

International Conference



on

Women's Leadership for Global Peace and Prosperity

वैश्विक शांति और समृद्धि के लिए महिला नेतृत्व

January 9-10, 2020

ABSTRACT BOOK

Sponsored by



University Grants Commission New Delhi, India





Women Development Cell (WDC)
Shivaji College, University of Delhi

Raja Garden, New Delhi-110027 Venue: Shivaji College Auditorium





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WDC IC 2020

International Conference

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Principal Department of Biochemistry

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Dr. Shailja V. Gupta, Advisor/Scientist H, Office of the Principal Scientific Advisor to the Government of India, New Delhi, India

Prof. Margaret Rose Hunt, Department of History, Uppsala University, Sweden

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MESSAGE

I am pleased to know that the Women Development Cell of Shivaji College, University of Delhi is organizing a two day International Conference on "Women's Leadership for Global Peace and Prosperity" on January 09-10, 2020. It is heartening to note that the college enjoys a high reputation in academics.

The theme of the conference aims at creating awareness on the roles played by women towards progress in various aspects of life as well as the measures that can be taken to ensure gender parity. In this context, the conference will bring together eminent academicians from various fields, who will share their expertise and experience with students and faculty in a series of interactive sessions. I hope there will be deliberations on a plethora of themes such as women's education, human rights and gender equality, women's safety in public and private spaces and women's role in policies and economics. This will provide an opportunity to policy makers, professional activists and researchers to get together and share recent trends and concerns, practical challenges encountered and the solutions adopted.

I extend my best wishes to the organizers of the international conference as well as to the participants.

(Prof. DP Singh)

27th December, 2019



MESSAGE

I am very pleased that the Women Development Cell of Shivaji College is organizing this two day International Conference on "Women's Leadership for Global Peace and Prosperity" on January 9- 10, 2020. I am delighted that the two-day event shall witness deliberations among some of the most enlightened minds of the world in the arena of gender studies. Every year the WDC strives to bring together on a single platform, intellectuals, policy makers and gender rights activists. Having gone through the abstracts, I can confidently say that this year is no exception.

During the course of two days, the speakers will bring to us the contemporary discourse on how women's leadership can work towards global peace and prosperity by being not just initiators of the process but also change makers. The themes range from historical approaches to understanding women's role in society to changes needed at the topmost policy making level. They will discuss reasons why women's representation in politics is indispensable in establishing gender equality to addressing issues of trafficking. It is beyond the scope of this short message to enlist all the speakers and their expertise. This abstract booklet will guide the participants through the two-day conference. I wish the speakers and organizers all the very best and I am sure that the participants will make the best out of the deliberations over the two days.

Dr. Shashi Nijhawan

Principal



MESSAGE

"We need women at all levels, including the top, to change the dynamic, reshape the conversation, to make sure women's voices are heard and heeded, not overlooked and ignored."

In our society, it is imperative to understand that women are sources of power. They carry within themselves the abilities of transformation and resilience, of handling crisis and of managing the economy. It is necessary to tap into this potential and actualise it to its maximum. The Women Development Cell (WDC) at Shivaji College has focused its energy on initiating change at our humble level in order to make inroads into battling issues of gender inequality at a larger level in society. Just as tiny ripples are created when a pebble is thrown into the water, our actions as educated, enlightened individuals in a premier institution can have far-reaching effects.

We thus bring to you some of the brightest minds and most significant contributors to the issue of gender parity in this conference on 'Women's Leadership for Global Peace and Prosperity'. These empowered individuals have shared their ideas and words of wisdom, which we have collated in this book through their abstracts. Our eminent speakers include Professor Margaret Hunt from Uppsala University, Sweden, who discusses the opportunities of higher education and spaces in the public sphere available to women in the modern world. As keynote speaker, she proposes to connect the historical to the modern and subsequently suggest ways to strategise roles of women in global leadership. Dr. Shailja V. Gupta, the Principal Scientific Advisor to the Govt. of India, emphasizes the advancements and modernisation as well as innovations where women have played a key role. Dr. Rita Bencivenga, from Trinity College Dublin, provides a European perspective on gender norms in IT companies and academies. Ms. Heather Dawn Morse from Stafford University California addresses the disturbing issue of trafficking and the possible path for survivors. Professor Wendy Faye Singer from Kenyon College, Ohio, discusses Indian politics and the challenges faced by women in Parliament and as ambassadors. Ms.Nayana Sahasrabuddhe, Vice President of Bharatiya Stree Shakti, Mumbai, talks about women's roles in the Indian economy. Professor Usha Tandon theorises on institutionalised gender based violence and remedies for the same.

Apart from these, we have a range of esteemed scholars as well as young students who present their views on gender issues. We hope this book will serve as a useful guide through the conference discourses.

Dr. Sunita Singh,

PROGRAMME SCHEDULE

JANUARY 9, 2020

10.00 AM-11.15 AM Inauguration

Welcome Address by Principal

Address by Prof. S.C. Bhatla, Chairman

Governing Body, Shivaji College

Chief Guest Address: Prof. D.P. Singh, Chairman

University Grants Commission

Guest of Honour: Ms. Harjinder Kaur Talwar

National President, FLO

Keynote Address: Prof. Margaret Rose Hunt

Department of History, Uppsala University, Sweden

Women as Leaders in the Modern World: Societal expectations towards female leadership need a radical change. In recent years, there has been debate over the leadership acumen of women and there have been several pointers to prove that women leaders can be advantageous in many areas.

Vote of Thanks

11.15AM - 11.30AM High Tea

11.30 AM - 12.30 PM

Session I: Women's Education: Scientists and Innovators

Women, especially in developing countries such as India, are often denied opportunities for education. This leads to many other problems such as low family income, increased risk of abuse and exploitation and an overall slow progression of society economically and culturally. This session will discuss the advancements and modernisation as well as innovations where women have played a key role.

Chairperson

Dr. Darshan Malik, Department of Biochemistry, Shivaji College, University of Delhi, New Delhi, India

Speakers

Dr. Shailja V. Gupta, Advisor/Scientist H, Office of the Principal Scientific Advisor to the Govt. of India, New Delhi, India

Dr. Rita Bencivenga, Trinity Centre for Gender Equality and Leadership (TCGEL), Trinity College Dublin, Ireland

12.30 PM -01.30 PM

Parallel Session I: Oral Presentations

- ➢ Women as Entrepreneurs
- Role of Women in Science and Health
- ➤ Women, Society and Environment

01.30 PM -02.30 PM Lunch

02.30 - 04.30 PM

Session II: Women's Safety in Domestic, Public and Work Spaces

Violence against women is of varied types, such as psychological violence, harassment in the domestic sphere, in the workplace or in public transport. Many are victims of human trafficking and female infanticide. The discussion in this session will focus on women's safety particularly in metropolitan cities and public spaces in general.

Chairperson

Prof. Margaret Rose Hunt, Department of History, Uppsala University, Sweden

Speakers

Ms. Heather Dawn Morse, Legal Marketing Executive, Stafford University of California, San Diego, US

Prof. Usha Tandon, Campus Law Centre North Campus, University of Delhi, Delhi

Parallel Session II: Oral Presentations

- ➤ Women as Entrepreneurs
- > Role of Women in Science and Health
- Women, Society and Environment

4.30 PM - 5.00 PM Tea

JANUARY 10, 2020

10.00AM-11.30AM

Session III: Women as Policy-Makers and their Role in the Political / Economic Sphere

Over the centuries, women's representation in major political and economic positions has been abysmal. Ensuring equal representation of women in the most impactful decisions of governance and economy would go a long way towards a progressive and egalitarian society.

Chairperson

Dr. Renu Batra, Additional Secretary-I, University Grants Commission, (UGC), Bahadur Shah Zafar Marg, New Delhi

Speakers

Ms. Nayana Sahasrabuddhe, Vice President, BharatiyaStree Shakti (BSS), Mumbai, Maharashtra, India

Prof. Bhagyashree S. Verma, Dept. of English, University of Mumbai, Mumbai, Maharashtra, India

Professor Wendy Faye Singer, Roy T. Wortman Professor of History and South Asian Studies, Kenyon College, Ohio, US

11.30 to 11.45 AM Tea

11.45 AM - 01.00 PM Panel Discussion

Gender Equality: Milestones and Challenges

Moderator: Dr. Shama Mitra Chenoy, Department of History, Shivaji College, University of Delhi, New Delhi, India

Panelists

Rajyogini BK Asha, Director, Om Shanti Retreat Centre, Gurugram, Haryana

Prof. Anita Singh, Centre for Women's Studies and Development, Banaras Hindu University, India

Prof. Sabiha Hussain, Director, Sarojini Naidu Centre for Women's Studies, Jamia Millia Islamia University, New Delhi, India

Ms. Zakia Soman, Co-founder, Bharatiya Muslim Mahila Andolan, Mumbai, Maharashtra, India

Dr. Shantwana Bharti, Social Development Coordinator, IPE Global Private Ltd., Patna, Bihar, India

Ms. Rashi Anand, Lakshyam (NGO), New Delhi

Ms. Jennie Williams, Gender and Trafficking Consultant, Human Rights and Peace Studies Department, Mahidol University, Thailand

01.00 PM - 02.00 PM Lunch

02.00 PM - 04.30 PM Jijabai Awards Ceremony

Chief Guest Address: Smt. Baby Rani Maurya

Hon'ble Governor of Uttarakhand

Guest of Honour: Ms. Surina Rajan, IAS

Director General, HIPA, Government of Haryana

Release of Coffee Table Book Sansmaran - A Decade of Reminiscence

04.30 PM - 05.30 PM Cultural Evening

Performance by MERI ZINDAGI: India's First Female Rock Band

Meri Zindagi is Uttar Pradesh's first and only rock band that sings foot-tapping songs about female education, gender justice, equality, domestic violence and female foeticide.

05.30 PM - 06.00 PM High Tea



Sarojini Naidu



Pandita Ramabai



Savitribai Phule



Maya Angelou



Mother Teresa



Ada Yonath

Keynote Address What History has to tell us about the Future of Women's Global Leadership

Prof. Margaret Rose Hunt

Department of History, Uppsala University, Sweden

Abstract

History shows that women are at a disadvantage when it comes to leadership position. And yet, over the millennia, many women have ended up holding significant power, as queens, prime ministers, cabinet members, entrepreneurs, political activists, religious leaders, and moral exemplars. These historical examples can and should inspire us, but they also carry warnings. Today, women have more opportunities than ever before, not least opportunities for higher education, so often an essential stepping stone to power. But we also see many signs of backlash. How as women can we capitalize on what we have, and push for more power for ourselves and for other women, and yet be mindful of the risks? History can teach us some things about what to expect in terms both of the support we are likely to get and the challenges we will face. In short, learning to take the long view can help us tailor our strategies for global leadership.

Addressing Gender Imbalance and Promoting Structural Change in IT Departments in Academia and High Tech Companies. Lessons from the FIAGES Project

Dr. Rita Bencivenga

Trinity Centre for Gender Equality and Leadership, Trinity College Dublin, the University of Dublin, Dublin, Ireland

Abstract

The presentation focuses on how Academies and IT companies are progressing towards gender balanced and inclusive workplaces, in a European perspective. Through the lenses of Feminist Institutionalism, the FIAGES research observes how gender norms operate within institutions and how institutional processes construct and maintain gender power dynamics. The presentation discusses different solutions of dealing with gender relations and improving not only equality, but also diversity and inclusion in the workplace.

The FIAGES project is financed by the European Union, through the Marie Skłodowska Curie H2020 Action, GA No 793195.

Key words: gender, inclusion, diversity, work, academia, IT companies

Bridges to Communication: Effectively Engaging with a Trafficked Person & Techniques for Advocating

Ms. Heather Dawn Morse

Legal Marketing Executive, Stafford University of California, San Diego, US

Abstract

Trafficking is a social injustice that affects every country and economy. Effective engagement with survivors requires the advocate to understand the vulnerabilities that lead to trafficking, the tactics that individuals are lured with, and how to address the myriad of obstacles that keep victims trapped in a destructive cycle. Advocating the safety, security, and long term goals of survivors builds bridges to restorative care.

Protection of Women from Domestic Violence in India: A Legal Discourse

Professor Usha Tandon

Former Professor-In-Charge Campus Law Centre, University of Delhi Email: utandon26@gmail.com; utandon82@yahoo.com

Abstract

Women are not safe even in their own houses. As per UNs Report (2013), around 35% of women, globally, have experienced domestic violence-either physical or mental violence including sexual violence at one or the other point of their life. Some national studies however report this figure upto 70 %. In India, according to Fourth National Family Health Survey 2014-15, the cases of domestic violence where women experienced physical abuse were 29% in rural areas and 23% in urban areas.

Violence against woman at her own home and by her own relatives is one of the institutionalised gender-based violence resulting in violation of her human rights. The paper deals with legal responses to the problem of domestic violence in India. While appreciating the difference between the criminal law remedies and civil law remedies available to the victims of domestic violence, the paper details the 2005 Act of Indian Parliament entitled as "Protection of Women from Domestic Violence Act". It explains various protection rights provided to the victim under the law. While describing the scope of the 'aggrieved person' who can file application under the Act, it explains the meaning of 'shared household' as propounded by the Judiciary. The law provides a comprehensive definition of the term 'domestic violence' that includes physical violence, mental violence, emotional violence, verbal violence, economic violence and sexual violence etc. While providing a critical analysis of the definition of domestic violence and various agencies created under the law to help the victim of domestic violence, the paper argues for the better implementation of the law by the executive and 'beneficial interpretation' of law by the judiciary.

Women Power in Indian Economy

Ms. Nayana Sahasrabuddhe

Vice President, Bharatiya Stree Shakti (BSS), Mumbai, Maharashtra, India Email: nayanas63@gmail.com

Abstract

Woman is a critically important but largely ignored part and aspect of economy. In India, the role of a woman in economy, i.e. in production, agriculture or services, is not at all a new concept. Basically our economy was family based which still continues and the extended version of family is a village, where co-existence of all necessary entrepreneurs, skilled workers like farmer, potter, tailor, goldsmith etc. was experienced and still it exists in villages. Each and every family member including women was involved in the family activity as per their skills and strengths.

An economy is a system of organizations and institutions that either facilitate or play a role in the production and distribution of goods and services in a society. (Definition: Source: Google) Family is and was the basic unit of society and economy in India.

As women's contribution to the country's GDP is currently just 18%, one of the world's lowest, with only 25% of India's labour force being female, McKinsey's research suggests that 97% of all female workers in India are active in the informal sector, engaged in low-paying activities and domestic work. (The power of Parity: McKinsey's Report 2018)

It means Indian women possess the skill sets required for earning through economic activity. Basically she has inherent skills of knitting, stitching, cooking, pottery, agriculture using at household level. But when it's a matter of business, it is controlled by men. So her contribution is considered as non-productive or unproductive, so less paid or not paid. Women are engaged in 70% of total work done, earn 20% less than men, only 10% women possess bank accounts and only 1% women have assets in their names.

The biggest hurdle in women empowerment and economic empowerment of women is poverty. Discrimination faced by women, at any and every stage based on class, caste, color, religion, land ownership, gender, language leads to vulnerability. Poverty and powerlessness are the two sides of a coin. The "Feminization" of poverty is a common phenomenon across globe, cultures and religions. i.e. in most of the families, may it be poor or rich, women have less access, right and power over family income, resources and decisions, as compared to man in the family.

These are some facts and figures observed by UN Women. Globally, women are paid less than men. Women bear disproportionate responsibility for unpaid care and domestic work. Women are still less likely to have access to resources.

Therefore, the 17 Sustainable Development Goals set by UN in 2015 covers, Goal 1 ending poverty, Goal 5, to achieve gender equality and Goal 10 on reducing inequalities Goal 8, to promote full and productive employment and decent work for all.

"You cannot manage what you cannot measure" is the stated adage. It's important to assess the gaps, Evaluate the reasons and Set some Benchmarks. For Mitigation of these gaps three point agenda will work.

- 1. Economic literacy (personal level) 2. Awareness (small groups village level)
- Policies (national level)

"Money is a powerful statement." But women empowerment is a holistic approach, her personal development to human development. The Indian perspective of co-existence and co-operation with approach of family welfare, family wellbeing will lead to the Pursuit of Happiness.

Women Writing across the Globe: Parallel Activism in Gender-free Ink with Milk of Human Kindness

Dr. Bhagyashree S. Varma

Associate Professor in Dept. of English, University of Mumbai, Maharashtra, India

Abstract

Activism in ink has timeless appeal to the repetitive history of violence. Women have been writing for ages to react and counteract while their lives were entangled inevitably into the chaotic mix on one hand of facing the masculine gaze of patriarchy reducing women into objects of child production or Sex mania and on the other racing with the rapidly growing pace of male-centric progressivism to survive in it with one's own feminine and individual dignity. The most civilized and non-violent medium of combating with this violent world is through the ink, for women who were given the time space and opportunities to lead actually were yet dependent upon or puppeted by male designers of priority in their decisions, plans or actions. The most sophisticated way this has been for women to write out their anger, passions, suppressions, emotions and plead for Peace and prosperity to lead the humanity towards this uniformed destination. To plead was the way to lead, via the ink with the milk of human kindness and intermittent bitterness in wording if it was sharper and more piercing than what extent it was allowed or expected to be, one has to probe into the layers of those sharp lines and read between them to find the flow of that milk of han kindness which could garb itself in fire to carry the melting ice! Writers have been agencies of activism in all their forms of writing yet this paper confines it's probe into these women's ink by looking at their poetry and bringing to the forefront the poetic force of rhyme they created between the themes of real violent world against the very presence of romantic, erotic, aesthetic or poetic ideas to survive in and for peace on the whole and to progress towards prosperity in cooperative mutual understanding of each other's need, creed and find the path to succeed. Women writers like Maya Angelou, Emily Dickinson, Margaret Atwood, Aphra Benn, Kishwar Nahid, Audre Lorde, Alicia ostricker, Sylvia Plath, Dorothy Parker, Anne Sexton,

Adrienne Rich ,Christina Rossetti, Sonia Sanchez , Alice Walker , Patricia lock wood, Marianne Moore, Judith Wright, Elizabeth Bishop , Kamala Suraiya, Taslima Nasreen , Amrita Pritam , Imtiaz Dharkar, Mamta Kalia, Ramanika Gupta, Parween Shakir, Shahida Heena, Meena Kandasamy, Rupi Kaur, are the most impactful among recent angels for peace and progress. All these women knew very well that Peace begins with protest against the absence of peace and justice while there cannot be peace without war. Warring with the attitudes which is more obscure and dangerous after a certain extent, is taken up by these women as the mission of their lives. Are they not in the real sense of the word, activists for Peace, on the global plane? परधानमन्त्री

Women in the State and the World: Indian Women Parliamentarians in the 1950s and Global Leadership

Prof. Wendy Faye Singer

Roy T. Wortman Professor of History and South Asian Studies, Kenyon College, Ohio, US

Abstract

In both 1952 and 1957, there were 24 women Members of India's Parliament and 130 women elected to the Legislative Assemblies throughout the states. At the same time, Vijayalaxmi Pandit was serving as India's Ambassador to the United Nations and, in 1953, was the first women President of the UN General Assembly. In other words, the world in the 1950s could look to India for models of global women's leadership.

This paper examines the challenges faced by those women, who did have places at the table of decision-making both in India and abroad, to interrogate the modes of women's leadership that characterized that moment. Time for state-building competed with the urgency of road-building and school building. Members of Parliament, like Parvathi Krishnan the MP from Coimbatore, addressed transportation, communications, and postal service for the entire country. Hansa Mehta and Pandit shaped the Universal Declaration of Human Rights.

By asking what Indian women politicians were doing and how they accomplished it, this paper moves the conversation about feminism and women's politics away from a segregated subject to the center stage of global affairs. How was the world of the 1950s changed and shaped by the contributions of accomplished Indian women? In the spirit of this conference on Global Women's Leadership, this pape, by analyzing histories of women leaders in the 1950s—and perhaps the retreat for women's inclusion that followed-may shed light on the struggles that women leaders face today.

If I Change, We Change

Rajyogini BK Asha

Director, Om Shanti Retreat Centre, Gurugram, Haryana, India

Abstract

A woman today is challenged to draw upon traditional strengths while continuing to redefine her position in a rapidly changing society. Can women stop taking refuge in the familiar security of subservience and passivity, and rise above centuries of oppression to attain new heights? Spiritual empowerment holds the answer. It is a unique method of restoring the balance between the sexes. Such empowerment begins with an understanding of the spirit or soul. The soul's innate qualities include the strengths of both the female and the male. Spiritual empowerment puts a person in touch with these inner strengths and enables a harmonious balance of the best of the masculine and feminine in the personality. This is the first step toward gender equality.

Gender, Violence and Performance

Prof. Anita Singh

Centre for Women's Studies and Development, Banaras Hindu University, Varanasi Uttar Pradesh, India

Abstract

Performance seems an ideal space for the exploration of cultural identity holding within it the possibility of reconfiguring the ways that we think about each other and view the world (Conquergood, 2002, 145-156)*. My presentation will focus primarily on the politics of gendered violence and its representation/interrogation in performance. Violence against women is one such reality that is being represented from different perspectives in the performances that I will discuss. My readings will act as an interface connecting the two performances—

- (a) Gendered violence itself as a kind of performance taking place in the social stage and
- (b) Gendered violence as a consciously performed representative work on the theatrical stage.

The last few decades in India have seen a series of sexual violence against women the Mathura rape case (1972), the Bhanwari Devi case (2011), Shakti mill case (2013), Suryanelli rape case (1996), Nirbhaya gang rape (2012) each of these is the unspeakable damage inflicted on women's bodies, constantly updating map of violence against women concurrently these incidents have sparked debates and resulted in the enforcement of protective laws to check the exploitation of women. Sexual harassment at the Workplace (Prevention, Prohibition and Redressal Act, 2013) act, Protection of women from domestic violence Act, 2005 recognized the psychological and emotional effects on recipients and perpetrators. Domestic violence was widely acknowledged as a public health issue. Following the enactment of the Criminal Law (Amendment) Act, 2013, the definition of rape was not merely limited to cases of penile-vaginal penetration but was extended to include the penetration of the vagina, mouth, urethra, anus, or any part of the body of a woman by a man using any object or part of his body. All of these underline how sex and gender, and the enforcement of particular standards of sexual conduct, are matters of political and legal, as well as cultural and social, significance. Regulatory norm such as returning early to hostel or home, wearing covered clothes are presented as cautious solutions to safety rather than as further restrictions on women's freedom these reflect cultural anxieties about female sexuality and offer protectionist and paternalistic way to control the behavior of women according to morally and culturally acceptable ideas of femininity rather than to protect their right to enter public spaces free of harm or fear. Some explicitly feminist campaigns have begun to challenge mainstream arguments about women's safety by asserting that women's freedom and rights cannot be compromised in the name of protection.

The performances I will discuss here function as interlocutors in feminist debates about gender, vulnerability, and the politics of eliminating sexual violence and progress a politics in which there appears to be no room to speak of women as vulnerable victims who require protection. All these enactments encourage women's capacities for agency, autonomy, personal responsibility, and resistance, the feminist beliefs that the performers espouse critiques and counter the victim image of women.

^{*}Conquer-good, Dwight. "Performance Studies: Interventions and Radical Research", TDR (1988-) Vol. 46, No. 2 (summer, 2002), pp. 145-156.

Society, Law and Women's Equality

Ms. Zakia Soman

Co-founder, Bharatiya Muslim Mahila Andolan, Mumbai, Maharashtra, India

Abstract

The principles of Indian democracy and polity are clearly laid down in the Constitution. Various articles uphold gender justice, gender equality and non-discrimination for women citizens and yet women and girls remain unequal in our society. There are improvements in several domains such as education, jobs, health, public policy etc but it still remains a male-dominated world. Societal mind-sets and attitudes do not change at a pace required for women's equality to come about in the true sense. In family, in education institutions, at workplace, in community, in politics, in public life women and girls suffer marginalization and exclusion based on gender. In the last two decades awareness has begun to develop about women's equality in society.

Women's Human Rights and Gender Equality

Dr. Shantwana Bharti

Social Development Coordinator, IPE Global Private Ltd., Patna, Bihar, India

Milestone

सारे विश्व में बहतु बढ़ी संख्या में औरतों तथा मर्दो ने, पितृ सत्तामक सोच, रवैयों, ढ़ाचों तथा संस्थाओं में बदलाव लाने के लिए अनेक स्तर पर किस्म-किस्म की कोशिश की है :-

कुछ इस तरह उदाहरण है ।

- स्कूल पाठयक्रम का विश्लेशन करके उसे अधिक जेंडर संवेदी बनाने की कोशिश।
- जनसंचार माध्यमो मे पितृ सत्तमक पूवाग्रह पर रोशनी डाली गई।
 - लिंगवाद को दूर करने के लिए कानून, नियम, दिशा-निर्देश बनाएं गए।
 - जिसमें औरतों की जरूरते योगदान और अकांक्षाओं को दर्शाए गए।
- कानूनो को दुबारा जाँच कर उन्हें अधिक जेंडर संवेदी बनाया गया।
- महिला अध्ययन केन्द्र स्थापित किए गए है ताकि ऐसे स्त्री -पुरूष तैयार किए जाए जा औरतों के पिरिपेक्ष से समाजिक, आर्थिक व राजनैतिक मुद्दों का विश्लशण करने के लिए जेडर शोध कर सके।
- राष्ट्रीय जनगणना को जेंडर संवेदी बनाने की कोशिश की गई है ताकि लिंग विभाजित आकड़े मिले, जिसने आधार पर जेंडर बदलाव योजनाए बनाई जा सके।
- कार्यशाला एवं प्रशिक्षण किया गया-नियोजको, प्रबंधको , प्रशिक्षको, क्षेत्रीय कार्यकर्ताओं सरकारी और सरकारी लोगों का ताकि जेंडर भेदभाव समझने में, जेंडर मुद्दों पर उन्हें संवेदन शील बनावे और उनमें डर समानता कि प्रतिबचन वद्धता पैदा करने में मदद की जा सके।
 - पुलिस कर्मचारियों, संचार माध्यम्।
 - व्यक्यों न्याय तंत्र के सदस्य से सरकारी कर्मचारियों के लिए।
- योजनाओंतथाकार्यक्रमोंकाविश्लेशणकरनेऔरजेंडरसंवेदीबनानेतथाजेंडरपरिवर्तन के काबलबनाने के लिए दिशा निर्देश जाँच सूचित की रूपरेखा:-
- समान्तर की दिशा में स्वंय सेवी संस्था, सरकारी, संयुक्तराष्ट्र संघ में विशेष इकाईया कक्ष, विभाग और आयोग स्थापित किये। (१६८५ तथा संयुक्तराष्ट्र के ६० प्रतिशत सदस्य देशों ने कोई संस्थागतिनकाय का व्यवस्थापक स्थापित कर लिया)
- लगभग हर देश में समलैगिक मुर्दो के विभिन्न पक्षों पर कार्य करने वाले महिला संगठन उभरकर आए। परिणाम-औरतों के प्रकाशण संस्थान, फिल्में, कला, वास्तुकला और अखवार, पत्रिकाए फल फुल रही है।

प्रयासोकापरिणाम

- सबरी माला मंदिरका एंतिहासिक फैसला
- खेल के क्षेत्र मेंलैगिक सामन्ता
- > आस्ट्रेलिया में फुटबाल टीम के लिए निर्णय
- मातृत्व प्रसुतिलाभ अधिनिया तीन तलाक से संबंधित सुप्रिम कोर्ट का फैसला।
- त्रि स्तरीय पंचायत में महिलाओं की भागीदारी।

Challenge

- 10-15 वर्षो में वास्तव में सालिंग (जेंडर) तथा विकास पर काफी चर्चा
- 1960-70 विकास के कार्य में गरीबों तक नहीं महिलाओं तक (संयुक्त राष्ट्र संघ के पहले दशक) तक पहुँच है।
- 1970-80 विकास के लक्ष्यों को पाने के लिए दोबारा पर खा गया। भारत तथा बंगला देश में देहातो में स्वंय सेवी संस्था द्वारा यह तब बताया गया कि गरीब तथा औरतों की भागीदारी नहीं है।

परिणाम

- 1. जन सहभागिता(People's Participation) 2.निचे से ऊपर उठने का तरीके का 3. बढ़ोतरी के साथ विरतरण तथा औरतों को हाशिएं पर करने वाले विकास कार्यकम औरतो-कृषि, बागवानी , पशुपालन में औरतों का शुरू से ही ज्यादा योगदान देती है।
- > प्रशिक्षण जानकारी, कर्ज सिर्फ पुरूषों को दी जाती रही, पुरूषों द्वारा पुरूषों के लिए चलाये जाते रहे है। औरतों के लिए संवर्धन कार्यक्रम-पारमपरिकर रहे है

सिलाई, कटाई, पापड़, अचार आदि जिसमें आमदनी कम और यह मिथक मजबूत होता है, कि कौन से काम औरतों के लिए और कौन से काम मर्दों के लिए।

औरतों का किसान नहीं मानने सें-कृषि में उनकी भागी दारी कम होती गई।

जैसे

- 1980 में वतसक बैंक द्वारा कृषि विस्तारण पिरयोजना ने औरतों का बिलकुल नगरअंदाज किया।
- नेपाल में जंगल लगवाने के लिए एक बड़े कार्यक्रम में डीमिया सहयोग बारे में रिपोर्ट में औरतो का नाम एक बार नहीं लिया गया।
- औरतों को वमीकरण, जल आपूंति, अन्न भण्डारण और जुड़ी परियोजनाओं से जोड़ी तक नहीं गया जबिक मुख्यतः औरतें ही इन सबाक प्रबंधन करती है।
- > पूरुषों के लिए साईकलों, ट्रेक्टरों हार वैस्टरों पर औरतें वहीं पानी चारा सिर पर उठाती है।
- > F.A.O (कृषि संगठन) जमीन के कागज मर्दों के नाम पर बनाएं जाते हैं तो सरकारी कार्यक्रमों में कर्ज पाने का हकं उन्हीं को है।
 - जैसे-श्रीलंका की महावेली योजना, मलेशियाा की मुद्रा योजना तथा कीनिया की मिवय योजना। 1. विकास के नाम पर औरतें मुख्य धारा से बाहर हो गई। 2.कृषि के व्यवसायिकरण ने भी औरतों को हिशय बंद किया क्योंकि बजार, बैंक और व्यापार केन्द्र सभी, सार्वजिनक जगहं थी जो औरतों के दायरे से बाहर थी।

- आर्थिक गतिविधियों के अन्य क्षेत्रों में यही दिखाई पड़ा-भारत में मशीनीरकरण तथा आधुनिकीकरण नें औरतों का कपड़ा उद्योग से भी रोजगार खत्म हो गया जहाँ वे बड़े संख्या में कार्य करती थी।
- आर्थिक हिशया बंदी का परिणाम-समाजिक हिशया बंदी हुआ जिस में दहेज, भ्रूण हत्या, बालिका शिशु हत्या फैल गई । दक्षिण एश्या स्त्री-पुरूष अनुपात गिरने का मुख्य कारण यही था।
- कृषि में विकास के तेजी से अधिनिकरण के सूचकों के रूप सिनेमा शराब, टेलीवीजन तथा उपभोग की अन्य सामग्रियों लाई गई है। जिससें हिंसा सबसे भयानक रूप सामने आया है। आर्थिक तरक्की से जेंडर समस्याए अपनेआप कम नहीं होती है-
 - 1. पंजाब- 882 2. हरियाण- 865 3. भारत-927

पिछल तीन दशक में-तीन खया अपनाया

WID (Women in Development) 2. WAD – (Women and Development) 3. GAD- (Gender and Development)
 ये कार्यमुख्यत : महिला शोधकर्ता और शिक्षा विदों ने किया है। ये नाम उस समय के धारणात्मक दर्री को दर्शाता है।

परिणम-पिछले बीस सालों में करीब 100 देशों में रहने वाले 150 लोगों की प्रति व्यक्ति आय में गिरावट आई है।

मन वविकास रिपोट-1996

इस तरह की जानकारी और समझ दुनिया के अलग-अलग हिस्से से मिसले से अनेक फायदेमंद धारणाएं विकसित हुई है-

औरतो की परिस्थिती

- स्थिती
- व्यवहारिक जेंडर आवश्यकताएँ
- नीतिगत जेडर हित
- अधिनता
- सशक्ताता
- स्वायतता आदि

ध्यान देने योग्य बातें-जेंडर समानता के लिए -

- जमीन, पानी और जंगलों जैसे-प्राकृतिक संसाधनों तक औरतों की पहुँच और यियंत्रण इसके लिए नीतियों तथा कार्यक्रमों के स्तर पर और ज्यादा ठोस कार्रवाही की जरूरत है।
- लड़कों तथा मर्दो द्वारा घरेलू कार्य में हाथ बढ़ाना। जब वे खुद इस तरह का जीवन देन और जीवन संभालने का काम करेगें तभी वे काम की ऐसी धारण विकसित करेंगों जो शोशणकारी, पूँजी वादी पितृसत्तात्मक धारणा से श्रेष्ट होगी।

Gender Equality

Ms. Rashi Anand

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Abstract

Even in 21st Century one could question does gender equality exist? But sadly, Gender inequality is the bitter truth of our society. People often differentiate between the genders, with males apparently getting the edge. The bitter truth is women in our society are victims of orthodox mindset, chauvinism and patriarchy. The number says that in the past one decade there has been more than 8 million female foeticide. Such obstacles are a constant threat to female identity in India. A blessing has been that many women, activist; journalists amongst others have come to raise voice against the injustice.

If one looks around the widely accepted differences between the genders could easily be spotted. For example, we want our men's cricket and football team to do well. However, the efforts of our women's team for the same rarely grab attention. Girls in India are expected to learn cooking rather than playing sports or doing any other activity. Such things act as a hindrance to the growth of our society. However, the awakening has to come from within us and the efforts have to be undertaken to bridge the gap. In the World Economic Forum (WEF) India was ranked 108th in gender gap index, same position was in 2017. However, an improvement was observed for the first time in the criteria of wage. Economic opportunity, educational attainment, political empowerment, health and survival are the four key pillars across which The Gender Gap is measured.

CHALLENGES AND ISSUES

- Sex Ratio: Sex ratio denotes the number of females per 1000 males. There is no gender based equality in the sex ratio. The more we strike to reach the status of developed and civilized nation, the poorer the sex ratio of the country gets. Looking at earlier facts and figures the sex ratio of the country is poor and it is deteriorating at an alarming rate that requires instant attention.
- ➤ Violence against Women: Between the genders the socially and culturally built hierarchy holds certain power relationships. Any power relationship is asymmetrical by definition, i.e. one of the subjects of the relationship has power and the other one does not. Usually, men are socially regarded as superior compared to females. This asymmetrical situation is present in many areas of social life and can lead to violence (physical, verbal, or psychological). Studies show that more than 1/3 of the women around the world have experienced violence at some point or the other in their lives and it can also happen at the workplace.

- Sexual Harassment: Sexual harassment is a form of violence that through a show of power intimidates, humiliates, and affects another person's dignity. This behavior is sexual in nature (physical contacts, sexual advances, comments and jokes with sexual content, exhibiting pornographic material or making inappropriate comments) and is undesired; it is perceived by the victim as a condition to keep the job and in the process creates a hostile, intimidating, and humiliating work environment.
- The Wage Gap: One of the areas where gender differences are observed is the workplace. The difference is in the remuneration between men and women. A study by the International Labor Organization in 2018, conducted across 76 nation's shows that women are paid 34% lower than men. However, this number does not account for the millions of women working in the informal economy with no protection. Also, many countries lack reliable statistics to prepare more accurate reports, therefore, this already high figure mentioned above will be even higher. Access to education continues to be the key in bridging the wage gap.
- ➤ Women's Health: Health is a universal human right. That's why, irrespective of religion, age or where we live, we have a right to information and the healthcare services that allows us to care for our bodies and for our quality of life. It is not just being free of illnesses, but also having access to reasonable standards of living, housing, food, decent work, as well as appropriate level of medical assistance so that women can develop their full potential as individuals.

MILESTONESACHIEVED

There is clearly need for policy initiatives to empower women as gender inequality in India remains constant. However, there have been various initiatives taken in the context. Of the various milestones the First and major change maker has been representation of women in the politics by reserving Seats in urban and rural local bodies in India. This helps in growing presence of women in Indian politics.

Secondly, the government has bought many schemes in order to save guard the interest of women like 'Beti Bachao Beti Padhao', 'Pradhan Mantri Vandana Yojana', 'The Maternity Benefit Act' amongst others.

Thirdly, today more and more number of women are working, attaining education, independent and have freedom to take their own decisions. There is a trend of women taking in charge in all walks of life from social to political to economics etc.

Gender Equality: Milestones and Challenges

Ms. Jennie Williams

Gender & Trafficking Consultant, Human Rights and Peace Studies Department Mahidol University, Thailand

Abstract

Human rights and peace and security are interrelated, as 'one advances the other,' (Ramsbotham, Woodhouse and Miall, 2006, p. 1). Human rights violations are a consequence of war as well as a cause of war and so protecting human rights is beneficial for peace and peace is beneficial for protecting human rights. The intention as per the Charter of the United Nations preamble of 1945 to 'maintain international peace and security' and the Universal Declaration of Human Rights (UDHR) that "rights of all members of the human family is the foundation of freedom, justice and peace..." How successful are human rights mechanisms in securing peace and security for women who disproportionately suffer direct and indirect gender-based violence (GBV) both in peacetime and conflict? If over 50% of the global population do not have their rights safeguarded and these violations cause and are exacerbated by conflict, how can peace be assured and secured?

This talk will address the following questions: how does the field of human rights guarantee peace and security for women and how successful is this? What more needs to be done to ensure that women's peace and security is paramount both in peacetime and during conflicts? To address these questions, this talk will analyse what issues undermine women's peace and security, and how they are treated through the attitude and approach to gender in the field of human rights. By critiquing the human rights mechanisms of transitional justice, the United Nations Security Council (UNSC) resolutions from 2000-2015 and Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979), this talk will highlight the positive aspects that contribute to rights for women but conclude that they still fall significantly short of ensuring their peace and security. I will then make recommendations as to how better to address potential solutions to promote, support and achieve peace and security for women and therefore for everyone.



Parallel Session I & II: Oral Presentations ABSTRACTS Women as Entrepreneurs



Indra Nooyi



Kiran Mazumdar Shaw



Shahanaz Hussain



Ekta Kapoor

ABSTRACTS

1 Dr. Suniti Chandiok

Interrelation of Women's Education and their Economic Growth in India: A Study on Uttar Pradesh (India)

2 Dr. Charu Gupta and Mr. Dhan Prakash

Socio-Economic Empowerment of Rural Women through Training on Preparation of Value Added Products for Income Generation & General Well-being

3 Ms. Isha Rani

Women's Role in Entrepreneurship: Indian Scenario

4 Ms. Divya Aggarwal

Women Development to Women Led Development

5 Mr. Narendra Kumar

Panchayati Raj Institutions and Women Entrepreneurship

6 Ms. Sana Wahid and Mr. Nikhil

Women entrepreneur: Strength to women of Indian society

7 Ms. Yukti

Entrepreneurship: the ship in which many women are now sailing

8 Mr. Baljeet Singh and Ms. Sheetal Singh

Empowering the women through women entrepreneurship

9 Mr. Aditya Singh and Mr. Narender Singh

महिला उद्यमिता

10 डॉ- अनवर खान मंसूरी, वरिष्ठ पत्रकार

भारतीय टीवी चैनल्स की ताकत हैं महिला मीडियाकर्मी

Interrelation of Women's Education and their Economic Growth in India: A Study on Uttar Pradesh (India)

Dr. Suniti Chandiok

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Abstract

For the development of any country and its environment, culture and education should be taken on top of main concern to be considerable the most important point. Qualifications of any women is the basis for creativity and innovation and foresightedness that initiate change it helps in the efficient use of resources escalation, worth of their life and worth of human manpower. Education takes us away from tradition underdevelopment, darkness, poverty, misery and overpopulation to illuminate, affluence and pleasure. Women in India have been playing predominant role in the development of society by their direct and indirect contribution, their active participation in the economic as well as social activities would cause for the overall national development. The present research attempt to analyze the Uttar Pradesh women's qualification and empowerment in rural and urban places of Hathras, Aligarh (Satoha, Raghaniya, Sasni, Laadhpur, Lakhnu, Nagla Hema) district. The main objective of this paper is find out the a interrelationship with women education levels and their economic growth. We try to find out all the problems which are the critical for women education in Uttar Pradesh (UP).

Socio-Economic Empowerment of Rural Women through Training on Preparation of Value Added Products for Income Generation & General Well-being

Dr. Charu Gupta and Mr. Dhan Prakash

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Abstract

In the present study, the rural women of villages of Western Uttar Pradesh district Saharanpur were trained on the agro-technology and processing of medicinal and aromatic plants (mainly lemongrass & basil) to produce value added products. The rural women of about 13 villages (in Saharanpur district, Western UP) participated in the training programs in the preparation of herbal products such as lemongrass tea, basil tea, lemongrass leaves powder, basil powder, floor cleaner, face-toner, mosquito repellent spray and incense-sticks, herbal hand sanitizer, herbal lemongrass bath, herbal face astringent. They were also trained on the extraction of essential oil from lemongrass and basil through onsite demonstration on mini distillation unit. More than 20 training programs have been conducted till date in which around 750 rural women and farmers were imparted training. The aromatic plants were planted on their unused backyard land such as kitchen garden, community land, Gram Panchayat land etc. without disturbing their conventional crops. The market linkage was also developed through the project where the rural women got returns from the sale of their plantation. This model became a success story and is thus being replicated in other adjoining rural areas of dist. Saharanpur.

Keywords: Rural women; Women empowerment; Income generation; Medicinal & Aromatic plants; Agro-technology; Herbal products

Women's Role in Entrepreneurship: Indian Scenario

Ms. Isha Rani

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Abstract

Introduction: As we all know, from ancient times women played very significant role in the society whether as leaders, entrepreneurs, housekeepers etc. In Indian culture women are considered as goddess. The Indian women are no longer treated as showpiece to be kept at home. They are also enjoying the impact of globalization and making an influence not only on domestic but also on international sphere.

Women Entrepreneurship: Women Entrepreneurs may be defined as the women or group of women who initiate, organise and co-operate a business enterprise. Government of India has defined women entrepreneur as an enterprise owned and controlled by a woman having a minimum financial interest of 51% of the capital and giving at least 51% of employment generated in the enterprise to women.

State of women in India: Despite the fact that women in India are doing very well as business leaders and entrepreneurs, most of the women still facing the obstacles like limited participation in decision making, lack of freedom of movement, limited access to education, limited media exposer, domestic violence etc.

Suggestion: By following the few steps the role of women in business world can be improved:

- By changing the social interaction process.
- · Providing freedom in decision making process.
- Providing education and employment to women.
- · By changing mindset.

Conclusion: The need of the hour is to identify those drawbacks like employment, education, social status, and mind set of people in order to empower women in India.

Women Development to Women Led Development

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Abstract

In the words of Jawaharlal Nehru, "When women move forward, family, village and the nation moves." Women have continued to face gender bias ever since. The traditional Indian society has accorded an inferior status to women in the family hierarchy. Decades after independence have seen some upliftment in the status of women.

With globalization, came realization of women's role in development. Women entering business is a significant development in the emancipation of women and securing for them a place in the society, which they have all along deserved.

Entrepreneur is someone who starts their own business, especially when this involves seeing a new opportunity. Defying the gender roles women have kick started the wave of female entrepreneurship, example being Dr. Kiran Mazumdar Shaw, Chairman & MD of Biocon, or Ekta Kapoor, the creative head of Balaji Telefilms.

The increasing supply of enterprises is a key to rapid economic growth. As a part of government policy, more importance is given to women entrepreneurs. The integration of women in economic development is an indicator of women's economic independence and social status. The successful female entrepreneurs encourage women to dream big. The study by McKinsey global institute stated in 2015 that women's equal participation in business world could elevate India's GDP by 16-60% by end of 2025. A well educated businesswoman employs a hundred less privileged ones, thereby making a difference to their communities.

Women Entreprenuers: Strength to Women of Indian Society

Sana Wahid and Nikhil

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Abstract

The days are gone when women used to be behind the closed doors of homes in the society. Today, the transformation of social fabric in the society is opening the doors of opportunity to encourage women in entrepreneurship. 'Women entrepreneurship' refers to an act of business ownership and business creations that empowers women economically increases their economic strength and position in society. Women leaders are risk takers, opportunist, innovator, flexible, ambitious, hardworking and enthusiastic. They need to be lauded for their increased utilization of market technologies, increased investment, finding a niche in the market and also setting trend for other women entrepreneurs in organized sector.

Chasing a dream of having your own business is a story in itself. And a lot of rural Indian women today are dreaming to become the entrepreneurs of tomorrow. The increasing number of non-banking financial institutions and micro-finance companies today, are being the pillars of strength to women in India. In the presentation we will discuss the concept of women entrepreneurship, the reasons for its slow progress specially in India, Suggestions and Schemes for promotion and Development of women entrepreneurship in India.

Panchayati Raj Institutions and Women Entrepreneurship

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Abstract

Woman has a power to create, nourish and transform. Women constitute nearly half of country's populations. Almost half of India's population resides in rural areas where poverty is rampant. Poverty becomes a sin and vicious cycle that is the root cause of all problems.

The role of women entrepreneurs in development of society is inevitable and key to country's economic growth. Without promoting women entrepreneurship, India cannot be a world leader in business and trade, because if they would be ignored or neglected, half of the India's workforce is being wasted.

Compare to men, women save money and used it judiciously like-on education of child, kitchen items, insurance, health etc. Through empowering women economically, we can achieve various goals of Sustainable Development viz. No poverty, Zero hunger, Gender Equality, Good health &well being and Quality education & finally we could transform the very face of Nation.

This paper focuses on various schemes and programmes related to women employment, entrepreneurship and self help group launched by many panchayat bodies. This paper analysis the effort taken by panchayats especially Singhvahini, Digambarpur Panchayat and others in empowering women through providing an environment of employment opportunity for rural women and its impact on society.

Keywords: Women entrepreneur, Panchayat, Poverty, S.D.Gs, Society, Rural, Development

Empowering the Women Through Women Entrepreneurship

Mr. Baljeet Singh Bhutani and Ms. Sheetal Singh

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Abstract

Women entrepreneur may be defined as the women or the group of women who commence and operate a business venture. Women entrepreneurs are highly increasing in the economies of almost all the countries. The hidden business potential of the women have been increasing with the growing sensitivity to the role and economic status in the society.

The knowledge, skill and compliance in business are the core reasons for women to come forward into business venture. Women entrepreneurs engage in business due to push and pull factors which give confidence to women to have an efficient occupation and stands on their foot, Logic towards independent decision making on their life and carrier is the motivation factor behind this.

Women entrepreneur is a person who accepts challenging role to meet her personal desires and turn out to be economically independent. A strong desire to do an enormous positive is an integral quality of an entrepreneurial women.

In India though women are playing key role in the society, but still their entrepreneurial ability has not been properly tapped due to the lower status of women in society. Moreover they also face gender barriers to starting and growing their business self esteem, recognition, self determination and career goals are the key drivers for choosing to entrepreneurship by women. Sometimes, women choose such carrier path for proving their potential calibre in order to achieve self satisfaction.

By establishing their new venture women entrepreneurs generate new jobs for themselves and for others. Let us try to eradicate all kinds of gender bias and thus allow 'women' to be great entrepreneur.

"Women are the largest untapped reservoir of talent in the world".

Entrepreneurship: The ship in which many women are now sailing

Ms. Yukti

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Abstract

Whenever we hear the word "entrepreneur", a picture of a male personality comes to our mind. Be it Bill Gates, Steve Jobs or Mark Zuckerberg! Entrepreneurship is always juxtaposed with the masculine gender.

On the other hand, women in society are perceived as some extraterrestrial creatures confined to household work and childcare only. She is the one responsible for household duties, childbearing, child care, etc. Our brains link businesses with masculine gender and household work with the feminine gender.

There are two reasons why I can relate to the topic easily. My mother is working so I have a first-hand experience of all the struggles of a "working woman". She has to juggle between household and office work. The closest and biggest source from which I draw inspiration is my mother. I have seen her balancing between household duties and office work all her life.

The other reason is entrepreneurial passion. I always wanted to start a company, to give value to people. And now, I am working on my own startup. By diving into this field, I am beginning to understand better the thick and thin of entrepreneurship.

And the challenges you face get multiplied if you are a female. In addition to the challenges faced by men, women face other challenges. Massive discouragement was one of them. I remember, before starting this venture, I became accustomed to hearing things like "Girls can't do business", "Get a job and do household work" etc. But it only made me more resolute. Hearing such demotivating words from the people closest to you can break your heart and reduce your confidence.

Other challenges were difficult to access to finance, problems in expansion, etc.

महिला उद्यमिता

आदित्य सिंह

बी. टैक. कम्पयूटर सांइस, एफ.ई.टी, एम.आर.आई.आई.आर.एस, फरीदाबाद, हरियाणा

नरेन्द्र सिंह

प्रवक्ता हिन्दी राजकीय उच्चतर बाल विद्यालय सी. ब्लॉक संगम विहार, नई दिल्ली—110080

"उधमेन हिं सिघ्यन्ति कार्याणि न मनोरथैः" से प्रेरणा पाकर नारी कामकाजी दुनियाँ में उतर पड़ी। शिक्षा, चिकित्सा, बैंक रेजवे पुलिस सेना वायुसेना सभी क्षेत्रों में नारी ने अपनी पहचान छोड़ी है। देश की पहली महिला प्रधानमंत्री श्रीमती इन्दिरा गाँधी बनीं तो श्रीमती प्रतिमा देवी सिंह पाटिल ने देश के सर्वोच्च पद राष्ट्रपति को सुशोभित किया है।

महिला अद्यमिता के क्षेत्र में सबसे पहला नाम आता है — कल्पना सरोज जी का है। छटी आर्थिक गणना के अनुसार देश के कुल उद्यमी वर्ग में महिला अद्यमियों की भागीदारी 14% है। वर्ष 2019 की टॉप महिला उद्यमियों के नाम इस प्रकार है — इंदु जैन, किरण मजूमदार शाह, वन्दना लूथरा, प्रिया पॉल, रीतू कुमार, शहनाज हुसैन, और अदिति गुप्ता।

इन सभी महिला उद्यमियों ने अपनी सफलता से यह सिद्ध कर दिया है, कि व्यापार और वाणिज्य की बेहतर समझ उन्हें है। वे अपने विजन के अनुसार टीम भावना का विकास करते हुए अपने—अपने उद्यम को आगे ले जा रही है। कॉरपोरेट जगत में अरुंघती मट्टाचार्य, चन्दा कोचर, इन्दिरा जूई के उदाहरण हमारे सामने हैं।

नारी के कुछ खास गुण अद्यमशीलता के क्षेत्र में सफलता के द्वार खोलते हैं। संवादशीलता, मनोविज्ञान की परख, धैर्य—संयम, समय—प्रबन्धन नेतृत्व, जिम्मेदारी और कला के प्रति विशेष रूझान एवं कुछ नया करने की ललक महिला अद्यमियों के लिए किसी वरदान से कम नहीं है। वीमेन इंटरप्रन्योर की कहानी को इन पंक्तियों मे देख जा सकता है —

संघर्ष को चुना है, उत्साह दो गुना है। मंजिल पर लगी नजर, एक सपना हमने बुना है।।

भारतीय टीवी चैनल्स की ताकत हैं महिला मीडियाकर्मी : एक विश्लेषणात्मक अध्ययन

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सार: वर्तमान में भारतीय मीडिया में महिला मीडियाकर्मियों ने अपनी विशेष पहचान बनाई हुईं हैं। वह अपनी साफ-स्वच्छ छिव के रूप में इलेक्ट्रॉनिक मीडिया की स्क्रीन पर छायी हुईं हैं। यह कहना भी अतिश्योक्ति नहीं होगा कि वर्तमान समय में भारतीय न्यूज चैनलों की स्क्रीन की सुन्दरता पर चार चांद महिला मीडियाकर्मी ही लगाए हुए हैं। भारत का पूरा इलेक्ट्रॉनिक मीडिया महिला मीडियाकर्मियों के कारण ही अपनी पहचान बनाए हुए हैं और इन इलेक्ट्रॉनिक न्यूज चैनलों की स्क्रीन से कई प्रमुख महिला मीडियाकर्मी संपूर्ण भारत में मशहूर हैं। इनकी संख्या में भी दिनोंदिन इजाफा भी होता जा रहा हैं। महिला न्यूज एंकर एवं संवाददाताओं की मीठी मुस्कान और बुलंद आवाज के कारण ही जनता टीवी चैनलों को पसंद कर रही हैं। भारतीय न्यूज चैनलों टीआरपी में भी महिला मीडियाकर्मी महत्वपूर्ण भूमिका निभा रहीं हैं। जहां एक ओर भारतीय टीवी चैनलों में महिला मीडियाकर्मियों को नेम, फेम एवं मनी तीनों चीजें मिल रही हैं वहीं टीवी चैनलों के लिए भी ये ताकत बनीं हुई है। उक्त विषय पर विविध टीवी न्यूज चैनलों का एक विश्लेषणात्मक अध्ययन किया गया है।

Parallel Session I & II: Oral Presentations ABSTRACTS Role of Women in Science and Health



Anandi Gopal Joshi



Indira Hinduja



Asima Chatterjee



Mangala Narlikar

Women Scientists Do Not Need Lipgloss

Ms. Deepshikha Sharma

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Abstract

Women have made significant contributions to science and health from the earliest times. During the nineteenth century, women were excluded from most formal scientific education, but they began to be admitted into learned societies during this period. In the later nineteenth century, the rise of the women's college provided jobs for women scientists and opportunities for education. A number of organizations have been set up to combat the stereotyping that may encourage girls away from careers in these areas. For example, in 2011, the Scientista Foundation was created to empower pre-professional college and graduate women in science, technology, engineering and mathematics (STEM), to stay in the career track. In efforts to make women scientists more visible to the general public, the Grolier Club in New York hosted a "landmark exhibition" titled "Extraordinary Women in Science & Medicine: Four Centuries of Achievement", showcasing the lives and works of 32 women scientists in 2003.Marie Curie, Rita Levi-Montalcini, Brenda Milner, Martha Salcudean, Julie Payette, Halle Tanner Dillon Johns, they are women whose pioneering work has been recognised all over the world.

Progress of Women in Science & Health: Change is the Only Constant

Dr. Ankita Dua and Dr. Aeshna Nigam

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Abstract

As of 2019, only one third of researchers worldwide are women and there is a constant gender bias in the fields of science and health. Women make up just 12% of national science academies members and the gender parity in these fields stems from pay gap, maternity, gender discrimination, sexual harassment and assault. The best known examples are Florence Nightingale, founder of modern nursing, Fe del Mundo a paediatrician from the Philippines, the first female student at Harvard Medical School, Anandi Gopal Joshi, one of the first Indian female doctors, Elizabeth Garrett Anderson, Britain's first female doctor, the list is progressing by the day. Another milestone worth mentioning is the India's maiden mission to Mars 'Mangalayan'. 27% of the executive team members of Mangalayan were women- Ritu Karidhal, Deputy Operations Director for Mangalyaan, Nandini Harinath Project Manager, Mission Designer & Deputy Operations Director for Mangalyaan, Anuradha TK, Moumita Dutta, Project Manager for Mangalyaan, Minal Rohit, Project Manager and System Engineer for Mangalyaan and Dr. Seetha Somasundaram, Program Director at ISRO's Space Science Programme

However, change is approaching our world as 60% of the senior positions in WHO are being led by women. The reason for this development is implementation of flexible working conditions, bringing about policy changes on gender discrimination and harassment. These policies are removing the roadblocks for women in global health and science.

Parallel Session I & II: Oral Presentations ABSTRACTS Women, Society and Environment



Dame Jane Morris Goodall



Medha Patkar



Sunita Narain



Vandana Shiva

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Job Satisfaction, Organizational Commitment and Employee Empowerment: A Gender Based Statistical Interrogation

Dr. Komal Chandiramani

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Abstract

Employment not only means financial stability but it also defines an individual's identity. Psychological empowerment refers to employee's perception about their roles in an organization whereas Job Satisfaction involves specific beliefs about one's job, behaviour intentions and feelings about it. Both the above constructs have an important role in predicting organizational commitment and therefore greater success at work. The objective of the present study was to explore gender differences and understand the predictors of organizational commitment in Indian IT sector. For this, a convenience sample of employees was taken from various organizations and was administered Organizational Commitment Questionnaire (Mowday, Steers & Porter, 1979), Minnesota Satisfaction Questionnaire (Hirschfeld, 2000) and Measuring Empowerment Questionnaire (Spreitzer, 1995). Both descriptive and inferential statistics were used to analyze data. T- test was used to understand the male and female group differences on the above constructs. Moreover, pearson's product moment method of correlation coefficient and multiple regression analyses were used to analyze the data. The above analyses revealed a number of significant findings between the above constructs. The research was concluded by briefly foregrounding some of the study's implications and future directions

Keywords: IT sector, Job Satisfaction, Organizational Commitment, Psychological Empowerment

Constraints and Challenges towards Women's Education and Leadership in India: Historical Tradition and Contemporary Scenario

Dr. Sutapa Das

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Abstract

Removing structural barriers is of paramount importance to achieve gender equity and women's empowerment. Education is the most indispensable tool in this direction to unshackle women from repression and subordination and in enhancing self-esteem and self-confidence. Lack of education, limits prospects, reduces family income and health, makes women and girls more vulnerable to trafficking and social exploitation of various kinds and restricts the economic progress of entire countries. When women have tools and opportunities they can thrive in the careers of their choice and everyone gets the benefit out of it. Women's education received special attention in the nineteenth century through colonial women missionaries and other educated European women who constantly strived to make education accessible to girls and women. Very soon the idea of female education began to gain respectability among the Indian intelligentsia through liberal thoughts of male catalysts like Rammohan Roy, Ishwar Chandra Vidyasagar and other intellectuals. Highlighting some prominent women educational leaders and freedom fighters, the paper shows how India while struggling for national freedom against colonial misrule was also undergoing social reformation in which female education emerged as an important component. Today education is one of the most primary gender development indicators to assess the status of women in any country. Drawing from historical inputs and contemporary situation, the paper thus argues that facilitating women's education can take the country to the path of liberation and progress.

Keywords: Women's Education, Women's Empowerment, Christian Missionaries, Raja Rammohan Roy, Iswar Chandra Vidyasagar, Gender Development

Women Safety Domestic, Public, Work Place

Ms. Pallavi Sharma and Mr. Vivek Tripathi.

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Abstract

As everyone is aware about today's atmosphere and condition of women at work places. Many Labour Laws related to the Occupational Safety, Health and Working Conditions Code, 2019 has been made to check or reform the situation. But still we are lagging to implement proper laws for ensuring women safety at Domestic, Public or work places. Presently, the government is also focusing to make some good provisions and adopt new laws by merging thirteen laws into one. Further, it is the duty of the State also to provide a better atmosphere for women at work places and public places. Hon'ble Supreme Court of India in Vishaka v. State of Rajasthan (1997) established that sexual harassment violates a woman's rights in the workplace and is thus not just a matter of personal injury, we have to provide safer atmosphere to the women at work places. Finally, an Act Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, came in to the existence and made many changes in Indian Laws to ensure smooth functioning of the Institution and safety of women. Further, as sexual harassment at workplace is the single most under-reported form of violence against women, governments have been urging industry bodies ASSOCHAM and FICCI to ensure implementation of the Act in the organizations registered with them. In this regards Directorate of Higher Education and Universities are also taking the precautionary measures to stop these types of crimes with zero tolerance in their institutions. This research paper would focus on mainly issues of Women Safety Domestic, Public Work Place.

Keywords: Labour Laws, Supreme Court of India, Vishaka v. State of Rajasthan, ASSOCHAM, FICCI, University, Directorate of Higher Education

Role of Non-Governmental Organizations in Prevention of Domestic Violence

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Abstract

Domestic violence has become a very common incidence, all around the world, affecting hundreds of thousands of children and women. When violence is one of the prime reasons of disabilities and death worldwide, domestic violence is considered one of the most common seen forms of violence, oppressing the weakest population such as children and women. When one's house should be considered as the safest place to be, sufferers of domestic violence are not protected by any shield. Violation of women's human rights can be enacted on women by several forms but domestic violence is very common mode among them. It denies women for their capability to adore fundamental independence and it is barrier of rights and equality.

The vital concern of this paper is the problem of domestic violence against women in India. It will emphasis precisely on how non-governmental organizations (NGO) respond to this problem and evaluate whether the results of their response are affected by the level of engagement with survivors of gender-based violence. This work will consider three important approaches of NGOs seeking to address the problem of domestic violence against women; the use of lobbying and advocacy, service provision and raising awareness. The primary focus of this paper is the role of NGO in the implementation of domestic violence act 2005 and protection of Women from Domestic Violence.

Keywords: Violence; Domestic violence; human rights; gender; non-governmental organizations

The Physical and Mental Milieu of the Working Women of Tamil Nadu- A Study

Dr. R. Sumathi and Dr. P. Sujatha

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Abstract

Tamil Nadu is the fourth largest state of India, located in the southernmost part of India. It has a diversified manufacturing sectors and features among the leaders in several industries like automobiles, auto components, agriculture, engineering, pharmaceuticals, garments, textile products, leather products, chemicals, plastics, and agro based products etc.

Tamil pride has often been a merger of distinct linguists and cultural identity. The ancient Tamil values based on ancient Tamil texts and culture. The Madurai Meenakshi Amman temple plays a vital role in the portrayal of Tamil culture and importance of Women in Tamil culture. Latest archeological discovery of Keeladi also serves as a proof for the authenticity of our ancientness. Women leaders of the state in recent years have become the topic of the entire nation.

The percentage of female employment rate in Tamil Nadu is 39.3% in 2011. Working women have to face problems just by virtue of their being Women. The physical and mental milieu of the working women of Tamil Nadu analogically has lesser liberty and custom based tradition barriers still prevail today. The facet includes co-workers, family and preexistent notions on the work conditions. The region, since positioned at the down south poses many long believed restrictions still superficially present above all the accolades and accreditation bestowed upon Tamil women, to which they have expressed steadfast strength and unshakeable audacity. This paper attempts to provide an overview of the status of working women in Tamil Nadu, the need for improving the status of women and also government strategies.

महिलाओं के प्रति बढ़ते साइबर अपराध एवं महिला सशक्तिकरण एवं उनके प्रयास

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Abstracts / सरांशिका

समाज में नारी स्थिति जितनी मजबूत होगी समाज उतना ही विकसित और प्रभावपूर्ण होगा, क्योंकि महिलाएँ समाज की जनशक्ति है। सदैव से भाोशण की शिकार रही महिला के उन्नयन हेतु विश्व स्तर पर पहली बार संगठित प्रयास 1903 ई. में अमरीका में वूमने ट्रेड यूनियन के गठन के साथ शुरू हुआ, भारत में महिलाओं के कल्याण के लिए भारत के संविधान में विषेश प्रावधान किए गए। संविधान के अनुच्छेद 14 और 15 में महिलाओं को पुरुषों के समान अधिकार प्राप्त है और अनुच्छेद 23 से 24 में महिलाओं के शोषण, बलात् श्रम, महिलाओं का क्रय—विक्रय इत्यादि पर रोक लगाए जाने का निर्देश है। महिलाओं के कल्याण के लिए केन्द्रीय समाज कल्याण बोर्ड की स्थापना 1953 ई. में की गई, इसका उद्देश्य था कि महिला सशक्तिकरण के क्षेत्र में विषेश प्रयास करने हैं। महिलाओं के विरूद्ध होने वाले अपराधों पर प्रभावी नियंत्रण के लिए 1998 ई. में राष्ट्रीय कार्यवाही योजना तैयार की गई। इस योजना का उद्देश्य था कि दुराचार की शिकार महिलाओं को समाज की मुख्य धारा से जोड़ना है।

भारतीय समाज में महिलाओं की रिथति

"यत्र नार्यस्तु पूज्यते रमन्ते तत्र देवता" अर्थात् जहाँ नारी की पूजा की जाती है, वहाँ देवता निवास करते हैं। यह प्राचीनकाल में भारत के ऋषि—मुनियों ने नारी के महत्त्व को भली—मांति समझा था, समय के परिवर्तन के साथ—साथ स्त्रियों की स्थिति के परिवर्तन के साथ—साथ स्त्रियों की स्थिति में मी परिवर्तन होता गया, प्रेम, बलिदान, समर्पण ही स्त्रियों के लिए विष बन गया, समाज में घृणित विचारधारा ने उसका क्षेत्र केवल घर की चारदीवारी तक ही सीमित कर दिया। समाज सुधारक गोस्वामी तुलसीदासजी ने नारी की इस स्थिति का चित्रण इन शब्दों में किया —

"कत विधि सृजी नारी जग माही। पराधीन सपनेहूँ सुख नाह।।"

मुगलकाल में परदा प्रथाम आरम्म हुई और स्त्री को शिक्षा प्राप्त करने के अधिकार से वंचित कर दिया गया। स्त्री ने स्वयं को पुरुषों के चरणों में समर्पित कर दिया, किन्तु पुरुषों ने उसे बन्धनों में जकड़ लिया, पुरुषों के किसी भी काम में दखल देना उसके लिए अपराध—सा हो गया था, इन सबका नारी को भी स्वयं ध्यान नहीं रहा। राश्ट्रकवि मैथिलीशरण गुप्त ने नारी की इस सोचनीय दशा का वर्णन अपनी कविता की पंक्तियों में किया —

"अबला जीवन हाय तुम्हारी यही कहानी, आँचल में दूध और आँखों में पानी।"

सर्वप्रथम उन्हें एक उचित माहौल बनना होगा, जिससे उनके मानवाधिकारों की रक्षा हो और वह हर क्षेत्र में समान रूप से स्वतंत्रतापूर्वक भागीदारी हो। महिलाओं के प्रति यौन उत्पीड़न तथा घरेलू हिंसा को रोकने के लिए सख्त कानून बनाना होगा, क्योंकि आज भी कई पिछड़े क्षेत्र ऐसे हैं जहाँ घरेलू महिलाओं के साथ दुर्व्यवहार किया जाता है। यह सब रोकने के लिए समुचित कानून की आव यकता है। देश की महिलाओं की शिक्षा व रोजगार तथा सामाजिक सुरक्षा हेतु सभी प्रकार की सामाजिक गतिविधियों को भामिल करना होगा और उन्हें उनके अधिकारों के बारे में व आरक्षण के बारे में अवगत कराना होगा, जो उन्हें संविधान द्वारा प्राप्त है।

The Idea of Womanhood in Two Indian Epics

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Abstract

The following paper is a humble attempt to establish the quintessential women in the ancient Indian epics like Ramayana and especially Mahabharata as characters rising above their gendered roles. It will examine their values that transcend to the contemporary period and make them immortal providing a reference to emancipation and liberation. It attempts to explore the strengths of age old characters like Gandhari, Draupadi and Sita who provide a novel characterisation of feminity and potency. Gandhari, the epitome of wifely devotion has the most verbal potency in the epic than any character; Draupadi's poise in questioning female subordination and Sita's ability to raise two sons on her own in the vedic period provides a fascinating account of women and their passive equality with their men. Majorly speaking of these women, the paper will also explore essential characters like Pandu's wife, Kunti, who refuses to beget sons with more than three men and reprimands her husband; Satyawati, a woman exercising tremendous power over those below her and Amba, the fiery princess of Kashi who went out of her way to kill the mightiest warrior in those times, Bhishma for the injustice done to her. This paper does not intend to establish the women as caged beings who were given no permission to act; it merely takes up the unquestioned details in their respective characters that make them the doyenne of empowered women rising above patriarchy.

Gender Gap in Environmental Concern of Climate Change

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Abstract

Emerging studies have explored that environmental concern for climate change has significant gendered effects. The major policies and adaptation strategies formulated towards climate change have not integrated this gender difference. The present study has been conducted to investigate the gender differences in one of the major environmental concern of climate change. The main objectives of the study are identifying gender gap in analysing perception and seriousness of the issue, evaluating attitude of both male and female towards the climate change and ways of fighting it and finally, measuring the extent of awareness about the climate change for both male and female. Data used to inquire the gender differences in environmental concern of climate change were obtained by distributing questionnaire based on Eurobarometer Survey 2008 directed by the Directorate-General for Communication of the European Commission. Qualitative analysis has also been conducted and for that interview has been conducted from the environmental experts, Prominent studies have indicated that men are highly concerned about the climate change than women, others investigating the phenomena found women to be more concerned than men, and while few other studies have reported the presence of no significant differences. Results have indicated that there is lack of information and knowledge among both male and female about climate change and actions required for combating the present problem.

Keywords: Gender gap, Environmental concern and Climate change

Walking on the Line

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Abstract

Women empowerment is probably one of the most discussed topic today. However, the figures show that despite of all efforts being made for empowerment of women, nothing really seems to work significantly.

A report on crime against women has become a common spectacle in newspaper today. Search 'women' in Google, and after showing a couple of definitions, it starts showing list of crimes against women.

We all wonder what the reason behind this is. In my view, I think our media has portrayed women as a helpless figure, who beseeches the protection of its so called dominant and powerful male counterparts in this patriarchal society.

This portrayal of women as a weak, fragile figure is what we call as 'Victimisation of women'. The truth is close to depiction though, which is why victimization isn't a devilish act, provided it is accompanied with second step-empowerment.

Now, I would demolish the term 'empowerment' as empowerment is needed by one who is weak. Women have all the power in the world. Nothing can be as miraculous and as powerful as bringing a life into this world, which is done by a women.

Talking about Women empowerment is a fallacy I won't commit. Empowerment in real sense is should be used in reference to 'men and men-tality'.

It's high time we should stop worrying about the attire a girl is wearing and start focusing on the filth that our son might be thinking. We don't need women empowerment. All we need is-Male Education. Every crime which women fell prey to is a result of sick mentality of our male counterparts. This mentality needs to be changed.

Are Women more Vulnerable to Climate Change?

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Abstract

In low- and middle-income countries (LMICs), women play a significant role in managing natural resources at both family and community levels, and thus are more affected towards any degradation to environment. In communities around the world, women manage water, fuelwood, food, including forests and agricultural terrain. In LMICs eight out of ten women are responsible for collecting water for their household. Women are responsible for over 70% of water-related responsibilities. In India alone, women make up over 65 percent of the agricultural workforce. While they produce around 60 to 80 percent of food in developing countries, barring few countries, municipal laws related to inheritance of family property often prevent them from owning inherited land and thus do not get secure loans and insurance etc. At the apex international UN Summits or at ground level, India's Bishnoi movement and Chipko movement, and Kenya's Green Belt Movement; all highlighted the role and action of women in sustainable development. Hence, women are the key to sustainable development because of their role as chief resource managers for their families in many parts of the world, their engagement in remedies for and adaptation to climate change.

There is global consensus that women are integral to climate change dialogue, not because of their role and dependence on natural resources, but also because of their uneven vulnerability to climate change. However, there is a scarcity of data documenting role of women in climate change adaptation. In other words, global indicators on women and climate change action are missing. According to the latest report of the United Nations' Intergovernmental Panel on Climate Change (IPCC), the average earth surface temperature has been increased by one degree Celsius owing to economic activities as compared to pre industrial times. It is predicted that by 2030, the average temperature would further rise by 1.5 degree Celsius. While women are more likely vulnerable than men to for climate change impacts on water availability, agricultural productivity, livestock problems and, and thus are less likely to receive key information on climate and agricultural information that would allow them to plan for climate concerns. Subjective evidence has shown that women are more likely to observe the impact of climate change on their lives, and are more vulnerable to such impacts. Yet, there are no reliable data to measure women's role and engagement in climate change adaptation.



