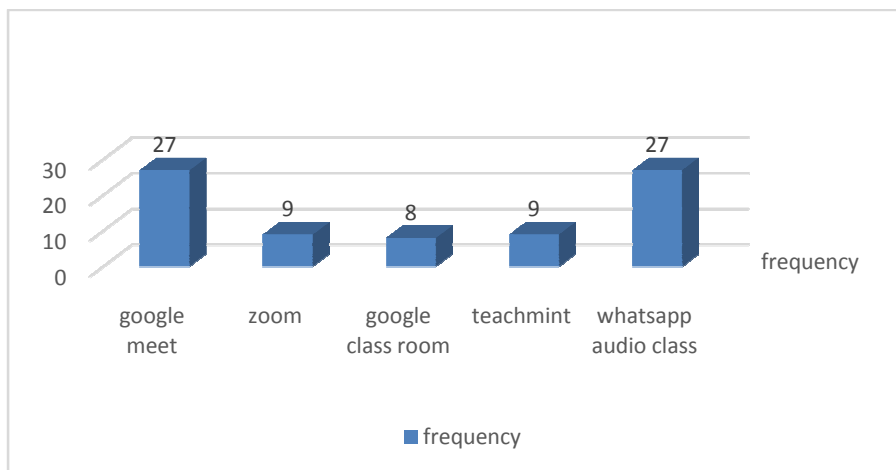
Table 3: Preferable medium for learning Medium

Medium	No. Of respondents	Percentage value
Online	5	6.3
Offline	58	72.5
Mixed form	17	21.2
Total	80	100

Source: primary data

Table 3 shows the medium preferences of tribal girls for learning. Here medium means, the mode of education, that is online mode, offline mode and mixed form of both online and offline. Analysis shows that, 72.5% of the respondents prefer offline classes, i.e. classes at schools. And 21.2% of the respondents prefer mixed form of online and offline classes. There is only 6.3% of students who prefer online mode of education. Even though online education has more advantages like economies of cost, economies of time and opening of vast windows of knowledge, Students prefer offline mode of education. The major reasons behind this preference is , more interested in the co-operative learning environment in classrooms, more value to direct contact with teachers and friends and difficulty to be a part of online education due to digital divided and financial instability.

Figure 2: Platform preferences for online learning



Source: primary data

Figure 2 shows students platform preferences for online learning. During the COVID 19 period, school based learning is transformed to gadget based online learning. It has its own merits and limitations. The most familiar online learning platforms are Google meet, Google class room, teach mint, and WhatsApp voice classes. When the platform preferences are

analysed it is clear that WhatsApp voice classes are most preferred. Due to reduced network requirements, individuals can attend classes at their convenience, without being constrained by specific time slots. 27 students prefer it. Google meet is also preferred by 27 students. Most of the college students prefer Google meet. 9 students give priority to Zoom cloud and Teach mint and 8 students prefer Google class room. Although offline mode of learning is preferred, each student have their own platform preferences for learning.

Table 4: Provisions of government/ non-government organization to enhance studies during Pandemic period

Provisions	No. Of respondents	Percentage value
Public television facility	5	6.3
Extra classes near by home	10	12.5
Nothing happened	65	81.3
Total	80	100

Source: primary data

Table 4 depicts that, what kind of helps are provided by government or non government organization in order to facilitate learning during online learning on lockdown period. 81.5% of the respondents said that, their area or they did not get any kind of government helps during online learning era to enhance studies. 6.3% Of respondents got government help in the form of common television to attend online classes on kite victors class. 12.4 % of respondents got help from government or non government organization in the form of extra classes nearby home. News reports pointed the Provisions of government and non government organizations to tribal area as in the form of common televisions, smartphones etc.. But the analysis reflected that , government activities for enhancing education to various tribal areas of Pandemic period is inefficient.

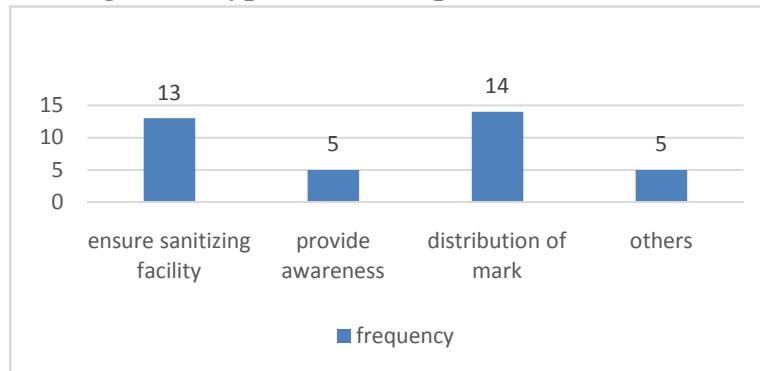
Table 5: Participation in COVID prevention activities

Response	No. Of respondents	Percentage value
Yes	37	46.3
No	43	53.7
Total	80	100

Source: primary data

Table 5 shows whether the students participated in COVID 19 prevention activities or not. Students have a vital role in COVID 19 prevention activities in tribal areas. 46.3% of the respondents are engaged on COVID 19 prevention activities. And the remaining 53.7 % are not engaged in any kind of prevention activities. Tribal colonies are small areas with lots of families and with limited facilities. So students who are educated and well informed about COVID 19 should participate in its prevention activities.

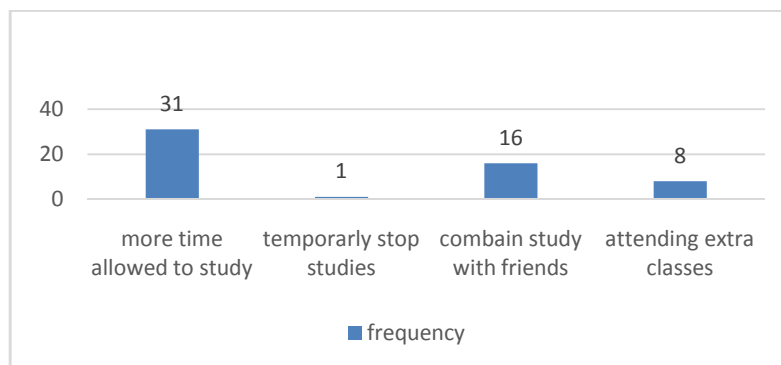
Figure 3: Type of COVID prevention activities



Source: primary data

Figure 3 shows what kinds of activities are done by students as a part of covid-19 prevention activities. Mostly they are engaged on distribution of mask, ensuring sanitizing facilities, provision of awareness classes and other activities like self-quarantine etc. 13 of them ensure sanitizing facilities while 14 of them engaged in mask distribution. COVID 19 awareness classes were provided by five students and five were engaged in other kinds of prevention activities.

Figure 4: Steps taken to improve academic performance which is go back during Pandemic period



Source: primary data

Figure 4 shows the remedial measures taken by students to improve their declining academic performance during the pandemic. It is clear that online learning during the pandemic, affected the academic performance of most of the tribal students. Student themselves taken where is measures to improve their academic performance. 31 of them allowed more time to study for improving their Academics and 8 of them attend extra classes from various sources. Due to various difficulties one of the temporarily stop her studies and then restart it. Combine

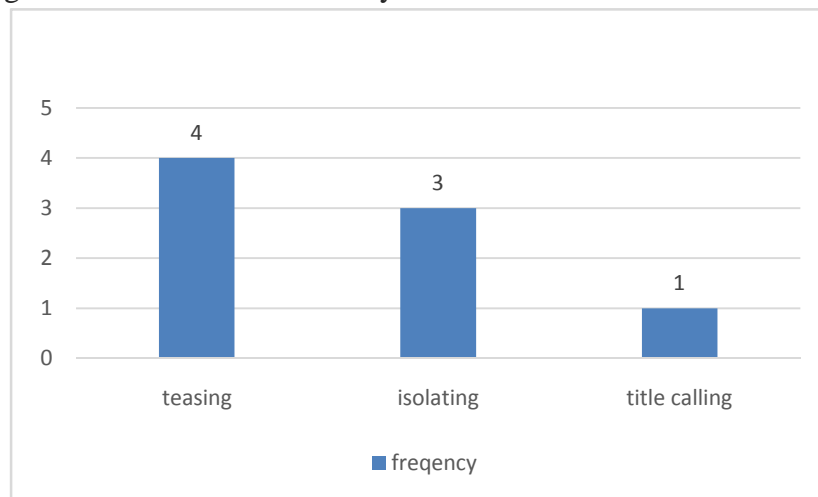
study with friends to improve Academy is preferred by 16 students. Digital divide is the major reason for decline of academic performance of tribal girls during pandemic period. Performance of the students which is go the down due to COVID 19 issues must be improved. Schools and Institutions can do more activities to enhance it like provision of remedial classes. Combine study is an effective measure to improve Academics

Table 6: Discriminatory Issues faced from school authorities

Response	No. Of respondents	Percentage value
Yes	8	10
No	72	90
Total	80	100

Source: primary data

Figure 5: kind of Discriminatory Issues faced from school authorities



Source: primary data

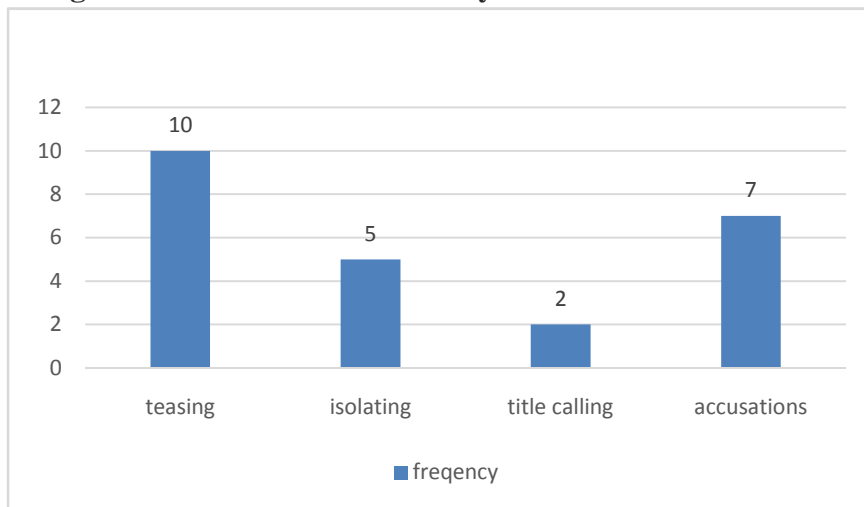
Table 6 depicts the things related to discriminatory issues faced by tribal girls in schools from the side of teachers and school authority. Examining the challenges faced by tribal students in terms of discrimination from school authorities or teachers, it becomes evident that 10% of tribal girls experience mistreatment such as isolation, name-calling, and teasing. 90% of the respondents have non-discriminatory environment in schools. It shows what kind of discriminatory issues are faced by tribal students in schools from the side of school authorities or teachers. Students points out three major issues they are title calling, isolation and teasing. 8 Students faced the discrimination issues. Out of these, 4 of them face teasing, 3 of them face isolating and 1 of them faces title calling. This kind of discriminatory issues towards tribal students in schools must be prohibited and they need support and protection.

Table 7: Discriminatory issues faced from friends

Response	No. Of respondents	Percentage value
Yes	24	30
No	56	70
Total	80	100

Source: primary data

Figure 6: Kind of Discriminatory issues faced from friends



Source: primary data

Table 7 depicts the things related to discriminatory issues faced by tribal girls in schools from the side of friends and peers. When we go through whether the tribal students face in discriminatory issues from the side of friends and peers we can see that there are 30% of tribal girls who faces discrimination from the side of friends and peers like isolation, title calling, accusations and teasing. 70% of the respondents have non-discriminatory environment among friends and peers. It shows what kind of discriminatory issues are faced by tribal students in schools from the side of friends and peers. Students points out 4 major issues they are title calling, isolation, accusations and teasing. 24 Students faced the discrimination issues. Out of these, 10 of them faces teasing, 5 of them faces isolating, 7 of them faces accusations and 1 of them faces title calling. They think that these discriminations were due to dislike towards the sect or poor financial condition or poor academic performance or any other reasons.

Table 8: Responders difficulty to understand official language

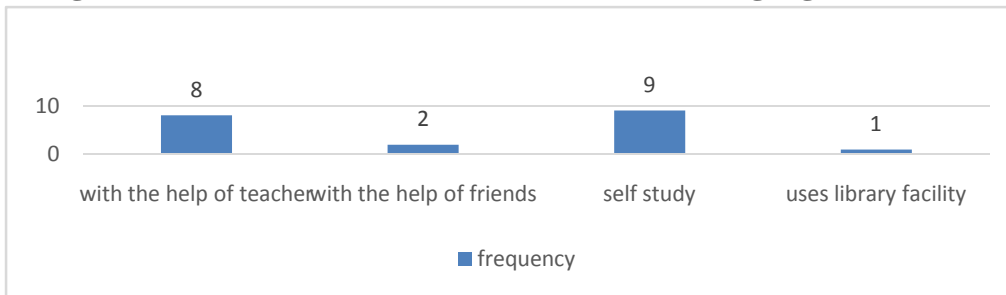
Response	No. Of respondents	Percentage value
Yes	20	25

No	60	75
Total	80	100

Source: primary data

Table 8 analyses whether the tribal girls face any difficulties in following official languages used in schools. Table shows that 25% of students are facing difficulty to follow the official languages used in institutions in initial period. They are faced much difficulty to follow and understand English language. 75% of the respondents are satisfied with the official language and they can follow it without any difficulty. Most of the tribal communities use their own dialect for their own communications. As a special categorical need schools must ensure be multilingual classrooms.

Figure 7: Remedial measures taken to overcome language difficulties



Source: primary data

Figure 7 shows what are the steps or remedial measures taken by the students to overcome the language understanding difficulties. 20 Students were faced the difficulty in understanding official languages. Out of that 9 students overcame these issues by taking self effort and 8 out of them overcome it with the help of teacher. 2 Students solve it with the help of their friends and peers and 1 student used the library facility. Most of the tribal communities use their own dialect for their own communications. Its comprehension is not much easy for them. They makes self efforts to tackle it, teachers and peers help them. They are unable to attend extra paid classes to improve language skills.

Table 9: Is increasing educational expenses affect education

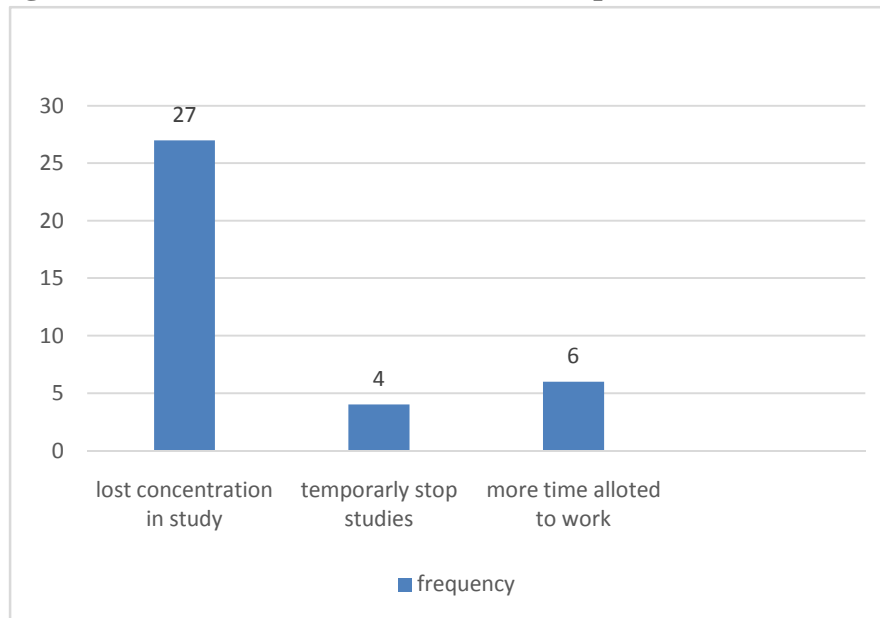
Response	No. Of response	Percentage value
Yes	36	45
No	44	55
Total	80	100

Source: primary data

Table 9 shows whether the financial burden of increased educational expenses affected education of tribal girls or not. 55% of the respondents said that burden of increased

educational expenses create financial issues, but it would not be affected their studies. The remaining 45% of respondents said that, the financial issues due to increased educational expenses affected their studies. Increased expenditure on education creates financial burden to most of the tribal families, which has limited income. But its impact on education is very lesser.

Figure 8: How will increased educational expenses affect education



Source: primary data

Figure 8 illustrates the impact of heightened educational expenditure on the education of tribal girls. 26 Students argued that they lost their concentration on studies due to the over thinking's about expenditure related things. 4 Students temporarily stop studies due to financial issues and 6 students, who are works along with schooling, give more priority to work and allow more time to work. From this analysis it is clear that increased expenditure on education will diminishes the girls' concentration on studies and it will weaken their academic performance.

FINDINGS

The study includes respondents from six major tribal communities in Wayanad, ranging from upper primary to professional education levels. Parental education, mostly up to SSLC level, correlates with limited opportunities for higher education. The primary income source is daily wages (Kooli), contributing to the low-income status of tribal groups. Parental attitudes strongly influence children's schooling, with some facing discrimination from peers and school authorities. Public transportation is crucial for tribal students, and the escalating education expenses create financial burdens affecting studies. COVID-19 exacerbates challenges due to the digital divide. Most prefer offline classes for cooperative learning and face difficulties in online classes, favoring WhatsApp audio for its ease. Government/non-government help during the lockdown is perceived as inadequate, with only a few receiving support. Some tribal students engage in COVID-19 prevention activities, highlighting their active role in community well-being.

CONCLUSION

Case studies in Wayanad district reveal that despite limited income; most tribal girls experience improved education and living standards. While facing socio-economic challenges, discriminatory issues, and financial constraints, many pursue education in a supportive school environment. Rising educational expenses and language barriers are noted concerns. During the COVID-19 pandemic, 81.3% of students faced disruptions in education due to technological limitations, such as lack of smart phones and internet access. The slow technological progress among tribal communities, coupled with digital literacy gaps, hinders online learning. Despite claims of support, respondents report limited assistance from authorities, emphasizing the negative impact of the lockdown on tribal girls' education, primarily driven by the digital divide.

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