

ISSN: 2320-6403

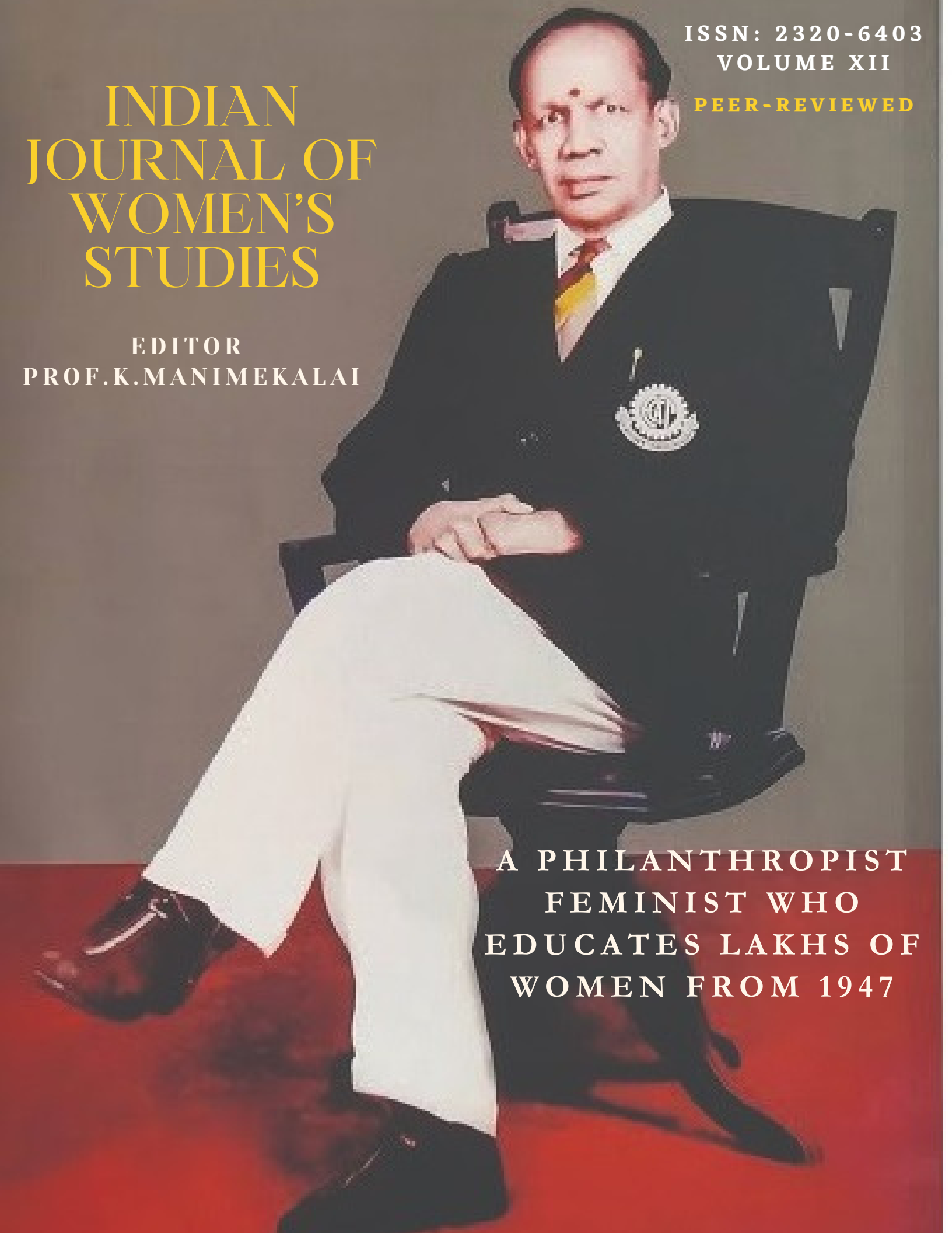
VOLUME XII

PEER-REVIEWED

# INDIAN JOURNAL OF WOMEN'S STUDIES

EDITOR

PROF. K. MANIMEKALAI



A PHILANTHROPIST  
FEMINIST WHO  
EDUCATES LAKHS OF  
WOMEN FROM 1947

**IJWS**

**Indian Journal of Women's Studies**

(A Peer-Reviewed)

**ISSN: 2320 - 6403**

**Volume XII, March 2023**

**Editor-in-Chief**

**Prof. K. Manimekalai**

# INDIAN JOURNAL OF WOMEN'S STUDIES

## Editor-in-Chief

### **Prof. K. Manimekalai**

Former Vice-Chancellor  
Mother Teresa Women's University, Kodaikanal  
Senior Professor and Head  
Department of Women's Studies  
Alagappa University

## Editors

### **Dr. P. Veeramani**

Department of Women's Studies  
Alagappa University

### **Dr. S. Poulpunitha**

Department of Women's Studies  
Alagappa University

### **Dr. T. Murugesan**

Department of Women's Studies  
Alagappa University

### **Dr. I. Sivakumar**

Department of Women's Studies  
Alagappa University

### **Dr. P. Sindhuja**

Department of Women's Studies  
Alagappa University

## Copyright @

**Alagappa University**  
**Department of Women's Studies**  
**Karaikudi**  
**Tamil Nadu, India**

# INDIAN JOURNAL OF WOMEN'S STUDIES

ISSN: 2320 - 6403

## CONTENTS

Article Title	Author	Page No.
<b>Negotiating Work-Life Balance: Challenges Faced by Women in Management Positions</b>	<i>Kaleecharan Chelladurai</i> <i>Manimekalai Kalidasan</i>	1-9
<b>Towards Gender Equality through Women Empowerment: Perspectives from Pre-University Students</b>	<i>Rajkumar B. Nanaware</i> <i>Mubeena Banu</i>	10-19
<b>Self-Identity of Women in the Novel <i>The Collector's Wife</i> by Mitraphukan</b>	<i>Lidiya H</i>	20-27
<b>Prospects, Support and Problems of Women Entrepreneurs – A Study with Reference to Tamil Nadu</b>	<i>Lingavel G</i> <i>Ganapathy S</i>	28-35
<b>Losing Perennial Social Reverence – A Sociological Analysis about Elderly Women Condition in Contemporary Days</b>	<i>Sethurajakumar P</i> <i>Thirumalraja D</i>	36-42
<b>Choosing to Play Sports as A Girl: Factors that Influence</b>	<i>Gomathi A</i> <i>Veeramani P</i>	43-49
<b>Gender-Based Violence: Protection and Risk Mitigation During Pandemic</b>	<i>Sindhuja P</i>	50-58

## **Negotiating Work-Life Balance: Challenges Faced by Women in Management Positions**

*Kaleecharan Chelladurai\* & Manimekalai Kalidasan\*\**

### **Abstract**

*This research paper delves into the multifaceted challenges that women occupying management positions encounter as they navigate the intricate process of negotiating work-life balance. In this pursuit, they are confronted with a myriad of hurdles, intricately intertwined with societal norms, organizational dynamics, and personal aspirations. This paper undertakes a comprehensive exploration of the distinct barriers faced by women in management roles when endeavoring to harmonize their professional and personal spheres. The examination encompasses the intricate interplay between gendered societal expectations, organizational structures, and individual career aspirations. Moreover, the paper delves into an analysis of potential strategies and solutions aimed at addressing these challenges, thereby fostering an environment conducive to both professional success and personal well-being. Through this exploration, the research endeavors to contribute to the creation of a more inclusive and supportive work environment, accommodating the aspirations and responsibilities of women in management.*

**Keywords:** *Work-life Balance, Conducive Environment, Women in Management.*

### **1. INTRODUCTION**

In the contemporary professional landscape, the concept of work-life balance has assumed paramount importance, particularly for women who hold positions in management. This demographic is often tasked with the intricate challenge of effectively navigating demanding career trajectories while concurrently managing multifaceted personal responsibilities. The integration of these roles, while integral to the holistic well-being of women in management, is fraught with distinct challenges unique to this specific cohort. Thus, this paper endeavors to illuminate the specific challenges and hurdles encountered by women in management roles as they grapple with the multifaceted endeavor of harmonizing work and personal life.

*\* Independent Researcher, Karaikudi, Tamil Nadu, India. charanrahul.uk@gmail.com*

*\*\* Senior Professor and Head, Department of Women's Studies, Alagappa University, Karaikudi, Tamil Nadu, India. gomathimanimekalai@gmail.com*

Within the ambit of this examination lies an intricate tapestry of challenges that encompass broader societal constructs, organizational paradigms, and individual aspirations. These challenges often encompass navigating gendered societal expectations that may inadvertently influence the perception of a woman's dedication to her professional role. Organizational structures, too, can pose challenges, as hierarchical dynamics and culturally ingrained practices might inhibit the flexible arrangements essential for maintaining equilibrium. On a personal level, the pursuit of career aspirations, often in alignment with male-dominated professional paths, might come into conflict with traditional caregiving roles that are still commonly associated with women.

This paper aims to not merely delineate these multifarious challenges but also to explore potential strategies and solutions that could mitigate these obstacles. By analyzing the current landscape of initiatives such as flexible work arrangements, mentorship programs, and evolving cultural paradigms, this research seeks to propose comprehensive solutions that can foster a more inclusive environment. The ultimate goal is to strike a harmonious chord between career advancement and personal responsibilities. Through this exploration, this research endeavors to contribute to the development of a holistic work environment that accommodates the dynamic roles and aspirations of women in management, thereby catalyzing a paradigm shift in the broader discourse surrounding work-life balance.

## **2. REVIEW OF LITERATURE**

The issue of work-life balance has gained significant attention in recent years, particularly concerning women in management positions. As more women have entered leadership roles, the complexities of balancing professional and personal responsibilities have come to the forefront. This review of literature examines the challenges faced by women in management when negotiating work-life balance and explores the strategies organizations have employed to address these challenges.

### ***2.1 Gendered Nature of Work-Life Balance***

Historically, gender norms have dictated distinct roles for men and women, with women primarily responsible for caregiving and domestic duties (Williams & Sekaquaptewa, 2019). These norms have persistently influenced societal expectations and perceptions, leading to challenges for women in management who attempt to balance their demanding careers with

familial responsibilities. As women ascend the corporate ladder, they often find themselves navigating the delicate balance between leadership aspirations and familial commitments (Blair-Loy, 2003).

### ***2.2 Long Working Hours and Burnout***

Long working hours have been identified as a significant challenge for women in management positions. The expectation of constant availability and commitment to the job can lead to burnout and negatively impact overall well-being (Ely et al., 2016). Research by Hays-Thomas (2004) suggests that the pressures to work longer hours in order to be perceived as dedicated professionals can take a toll on women's ability to achieve equilibrium between work and personal life.

### ***2.3 Stereotypes and Biases in Career Advancement***

Gender biases and stereotypes continue to infiltrate the workplace, particularly in relation to women's advancement. Eagly and Carli (2007) highlight the "think manager-think male" stereotype, which can hinder women's career progression. This bias not only affects the opportunities women receive but also influences their own aspirations and self-perceptions (Aguirre & Martinez, 2014).

### ***2.4 Strategies for Work-Life Balance***

To address the challenges faced by women in management, organizations have implemented various strategies. One such strategy involves the promotion of flexible work arrangements. Flexibility has been identified as a key factor in achieving work-life balance, allowing women to tailor their schedules to accommodate personal responsibilities (Kelly & Moen, 2007).

### ***2.5 Mentorship and Sponsorship***

Mentorship and sponsorship programs have also emerged as vital strategies for women in management. These programs provide guidance, support, and advocacy for career advancement (Kanter, 1977). Women who have access to mentors and sponsors often report increased confidence, better career planning, and improved work-life integration (Ragins & Cotton, 1999).

### **3. RESEARCH GAP**

The article discusses a research gap related to the challenges faced by women in management positions when negotiating work-life balance. It highlights the need for a comprehensive exploration that considers the intricate interplay of societal, organizational, and personal factors. The research gap identified in the article pertains to the absence of studies that holistically examine how these factors converge to create complex challenges for women in management roles.

Additionally, the article points out a lack of in-depth analyses regarding the efficacy and impact of strategies and solutions aimed at addressing these challenges. This implies a research gap in terms of detailed investigations into the implementation, outcomes, and potential barriers of these strategies.

The article also emphasizes a need for current research to delve into the evolving cultural shifts and changing attitudes towards gender roles in the modern professional landscape. The research gap discussed revolves around the relatively limited exploration of how these shifts influence the specific challenges faced by women in management positions.

In essence, the research gap outlined in the article pertains to the absence of comprehensive studies that encompass the complex interplay of societal, organizational, and personal factors, while also critically assessing the effectiveness of strategies, and considering the impact of evolving cultural attitudes in the context of women's work-life balance in management roles.

### **4. FINDINGS: CHALLENGES FACED BY WOMEN IN MANAGEMENT**

#### ***4.1 Long Working Hours***

Women in management positions often find themselves working long hours to meet the demands of their roles. These extended work hours are driven by the need to demonstrate commitment, meet targets, and prove their capabilities in traditionally male-dominated fields.

The pressure to work long hours can lead to burnout, negatively affecting both physical and mental well-being. Women in management may find it challenging to disconnect from work, leading to strained personal relationships and reduced time for self-care.



#### ***4.2 Unpredictable Schedules***

The nature of management roles often entails dealing with unexpected challenges and urgent matters that disrupt planned schedules. This unpredictability makes it difficult for women to allocate time for personal responsibilities, such as childcare or caring for aging parents.

Unpredictable schedules can hinder women's ability to maintain routines, leading to stress and difficulty in managing personal commitments. This can also create tension between work and family life, as sudden work demands take precedence.

#### ***4.3 Career Advancement vs. Family***

Women in management positions often face a tough decision between advancing their careers and starting or expanding their families. The fear of career setbacks due to maternity leave or reduced availability for work-related responsibilities can influence their choices.

This challenge can result in delayed family planning, increased stress, and potential regret over missed personal milestones. Additionally, women who choose to prioritize family may encounter difficulties in regaining their career momentum after taking time off.

#### ***4.4 Lack of Flexible Work Options***

Many workplaces still lack flexible work arrangements, such as remote work, flextime, or compressed workweeks. The absence of these options can make it challenging for women in management to effectively manage both their professional and personal responsibilities.

The lack of flexibility can lead to feelings of being trapped between competing demands. It may force women to make sacrifices, such as reducing work hours or passing up career opportunities, in order to meet their personal commitments.

#### ***4.5 Societal and Organizational Factors Gender Bias and Stereotypes***

Gender biases and stereotypes can influence how women in management positions are perceived and treated. These biases can lead to unequal distribution of work, unfair performance evaluations, and perceptions that women are less committed due to their personal responsibilities.

Gender biases can result in unequal opportunities, lower wages, and limited access to leadership positions. This can contribute to feelings of frustration and hinder career advancement for women, further complicating their ability to achieve work-life balance.

#### ***4.6 Support Systems***

Adequate support systems, such as affordable childcare, parental leave, and eldercare resources, are essential for women in management to balance work and personal life. Insufficient support can increase the challenges they face. Without proper support, women may have to compromise on their career goals or personal well-being. The lack of accessible support systems can lead to stress, decreased job satisfaction, and ultimately, talent loss for organizations.

#### ***4.7 Organizational Culture***

Work cultures that prioritize long hours and equate availability with commitment can create an environment where work-life balance is undervalued. This can create undue pressure on women to conform to these expectations.

Such cultures can contribute to feelings of guilt or inadequacy when women prioritize personal responsibilities. Women may be reluctant to voice their needs for fear of being perceived as less committed or dedicated to their roles.

Understanding these challenges in detail is crucial for developing effective strategies to address them. By acknowledging and addressing these obstacles, organizations can create a more inclusive and supportive environment for women in management positions, ultimately benefiting both the employees and the organization as a whole.

### **5. STRATEGIES FOR OVERCOMING**

#### ***5.1 Challenges Flexible Work Policies***

Organizations can implement and promote flexible work policies that cater to the diverse needs of employees. This includes options such as remote work, flexible hours, compressed workweeks, and job-sharing arrangements. Flexibility allows women in management to better integrate their work and personal responsibilities.

Flexible work policies provide women with the autonomy to structure their work around their personal commitments, reducing stress and enhancing job satisfaction. This approach acknowledges that productivity can be achieved through results rather than rigid hours.

### ***5.2 Mentorship and Sponsorship***

Establishing formal mentorship and sponsorship programs can provide women in management with guidance and support in navigating their careers. Mentors offer advice, share experiences, and help women build confidence, while sponsors advocate for their career advancement.

Mentorship and sponsorship can help women overcome career-related challenges and provide a support network and enabling environment in the workplace. Having mentors who have successfully balanced work and personal life can offer valuable insights and encouragement.

### ***5.3 Redefining Success***

Organizations can redefine success by valuing holistic well-being alongside career achievements. This shift in mindset can encompass personal fulfillment, growth, and maintaining work-life balance as essential components of professional success.

By redefining success, organizations foster a healthier and more inclusive work environment. Women in management are more likely to feel empowered to prioritize their personal lives also without fearing negative impacts on their careers.

### ***5.4 Work-Life Integration Programs***

Organizations can develop comprehensive work-life integration programs that provide resources, workshops, and tools to help employees effectively manage their personal and professional responsibilities.

These programs provide women in management with practical skills for time management, stress reduction, and boundary-setting. They create an environment where women can openly discuss their challenges and learn from each other's experiences.

### ***5.5 Cultural Change***

Transforming the organizational culture to value work-life balance, requires leadership commitment. This involves challenging the notion that long hours equate to commitment and promoting a culture that encourages well-being for all employees.

A supportive work culture empowers women in management to assert their needs without fear of negative consequences. When leadership models work-life balance, it sets an example for others and helps break down stereotypes.

### ***5.6 Data-Driven Decision-Making***

Organizations can use data to assess the effectiveness of work-life balance initiatives, identify areas for improvement, and tailor solutions to the specific needs of women in management. Data-driven insights help organizations refine their strategies, ensuring that initiatives are targeted and effective. This approach ensures that efforts are evidence-based and responsive to changing needs.

## **6. CONCLUSION**

In the dynamic landscape of modern workplaces, achieving a harmonious work-life balance remains a paramount concern, particularly for women in management positions who navigate the intricate intersections of professional ambitions and personal responsibilities. The journey to equilibrium is rife with multifaceted challenges that emanate from societal norms, organizational structures, and individual aspirations.

This research has illuminated the intricate tapestry of challenges that women in management roles encounter while negotiating work-life balance. The gender biases and stereotypes ingrained in societal expectations have profound implications, affecting career progression, well-being, and decision-making. The demanding nature of long working hours continues to exert pressure, culminating in burnout and reduced quality of life. The perpetual conundrum between career advancement and family responsibilities remains a pivotal challenge, often impeding both personal fulfillment and professional aspirations.

The research underscores the significance of flexible work arrangements, mentorship, and sponsorship programs as effective strategies in alleviating these challenges. The exploration of redefined notions of success offers promise in creating a more inclusive environment where women can balance their multifaceted roles without compromising their well-being. Nevertheless, the implementation of these strategies calls for a cultural shift within organizations, underpinned by leadership commitment and data-driven decision-making.

While the strides made in recognizing and addressing these challenges are commendable, there is a pressing need for continued research and dialogue. The evolving attitudes towards gender roles in society and their impact on the experiences of women in management remain an area ripe for exploration. This research journey, encapsulating

challenges, strategies, and evolving paradigms, stands as a testament to the determination to foster an environment that empowers women to thrive in both their professional and personal spheres.

In conclusion, the exploration of challenges and strategies related to work-life balance for women in management is not just a research endeavor—it is a commitment to cultivating an equitable and supportive landscape where the potential of women is unleashed, enriching both their careers and their lives beyond the confines of their professional roles.

## REFERENCES

- Aguirre, D., & Martinez, M. (2014). *The Future of Work for Women of Color*. Harvard Business Review.
- Blair-Loy, M. (2003). *Competing Devotions: Career and Family among Women Executives*. Harvard University Press.
- Eagly, A. H., & Carli, L. L. (2007). *Women and the Labyrinth of Leadership*. Harvard Business Review.
- Ely, R. J., Stone, P., & Ammerman, C. (2016). *Rethink What You “Know” About High-Achieving Women*. Harvard Business Review.
- Hays-Thomas, R. (2004). Uncovering gender disparities in feedback and leader behavior: examining the impact of leadership role, gender, and organization. *Sex Roles*, 51(9-10), 543-557.
- Kanter, R. M. (1977). *Men and Women of the Corporation*. Basic Books.
- Kelly, E. L., & Moen, P. (2007). *Rethinking the Clock Work in the American Workplace*. Washington, DC: Urban Institute Press.
- Ragins, B. R., & Cotton, J. L. (1999). Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *Journal of Applied Psychology*, 84(4), 529-550.
- Sivakumar, I., & Manimekalai K. (2021). Masculinity and Challenges for Women in Indian Culture. *Journal of International Women's Studies*, 22(5), 427–436.
- Williams, J. C., & Sekaquaptewa, D. (2019). *Women at Work: How Gender Equality and Diversity Can Drive Business Results*. Harvard Business Review.

## **Towards Gender Equality through Women Empowerment: Perspectives from Pre-University Students**

*Rajkumar B. Nanaware\* & Mubeena Banu\*\**

### **Abstract**

*What we mean when we refer to women's empowerment is propelling them with the resources they need to make their own choices. Never again should women be denied justice or subject to domestic and deprived of education just because they are feminine. This research aimed to quantify pre-university students' perspectives on women's empowerment and explore the relationships between gender, college financial status, stream, and grade among those enrolled in India's pre-university institutions. The population for this research consists of adolescents in pre-university colleges in Bangalore City who are preparing to enter university. In this analysis, participants were selected using a simple random selection method. The present inquiry is co-relational and comparative in nature and included 63 male and 78 female students out of a total of 141. The results show no discernible difference in how males and females of I and II PU belonging to the Arts and Science stream of Aided and Un-Aided institutions students perceive women's empowerment.*

**Keywords:** *Women Empowerment, Attitude, Pre-University Students, Gender Bias*

### **1. INTRODUCTION**

Empowerment is, in fact, a process in which a person assumes an increased involvement in defining and promoting his agenda for development in respect of social, economic and political matters (Anil Bhumali, 2005). Women empowerment means that women have the power or capacity to regulate their day-to-day lives in social, political, and economic terms. This power enables them to move from the periphery to the Centre stage, as women are the dynamic promoters of social transformation. Their empowerment and education are necessary (Chitakunye & Takhar-Lail, 2018). The people must awaken to build the citizen of tomorrow. India is now transitioning – the present century is the "Knowledge Century Era". Knowledge-driven adolescents will benefit the nation. Education should be offered to all to maintain strong growth rates.

\* Assistant Professor, Department of PG Studies in Education and Research, R V Teachers College (IASE), Bangalore, Karnataka, India, drrk711829@gmail.com

\*\* PG Scholar, Department of PG Studies in Education and Research, R V Teachers College (IASE), Bangalore, Karnataka, India. mubeenabanu1986@gmail.com

Many barriers to women's empowerment and equity lie ingrained in cultural norms. They were compelled to become Devadasis, prostitutes, Sati, Johar, etc., without any opportunity to contribute to society's learning. Women are being brutalised, commodified, materialised and subjected to inhuman exploitation and discrimination (Ewig & Palmucci, 2012). Although the Constitution of India and women have forbidden gender discrimination and have been guaranteed political equality with men, there is a difference between the constitutional rights and the rights enjoyed in reality by women. Women must awake from deep slumber and understand the true meaning of empowerment (Townsend et al., 2000). Now that we are out of those dark ages, women are more empowered to do whatever they want, and this means they can choose their destiny, job, vote, and do anything a man can do (Devi, 2012). The absence of a democratic context has contributed to slow progress in empowering women, particularly in Asia. The Constitution of any country is the supreme law of the land and is followed absolutely, subject to the limits provided in the solemn document itself. So much is the importance of the Constitution that if a statutory law conflicts with it, the same would be "unconstitutional" and void in nature. The Constitution is organic and living in nature. Empowerment of women that will have lasting impacts must involve consciousness raising before the social construction of gender, which subordinates women in the family, class, caste, religion, or society, can be changed (Saif & Kumar, 2023). No doubt the 73rd and 74th constitutional amendment acts have provided access to women in the decision-making process at the grass-root level. However, their representation in the Parliament and state legislatures could be better. Insecurity does not allow women leaders to identify leadership at the grass-root level. In politics, when a man proposes, they depose (Kamat, 1994).

Women representatives are ornamental and political consciousness needs to be improved among them. What are the reasons for this sorry situation? Issues may be several and varied; however, a few fundamental issues deserve specific mention: Lack of awareness, Lack of social and economic empowerment, Lack of political will, Feebleness of accountability mechanisms, Lack of enforcement by the police force, and Lack of gender culture and lack of an attitude towards empowerment (Qureshi & Frances, 2007). Many of the above hurdles in the empowerment and equity of women lie ingrained in cultural norms (Sivasubramanian & Malarvizhi, 2011). The current endeavour is to see how much inclination the pre-university students have towards the same.

## **2. REVIEW OF RELATED LITERATURE**

In her study on "Empowerment of Women in South Asia," Batliwala (2007) highlighted three ways to achieve women's empowerment. The integrated development strategy focused on the survival and livelihood needs of women. The economic development strategy sought to improve women's economic standing, and the consciousness approach gathered women into collectives to confront the origins of oppression. According to Sharma (2021), the impact of microfinance programmes on women is not always good. Men in the family may use their loans to start businesses, but women may work as unpaid family employees with minimal pay. Sharda Gangwar (2015) investigated microfinance's design, structure, and governance in India. According to the report, the reach of microfinance programmes has grown over time with the assistance of SEWA, NGOS, IRDP programmes, cooperative banks, and commercial banks reforms in the banking sector. In her article 'Empowering Women: An Alternative Approach from Rural India,' (Mirza, 2002) used secondary data to reach significant results. The study argues that instead of economic involvement, women should be educated. The survey also suggests that learning the necessary information and skills will play a more effective role in every area of empowerment. "Empowerment of Rural Women Through MGNREGA-A Study of MGNREGA Implementation in Barpeta Development Block of Barpeta District of Assam" (2020) deals with improvements or significant changes in women's current situation in comparison to previous decades. Women's positions and prestige have risen dramatically worldwide in the twenty-first century.

### **Purpose of the Study**

The present study is aimed at measuring the attitude of pre-university students towards Women Empowerment, investigating the relationship between Male and Female Pre-University (PU) Students, IPU & IIPU Students, Aided and Un-aided Colleges of PU Students, Science and Arts PU Students, their attitude towards Women Empowerment.

### **Objectives**

1. To study the level of awareness towards women empowerment among PU Students.
2. To assess the difference in the level of awareness towards women empowerment between male and female PU Students.



3. To assess the difference in the level of awareness towards women empowerment between 1<sup>st</sup> PU & 2<sup>nd</sup> PU colleges of PU Students.
4. To assess the difference in the level of awareness towards women empowerment between Aided and Un-aided College of PU Students.
5. To assess the difference in the level of awareness towards women empowerment between Arts and Science colleges of PU Students.

### 3. STUDY DESIGN

This descriptive survey shows the population of pre-university college students of Bangalore City Constitute. This study's sample was selected and drawn using a simple random sampling technique. Male and female students from the Arts and Science Streams at both aided and unaided colleges formed a sample size of 141. The present study investigator was concerned with finding the significant difference between the mean of the population from which the sample was drawn. Mean, Standard Deviation and t-tests are used to test the significant difference.

#### 3.1 Tool of Research

The present research was based on a tool created by Miss Shahtaj Begum, the Women Empowerment Awareness Scale. Validity was determined using the square root of reliability ( $r=0.83$ ) = 0.91, and reliability was measured using the split-half method ( $r = 0.83$ ).

### 4. RESULTS

Table 1: The demographic profile of respondents (N=141)

<b>Age: 16-18 Years</b>			
<b>Demographics</b>	<b>Frequency</b>	<b>Per cent</b>	<b>Cumulative Percent</b>
<b>Gender</b>			
Male	63	48.0	48.0
Female	78	52.0	100.0
<b>Grade</b>			
I PU	35	35.0	35.0
II PU	65	65.0	100.0
<b>Type of Institution</b>			
Aided	68	48.0	48.0
Unaided	73	52.0	100.0
<b>Stream of Education</b>			
Arts	77	56.00	56.00
Science	64	44.00	100.00
Total		141	

*The demographic profile of respondents presented in table 1 shows the information based on categories of respondents like their gender, grade, stream and locality.*

### **Level of awareness towards women empowerment among Pre-University Students**

The analysis and interpretation of this objective have been made using the frequency, distribution of scores and percentages of the attitude of Pre-University Students towards women empowerment. It has been presented in Table 1: Frequency Scores and Percentage in Empowerment Awareness Scale of Pre-University Students.

Table 2: Level of awareness towards women empowerment

<b>Range</b>	<b>Frequency</b>	<b>Percent</b>	<b>Remark</b>
101-200	96	68.08	High
51-100	31	21.98	Medium
0-50	14	09.92	Low

Table 2 shows that 0.92% of Pre-University Students obtained scores of 0-200 on the Empowerment Awareness Scale, thus placing them in a lower level of awareness towards empowerment. Further, it is seen that 21.98% of the students obtained scores between 51-100 on the empowerment scale. This shows that students have a medium level towards women empowerment. It also indicates that 68.08 % of students obtained scores between 101-200 which put them in the high awareness on empowerment in the empowerment scale. Thus the majority of Pre-University Students have positive and high Empowerment Awareness.

### **Hypotheses Testing**

H01: There is no significant difference in awareness towards women empowerment between male and female PU Students

Table 3: Comparison between Male and Female PU Students

<b>Category</b>	<b>N</b>	<b>M</b>	<b>SD</b>	<b>DF</b>	<b>t-calculated</b>	<b>table Value</b>	<b>Significance</b>
Male	63	79.87	226.94	139	0.96	2.626	Ns
Female	78	80.38	48.95				

The estimated t-value is 0.96, less than the table value of 2.626 at a level of significance of 0.01 and a degree of freedom of 139. As a result, the null hypothesis is accepted, and the conclusion that there is no significant difference in the attitudes of male and female PU students towards women's empowerment is correct.

H02: There is no significant difference in awareness towards women empowerment between IPU and IIPU colleges of PU Students

Table 4: Comparison between I and II PU Colleges of PU Students

	<b>N</b>	<b>M</b>	<b>SD</b>	<b>Sd^</b>	<b>DF</b>	<b>t-calculated</b>	<b>table Value</b>	<b>Significant</b>
First Year Pre-University Students	67	79.82	168.93	13.00	139	1.94	2.62	Ns
Second Year Pre-University Students	74	80.73	90.31	9.50				

The calculated t-value is 1.94, less than the table value of 2.626 at a 0.01 level of significance with the degree of freedom 141. Therefore, the formulated null hypothesis is accepted and the statement that no significant difference exists between the IPU and IIPU Colleges of PU Student's attitudes towards Women Empowerment.

H03: There is no significant difference in awareness towards women empowerment between Aided and Un-Aided Colleges of PU Students

Table 5: Comparison between Aided and Un-aided Colleges

	<b>N</b>	<b>M</b>	<b>SD</b>	<b>Sd^</b>	<b>DF</b>	<b>t-calculated</b>	<b>table Value</b>	<b>Significant</b>
Aided	68	79.91	213.96	14.63	139	-0.92	2.62	Ns
Unaided	73	80.38	48.98	7.00				

The estimated t-value is 0.92, less than the table value of 2.626 at a level of significance of 0.01 and a degree of freedom of 139. As a result, the null hypothesis is accepted. The notion that there is no significant variation in the opinions of PU students towards women's empowerment between aided and unaided colleges is valid.

H04: There is no significant difference in awareness towards women empowerment between Arts and Science colleges of PU Students

Table 6: Comparison between Arts and Science streams

	<b>N</b>	<b>M</b>	<b>SD</b>	<b>Sd^</b>	<b>DF</b>	<b>t-calculated</b>	<b>table Value</b>	<b>Significant</b>
Arts	77	79.84	194.83	13.96	139	-1.50	2.62	Ns
Science	64	80.53	48.53	6.97				

Table 6 shows that the estimated t-value is 1.50, which is lower than the table value of 2.626 at a significance level of 0.01 and a degree of freedom of 139. The proposed null hypothesis is therefore accepted. It is reliable to state that there is no discernible difference in the attitudes of PU students toward women's empowerment between the science and art PU College.

## **5. DISCUSSION**

The hypotheses corresponding to the objectives viz. assessing the level of awareness towards women empowerment between male and female, between 1<sup>st</sup> PU and 2<sup>nd</sup> PU students, Aided and Un-aided and between Arts and Science colleges of PU Students is Non-Significant. It is reliable to state that there is no discernible difference in the attitude towards women's empowerment. This can be a result of the unbiased nature of students. Girls in coeducational schools could mix up well with boys, and there is no gender bias which makes them aware of empowerment. It is nowadays impossible for teachers to favour and assign power-related obligations to boys most of the time while ignoring and excluding girls from decision-making and assigning responsibilities. Co-ed schools' obstacles in demonstrating their students' strengths and potential may only apply to some girls' schools. As all of them are girls, they can share the same values and ideas. Therefore there is no chance that they will learn more about their rights in the future.

## **6. RECOMMENDATIONS**

Women's empowerment is a hot topic everywhere in the world. The issues of "women's empowerment" and "equality with males" are global. We cannot succeed when half of us are kept back, as Malala Yousafzai famously said, and that thought perfectly encapsulates the foundation of new-age women empowerment. "I raise my voice not so that I can shout but so that those without a voice can be heard," she said.

Even in the twenty-first century, discrimination against women is pervasive worldwide. Patriarchal societies are to blame for the mistreatment of women. Although women make up roughly 50% of the world's population, most lack access to fundamental rights, including education, freedom of speech, voting rights, and even autonomous identity. There are reports of crimes targeted exclusively at women from around the world. Even in the most developed nations, there are still concerns regarding whether women's empowerment is accepted.

A crucial element or tool for improving women's status through education. Women's empowerment for every girl child is possible via education. Women's education boosts the nation's economy. The participation of educated women in various activities aids the nation's progress towards economic and social development. Education for women also benefits the family's health and well-being.

They are setting up educational presentations on the Constitution's fundamental, legal, human rights, and other topics and counselling programmes for females in the community and their schools. Giving girls vocational training in schools and assisting them in learning employment skills might boost their confidence. Improving health services like nutrition and sanitation in local communities and schools. Jakimov and Kilby (2006) argued that although SHG programmes have some potential to empower women, their capacity to bring about social change is constrained by a perception that participants are accountable for their empowerment, as empowering women is only one objective of the SHG model

### **Limitations of the Study**

The study is restricted to Bangalore city's pre-university colleges. This is merely a detailed product research in attitude studies. Because of the complex calculations, this study only focuses on certain variables. The study included 141 pre-university students from Bangalore city colleges, which may restrict its generalizability. These are the critical research restrictions to keep in mind while concluding.

### **7. CONCLUSION**

The Worth of a civilisation can be judged by the place given to women in that particular society. The status of women in most Asian countries is widely considered one of the worst in the world. In addition to gender discrimination, marginalised women suffer deprivations associated with poverty and often caste or ethnic discrimination. Recent years have witnessed considerable advances in women's economic and social rights attainment. However, the implementation of full gender equality requires a profound shift in individual attitudes and behaviours, which will ultimately transform the underlying structure of social and economic institutions, making them more welcoming to women.

## REFERENCES

- Alka Singh. (2018). *Women empowerment*. Yking Books.
- Batliwala, S. (2007). Taking power out of empowerment – an experiential account. *Development in Practice*, 17(4-5), 557–565.
- Chitakunye, D., & Takhar-Lail, A. (2018). *Examining the Role of Women Entrepreneurs in Emerging Economies*. IGI Global.
- Collins, D. (1995). Rooting for empowerment?. *Empowerment in Organisations*, 3(2), 25–33. <https://doi.org/10.1108/09684899510089301>
- Devi, R. H. (2012). Women Empowerment through Entrepreneurship. *Global Journal for Research Analysis*, 3(8), 1–3. <https://doi.org/10.15373/22778160/august2014/113>
- Duflo, E. (2012). Women Empowerment and Economic Development. *Journal of Economic Literature*, 50(4), 1051–1079. <https://doi.org/10.1257/jel.50.4.1051>
- Eliadis, E. E. (2006). The Role of Social Work in the Childhood Obesity Epidemic. *Social Work*, 51(1), 86–88. <https://doi.org/10.1093/sw/51.1.86>
- Elias Downey, M. (2016). Finding the Perfect Gift: Sociological, Philosophical, and Theological Approaches. *New Blackfriars*, 99(1083), 622–637. <https://doi.org/10.1111/nbfr.12241>
- Ewig, C., & Palmucci, G. A. (2012). Inequality and the Politics of Social Policy Implementation: Gender, Age and Chile's 2004 Health Reforms. *World Development*, 40(12), 2490–2504. <https://doi.org/10.1016/j.worlddev.2012.05.033>
- Girdhar, D. S., & Girdhar, K. (2022). An Initiative of Women Empowerment for Sustainable Economic Development. *Journal of Women Empowerment and Studies*, 25, 11–21. <https://doi.org/10.55529/jwes.25.11.21>
- Harley, W. B. (1995). Eight critical principles of empowerment. *Empowerment in Organisations*, 3(1), 5–12. <https://doi.org/10.1108/09684899510079771>
- Jakimow, T., & Kilby, P. (2006). Empowering Women. *Indian Journal of Gender Studies*, 13(3), 375–400. <https://doi.org/10.1177/097152150601300303>
- Joshi, A., Kale, S., Chandel, S., & Pal, D. (2015). Likert Scale: Explored and explained. *British Journal of Applied Science & Technology*, 7(4), 396–403. <https://doi.org/10.9734/bjast/2015/14975>
- Khan, S. (2018). Women Empowerment: Key to Socio-Economic Development.

*International Journal of Women Empowerment*, 4(1), 5. <https://doi.org/10.29052/2413-4252.v4.i1.2018.5-7>

- Nussbaum, M. C. (2000). *Women and Human Development*. Cambridge University Press.
- Qureshi, M. A., Khan, P. A., & Uprit, S. (2016). Empowerment of rural women through agriculture and dairy sectors in India. *Economic Affairs*, 61(1), 75. <https://doi.org/10.5958/0976-4666.2016.00011.5>
- Qureshi, R., & Frances, J. (2007). *Gender and Education in Pakistan*. Oxford University Press, USA.
- Saif, E., & Kumar, A. (2023). Minority Women Empowerment through Government and Non-Government Organizations. *Journal of Women Empowerment and Studies*, pp. 32, 7–16. <https://doi.org/10.55529/jwes.32.7.16>
- Sharma, M. (2021). Women Empowerment Through Entrepreneurship In India: A Case Study Analysis. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3838232>
- Simons, M. A. (2019). Beauvoir and The Second Sex. *Simone de Beauvoir Studies*, 30(1), 127–147. <https://doi.org/10.1163/25897616-03001005>
- Sivasubramaniam, C., & Malarvizhi. V, Malarvizhi. V. (2011). Women Empowerment: A Way of Economic Development. *Indian Journal of Applied Research*, 3(3), 361–363. <https://doi.org/10.15373/2249555x/mar2013/123>
- Thorp, R., Stewart, F., & Heyer, A. (2005). When and how far is group formation a route out of chronic poverty?. *World Development*, 33(6), 907–920. <https://doi.org/10.1016/j.worlddev.2004.09.016>
- Wong, Y. N. (2012). World Development Report 2012: Gender equality and development. *Forum for Development Studies*, 39(3), 435–444. <https://doi.org/10.1080/08039410.2012.722769>

## **Self-Identity of Women in the Novel** ***The Collector's Wife* by Mitraphukan**

*Lidiya, H \**

### **Abstract**

*Indian writing in English relates to two types of traditions, one is on the basis of language and the other on the basis of culture. Language has greater significance for the fiction writers than for the poets. Prose is also direct and deep rooted in the day-to-day activities. In India, English language publication exceeds the publications in any other Indian language and has the third largest publication in English in the world. The question of Indian's in English Fiction needs to be looked at in total context; socio economic status will continue to occupy the western-thought structure. Mitraphukan is also an Indian English writer from the North-East region. She is the author of *The Collector's Wife* and is one of the most prominent literary voices in English from the North-East India. The novel is set against the Assam Agitation of the 1970s and 80s. The violent insurgency that grips Assam, runs like a dark river through the novel and forms its backdrop. It also shows that the issue of illegal migration from across the border has spread mistrust and bitterness among the people of the region. Major important concepts of the novel are Terrorism, Portrayal of Motherhood, and Identity of Women.*

**Keywords:** *Self-determination, Identity, Socio Economic, Infanticide, Gender Discrimination.*

### **1. INTRODUCTION**

Literature is a manifestation of the cultural, social, political and spiritual growth of a nation. It embodies not only the long cherished and the deep-rooted traditions but also a comprehensive perception of the changing aspects of life and true reality of a nation. One should study literature, to understand the customs and cultural modes of a government. In the words of Paul Verges there is no better yardstick to measure the culture of a nation than her literature which is an expression of society (1971: 110).

Mitraphukan is also an Indian English writer from the Northeast region. She is the author of *The collector's Wife* and is one of the most prominent literary voices in English from the North-East India. The novel is set against the Assam Agitation of the 1970s and 80s. The violent insurgency that grips Assam, runs like a dark river through the novel and forms its backdrop. The Assam students' agitation of the 1970s and 80s that began as a movement for the self-determination is shown to have grown in a full blown insurgency; kidnappings, extortion

*\* Head and Assistant Professor, Department of English, VidhyaaGiri College of Arts and Science, Pudukkottai.  
lidiyahendrysrc00@gmail.com*



and political instability have become the order of the day. It also shows that the issue of illegal migration from across the border has spread mistrust and bitterness among the people of the region. Major important concepts of the novel are Terrorism, Portrayal of Women, and Identity of Women.

## **2. PORTRAYAL OF WOMEN: *THE COLLECTOR'S WIFE***

Women as the weaker sex always become the worst sufferer in times of conflict and political issues. These issues and factors influence women's life and may bring a great change in the lives of women. Northeast India is one such region in India where women enjoyed equal privileges with men. When we compare to the other parts of India, the status of women in Northeast is comparatively high. We cannot deny the fact that almost all the states are patriarchal in nature but that does not mean that women are dominated. There are also states like Meghalaya where matrilineal system prevails. In such a system the status of women is higher. Because of the coming of Christianity and the advancement in science and technology there has been a rapid change in the role and status of women.

Women though weak in strength had to work more than men. It is true that in the Northeast Context, there has not been any record of sati, female infanticide and child marriage but even today women from Northeast too faces gender discriminations in many grounds. Though the world has been changing rapidly yet women in Northeast still find themselves within the four corners of home. The notion regarding women remains the same even in the 21st century though many changes have been taking place. Northeast India is rich in its culture and traditions. Every community have different customs and the sad part is most of the customs are meant for women than for men. Women are still facing discrimination in the name of customs.

There are still many norms set by society for women. In Assamese Society a barren or a widow is belief is to bring bad luck when present during special occasions. In spite of the high position she received because of being the DC's wife, the character Rukmini in *The Collector's Wife* faces discrimination for being barren even after ten years of her marriage. This is evident from the following lines from the novel. "When Rukmini was seen sitting beside her friend Rita on her wedding day, the other women commented..., what times we are living through! In my days, even the shadow of a barren woman wasn't allowed to fall on the bride" (TCW, 15).

Though influence by customs and traditions, women in this century have gone out of their homes and kitchen and are doing great job for family and society. The role of women have shift from kitchen to offices. The literacy rate among women has been rising rapidly. Today women are seen at home, hospitals, offices, airplane, schools, colleges and universities, boxing match, in games and sports department, etc. Today's women stand side by side with men heading towards the common goal. However, there is always a struggle that women face.

Women are still considered inferior to men in many ways. Women are still expected to wake up early and start the household chores. When compared to the other parts of India, the status of women in Northeast is comparatively high but when compared with men in Northeast, there is a wide gap in their status. Women in Northeast do not suffer because of dowry system or purdah system but they do have struggle of their own for being a woman.

Phukan's protagonist, Rukmini, feels like a fish out of pond being unable to truly become one among the Parbatpuri residents, matching their spirit of gossip and slander. The geographical divide – the hill where the District Collector's residential bungalow is situated – also seem to add to the assumed sense of superiority that others feel would characterize the DC's wife. Looking from her hilltop residence, Rukmini is truly awed by the despair, anxiety, and insecurity that loom large in the lives of the people living in the town. The cremation ground at the bottom of the hill seems to mock at the security measures taken by the bureaucrats to protect their lives with a multitude of armed guards while common men died every day.

The divide between the residents of the small locality is marked not only by the geographical positioning of the town, but more importantly by the social set up. The club where Rukmini's husband goes to is frequented by other bureaucrats and is a no entry zone to other civilians. Another important setting in Phukan's book is the college where Rukmini works. A hub of political discussions, the teachers' common room represents the anxiety that envelopes the mind of every Parbatpuri resident. However, interesting to note is Phukan's depiction of Rukmini in different settings in the book; she is as much a misfit among the other high class wives in the club as with her middle-class colleagues.

Focusing primarily on Rukmini and her life amidst the disturbing locale, the novelist showcases her plight, being cut off from her immediate family and forced to live in a desolate place heightened by terrorist activity. Stamped as the DC's wife, Rukmini gradually seem to lose her individuality, as expectations mount on her ways of life and conduct. Having absolutely no kith and kin around, she continuously turns to Siddharth, her husband, for

companionship and solace, who has distanced himself from her citing work pressure.

Siddharth is always on the move, and whenever in town, is surrounded by his officials even at home, which serves as his makeshift office. The couple has long since stopped living as husband and wife. The failure of her decade-long marriage dawns heavily on Rukmini who also has to bear the brunt of everyone for being barren.

Having nothing much to do at home, which always in great order is run by a battalion of official staff, even without her supervision, Rukmini chooses to teach English in the town college. Clearly not her calling and not a career she would have chosen under normal circumstances, Rukmini does her job half-heartedly. As she listens to the animated discussion of her colleagues in the staff room, she seems to stand on the periphery of the Parbatpuri existence, forced to be a part of the conversation but away from the common care and concerns.

Her social life too is dictated by her status as the DC's wife rather than an individual, thus, forcing her to be a part of the circle of the high class officers' wives with whom she hardly has anything in common. The only people with whom Rukmini has a deep connection are her in-laws, who deeply care for her, but then are only rare visitors. Manoj, who suddenly comes to her life, offers her all that she had been craving for – fun, companionship, friendship, and physical intimacy – but then he too, is unable to provide her the constant warmth of relationship. The emptiness that Rukmini feels from within and without as she voyages her journey in Parbatpuri seems to represent the meaningless existence of individuals in such scenario where the personal and the political tensions have created a void beyond repair.

A chance meeting with a tyre salesman, Manoj Mahanta, their blooming friendship and an inevitable moment of physical tenderness bring color and joy to Rukmini's life for the first time in almost a decade. This relationship fills the lacuna in Rukmini's life and she finally becomes pregnant, but not without guilt for transgressing the codes of wedlock. But her feeling of remorse turns into sense of betrayal when she discovers her spinster colleague Priyam in an act of copulation with her husband.

Mitra Phukan with Rukmini as mouthpiece questions the contextual importance of British Literature among students whose cultural orientation is built up through bihu and other folk songs, notwithstanding the fact that it cannot even offer them a secured job. Thus teaching literature was never her passion. It was with Manoj's insistence Rukmini revived her lost art of creative writing and aimed at craving a professional career for her own beyond part time teaching.

Mitraphukan's *The Collectors' Wife* can be seen from the gyno-critical point of view; Elaine Showalter describes the term gyno-criticism, a criticism which concerns the representation of women characters in the work of women. Being a women writer Mitra Phukan has also tried to give more importance in the characterization of women characters than in male characters. In *The collector's Wife*, the protagonist Rukmini epitomizes the women's psyche. She is a challenge to the stereotypical character of Assamese society.

Rukmini seems patience and tolerance incarnate and sometimes uncomplaining but at the same time, she emerges out as strong individual challenging all traditional taboos. She doesn't want to identify herself only as a collector's wife. She attempts to subvert the traditional mindset of a women character, which is not centered with the world of domesticity, giving birth, nurturing. She thinks of a 'male ovum donor' when she notices the ad 'Female ovum donor'. Is that advertisement portraiture of women as an object, a machine of giving birth? Is that the norms of a patriarchal society? Why only husband needs a female ovum donor, wife can also advertise for a male ovum donor. So the dichotomy between the men and women, the strongest versus weakness, masculine versus feminine are skillfully presented in the novel through Rukmini's character.

But at some point we have felt that Rukmini's boldness against the patriarchal norms has been diminished. At the humdrum of day to day life fraught with the political mayhem and insecurity, she has lost herself. She fails to negotiate with the environment. Through her character, the novelist tries to capture the snapshots of an upper class woman, but suppressed by the traditional norms of society. Of course the other women characters are not fully developed characters.

It's only Rukmini Bezbaruah, who tells the story from her on perspective. So there is a lack of others emotions and others thinking. As she has been portrayed as an upper class woman, the wife of a DC and who was born and brought up outside Assam, some sort of absence are profound in her social concern. She has not gone through the life of common woman especially the life of village women, has not concerned about their feeling and their reactions against the contemporary political vicinity. At some point she comes back to the business of a typical married woman, to have some babies to erase the disgrace of a barren woman. We have seen her lack of confidence and boldness when she goes to consult with gynecologists.

“...Rukmini was a barren women...when a childless female took an undue interest in one's offspring, it was time to ward of the evil eye by going home as soon as possible, roasting mustard seeds on an open fire, murmuring mantras over the head of the child whose name was taken by the barren woman.” (TCW 167)

In spite of her married life but somewhere she feels loneliness, ache of losing her motherhood and her own identity. She has an external affair and sometimes goes out with the man to take a break. Through the novel it is clear that the novelist tries to create a place and to earn a place for the women of the society. They need their own identity, not as someone's wife and so on but they think that before all else they are human being. The character of Rukmini is truly the picturization of social reality. Apart from the social status, their pain and sufferings have a universal resemblance to all women.

### **3. CONCLUSION**

This novel also focuses upon the self-conscious attempts of the writer to be a voice of the nation's mainstream and not just remain a marginal voice as a north eastern writer alone, as suggested by the use of the mainland Indian jargon for DC, i.e Collector, in the very title of her novel. Nonetheless the language languorously revels in the picturesque beauty of the hilly terrain, where hills are the center not merely margins, and plainness seems an aberration.

The book is quite beautifully contextualized, the flora and natural surroundings of Assam are a quiet but constant background, and the political commentary is present and clear while remaining nonjudgmental and non-acerbic. The following excerpt, provides insight about the protagonist, and a flavour of Phukan's tone and style while trying to describe the racial features of the crowd of students taking part in protest against illegal migration: As she [Rukmini] looked at the eager, bright young faces of the boys and girls, she couldn't help noticing the facial features and contours before her.

In fact, the more marginalized and subversive her politics, the more reluctant the state will be to cede her any ground. Another stereotype of victimhood is the status of a widow which is demystified in the novel. Nandini Deuri, a typical housewife, the spouse of the districts' SP turns out to be prospective entrepreneur after the death of her husband. Her success or failure is contingent on the interplay of dominant familial, cultural, and sexual ideologies and the particular claims she puts forward. She may fail because of social, economic,

or historical constraints and oppositions.

By resorting to an exclusive focus on the victim subject and on women's experience of violence, feminists fell back onto an understanding of power (one that has also informed traditional human rights standards) as monolithic and emanating from a coherent sovereign. MitraPhukan has not stereotyped or imposed complexes on any of its characters, has not depicted any character as victim, and has instead simply allowed the characters to develop very convincingly and naturally, appreciating and making room for inconsistencies, magnanimity of spirit, complexities of motivation.

The plot also does build up a quite an interesting but poignant 'climax', ending in a scene of death. The horrors to which Rukmini was but a mute viewer quickly seep into her life as Siddharth and Manoj both gets pulled into the web of the terrorist violence. The final denouncement is horrifying and yet true - for there can be no other 'end' to such a tale, where the personal is so densely interwoven with the political. The challenge for feminists has been to think of ways in which to express their politics without subjugating other subjectivities through claims to the idea of a "true self" or a singular truth about all women.

The re-envisioning of the subject of women's rights discourse leads to a reformulation of the notions of agency and choice. It is an agency that is neither situated exclusively in the individual nor denied because of some overarching oppression. It is situated in the structures of social relationships, the location of the post-colonial subject, in the edifice of gender and culture. Thus though Rukmini lost both male supports- her husband and lover, she is not without choice. The writer had offered a premonition about Rukmini's future plans of an editing career and a singlehanded effort to raise her ensuing child, although she has taken the narrative convenience of keeping an open-ended conclusion by singing an elegy for all the innocent victims of this insurgency prone land. The scope of the study for the scholars are women's experience of violence, Motherhood, Terrorism, Character analysis etc.

## REFERENCES

- Phukan, Mithra (2005). *The Collector's Wife*. Penguin Books.
- Minha, Trin (1989). *Woman, Native Other: Writings, Postcoloniality and Feminism*. Bloomington.
- Mohanty, ChandraTalpade (2003). *Feminism Without Borders: Decolonising Theory, Practice, Solidarity*. Zubaan.

- Narayan Uma (2000). *Essence of Culture and a sense of History: A Feminist Critique of Cultural Essentialism*. Ed. Narayan and Harding. *Decentring the Center*. Bloomington: Indiana.
- Murty, T.S. (2010). *Assam the Difficult Years*. New Delhi: Ministry of Information and Broadcasting.

## **Prospects, Support and Problems of Women Entrepreneurs – A Study With Reference to Tamil Nadu**

*Lingavel G\* & Ganapathy, S\*\**

### **Abstract**

*Entrepreneurs play a key role in any economy. These are the people who have the skills and essential initiatives to take some novel ideas to market or provide a service and create the right decisions to make their ideas profitable. Educated Tamil Nadu women have to go a long way to achieve equal rights and positions because traditions are deeply rooted in Tamil Nadu society were the sociological and psychological factors set up have been male-dominated. Despite all the social hurdles, Tamil Nadu women have been standing tall from the rest of the crowd and are applauded for their achievements in their respective fields. The transformation of the social fabric of the Tamil Nadu society, in terms of the increased educational status of women and varied aspirations for better living, has necessitated a change in the lifestyle of every Tamil Nadu woman. Women have competed with the man a successfully stood up with them in every walk of life and business is no exception to this cutthroat competition with their hard work, diligence, and perseverance. The present study has been an attempt to generate awareness and to understand the meaning of women's entrepreneurship and how important it is for the development of the world rationally, economically, and in all spheres. In the end, some major problems faced by Tamil Nadu women entrepreneurs' success stories of Tamil Nadu women entrepreneurs; factors influencing women entrepreneurship and the perspective of different sections of the society about women entrepreneurship have been noted.*

**Keywords:** *Economic Growth, Social Progress, Women Entrepreneurship.*

### **1. INTRODUCTION**

The entrepreneurs stand at the center of the industrial activity and assume various roles in the country's development process. Large, medium and small industrial units play a mutually complementary role in the integrated and harmonious growth of the industrial sector as a whole. However, small enterprises outnumber the larger ones in every country and play a vital role in the process of industrialization by contributing significantly to production and exports. As the pace of innovation accelerates, the small-scale sector will provide new opportunities for entrepreneurs to grow. Again, this sector is widely recognized as a valuable foundation for fostering economic growth. Thus, entrepreneurship has now become an important focal point in third-world countries. Any strategy aimed at economic development will be lopsided without involving the women folk who constitute half of the world's population.

*\*Research Scholar, ICSSR Doctoral Fellow, Department of Commerce, School of Management, Alagappa University, Karaikudi, Tamil Nadu, India. lingam326334@gmail.com*

*\*\*Professor, Department of Commerce, School of Management, Alagappa University, Karaikudi, Tamil Nadu. ganapathysuruthi@gmail.com*



## 2. REVIEW OF LITERATURE

Brixiová and Kangoye (2016), in a study of women entrepreneurs in Swaziland, confirmed that women be liable to have lesser levels of start-up capital. Mazlina and Punitha (2016), family members and informal social networks were as important as internal motivation and creativity, especially in ensuring the sustainability of enterprises. Diaz-Garcia et al., (2016), Nigerian female small business owners, Nziku (2013), for personal and family problems, 47 percent of women entrepreneurs had difficulty accessing capital and acquiring appropriate information during the early stages of starting up. Javadian and Singh (2012), cultural norms and social values create an impact on women entrepreneurs' performance. Kabasakal et al. (2011), Turkish women acquired the exact to vote in the 1930s while in some European countries, women acquired this precise in the 1940s. Halkias et al. (2011), Nigerian female small business owners, highlighted the many challenges they face including. World Bank (2010), In India women entrepreneurs are rapidly launching new enterprises mainly small-scale units. Roomi and Harrison (2010), Training and Development influences the decision and performance of women entrepreneurs, irrespective of the size and stage of business.

### Objectives of the Study

1. To find out the perspective, support, and problems of women entrepreneurs
2. To study the factors responsible for encouraging women to take up entrepreneurship activities.
3. To identify the policies, programmes, institutional networks, and the involvement of support agencies in promoting women's entrepreneurship.

### Hypothesis

**H<sub>1</sub>**: There is no association between age, education, marital status, and entrepreneur opinion towards the women respondents in the Tamil Nadu state in enhancing their opportunities for the entrepreneur system.

## 3. METHODOLOGY

The present study is both descriptive and analytical. This research study is based on both primary and secondary data.

*Sample and procedure:* Three hundred and fifty (350) Women Respondents in Tamil Nadu state

were taken as the sample for the present study. The respondents were selected using a convenient sampling technique and Likert five-point scale is used to collect primary data from respondents.

Table 1: Demographic Variable of the Respondents

Characteristic	Distribution	Frequency	Percentage
Age	Below 30 Years	151	43.14
	31 – 40 Years	92	26.28
	41 – 50 Years	66	18.84
	Above 50 Years	41	11.74
Education	Below SSLC	74	21.14
	Graduate/Postgraduate	182	52
	Diploma	66	18.86
	Professional	28	8
Marital Status	Married	247	70.57
	Unmarried	103	29.43
Occupation	Farmer	91	26
	Agricultural Labour	85	24.29
	Private Employee	116	33.14
	Government Employee	58	16.57

The sample included 247 Married and 103 Unmarried. (26%) of the respondents belonged to Farmers, (24.29%) of respondents belonged to Agricultural Labor, 33.14% of respondents belonged to Private employees and the remaining (16.57%) of respondents belonged to Private employees. Concerning the Education of respondents, (21.14%) were Below SSLC, (52%) were graduates/postgraduates, (18.86%) were diplomas and the remaining (8%) were above professionals. (43.14%) of the respondents below 30 years, (26.28%) of the respondents 31 – 40 years, (18.84%) of the respondents 41 – 50 years, and the remaining (11.74%) of the respondents above 50 years. The study was conducted during May 2020 – September 2020.

*Statistical tools:* The collected data went through Weighted Ranking, Chi-square, Correlation Coefficient ( $r$ ), and Factor analysis for arriving at findings and testing of hypotheses.

*Statistical Packages:* MS Excel and SPSS 23.0 were used for analyzing the data and application of the above statistical tools.

#### 4. RESULTS AND DISCUSSION

Table 2: Weight Score, Mean Score, and Rank

Statement	Weight					Total Weight Score	Mean Score	Rank
	5	4	3	2	1			
	100%	80%	60%	40%	10%			
Weight Score								
The right place for women is at home	88	79	63	67	53	1132	3.23	5
Acquiring technical knowhow is a problem for women entrepreneurs	105	65	78	57	45	1178	3.36	2
Management training necessary for women entrepreneurs	79	83	72	55	61	1114	3.18	9
Women entrepreneurs cannot survive without the help of their husbands/family members	89	76	65	70	50	1134	3.24	4
Women become entrepreneurs due to economic compulsion	96	82	78	55	39	1191	3.40	1
The ideal stage for a women's entrepreneurial career is before marriage	78	96	49	82	45	1130	3.20	7
Women's entrepreneurial career results in neglecting children, family, and home	80	70	60	90	50	1090	3.11	10
The availability of financial assistance from supporting agencies is a problem for women entrepreneurs	105	65	78	57	45	1178	3.34	3
Women entrepreneurs cannot compete with men entrepreneurs	89	79	59	69	54	1130	3.22	6
Entrepreneurship is a boon for women	79	88	67	53	63	1117	3.19	8

'Women become entrepreneurs due to economic compulsion' is ranked as the first preference and women's entrepreneurial career results in neglecting children, family, and home as the last preference of entrepreneurial opinion which leads to identifying entrepreneurial prospects, support, and problems through data collection. followed by the second respondent's opinion is acquiring technical know-how is a problem for women entrepreneurs, the third respondent's opinion is availability of financial assistance from supporting agencies is a problem for women entrepreneurs. Thus, the researcher used the top first opinion for the Chi-square test.

#### 4.1 Chi-Square Analysis

##### *Relationship between Personal Factors of Respondents and Improvement in Women Entrepreneurial Opinion*

The researcher has made a modest attempt to women the improvement of entrepreneurial opportunities. It is found that the respondents have agreed that entrepreneurial opportunities are improved through finding out respondents' opinions. This paper analyses the relationship between three important personal factors of respondents namely, i) Age, ii) Education, and iii) Marital Status. The opinions of the respondents are recorded in the following high, medium, and low skill improvement through internship training.

High = Highly Satisfied (100%) + Satisfied (80%), Medium = Average (60%), Low = Dissatisfied (40%) + Highly Dissatisfied (20%)

Table 3: Age and Women become Entrepreneurs Due to Economic Compulsion

Age	Level of Improvement in Economic Compulsion			Total
	High	Medium	Low	
	( No. of Respondents)			
Below 30 Years	86 (57%)	36 (24%)	28 (18%)	150
31 – 40 Years	51 (60%)	21 (25%)	13 (15%)	85
41 – 50 Years	42 (61%)	15 (22%)	11 (16%)	68
Above 50 Years	36 (76%)	6 (12%)	5 (10%)	47
<b>Total</b>	<b>215 (61%)</b>	<b>78 (22%)</b>	<b>57 (16%)</b>	<b>350</b>

*Chi-Square Value =9.9, Critical value =12.592, d.f=6, Sig. Level = 5%*

The chi-square calculated value is 13.02. The table value at a 5% significance level for 6 degrees of freedom is 12.59. The calculated value is greater than the table value. The null hypothesis is rejected. It is concluded that there is an association between the age of respondents and opinion towards improvement in Economic Compulsion.

Table 4: Education and Women become Entrepreneurs Due to Economic Compulsion

Education	Level of Improvement in Economic Compulsion			Total
	High	Medium	Low	
	( No. of Respondents)			
Below SSLC	82 (61%)	36 (24%)	32 (18%)	150
Graduate/Postgraduate	49 (57%)	21 (25%)	15 (15%)	85
Diploma	43 (62%)	15 (22%)	10 (16%)	68
Professional	35 (75%)	6 (12%)	4 (10%)	46
<b>Total</b>	<b>209 (61%)</b>	<b>78 (22%)</b>	<b>61 (16%)</b>	<b>350</b>

*Chi-Square Value =9.9, Critical value =12.592, d.f=6, Sig. Level = 5%*

The chi-square calculated value is 13.02. The table value at a 5% significance level for 6

degrees of freedom is 12.59. The calculated value is less than the table value. The null hypothesis is accepted. It is concluded that there is no association between Education and opinion toward improvement in women's entrepreneurship.

Table 5: Marital Status and Due to Economic Compulsion

Gender	Opinion towards Improvement in Economic Compulsion			Total
	High	Medium	Low	
	(No. of Respondents)			
Married	129 (61%)	46 (22%)	35 (17%)	212
Unmarried	86 (62%)	32 (23%)	22 (16%)	138
<b>Total</b>	<b>215 (61%)</b>	<b>78 (22%)</b>	<b>57 (16%)</b>	<b>350</b>
<i>Chi-Square Value =0.44, Critical value =5.99, d.f =2, Sig. Level = 5%</i>				

The chi-square calculated value is 0.44 Table value at a 5% significance level for 2 degrees of freedom is 5.99. The calculated value is less than the table value. The null hypothesis is accepted. It is concluded that there is no association between marital status and opinion toward improvement in women's entrepreneurship.

#### 4.2 Factor Analysis

In factor analysis, the analytical process is based on a matrix of correlation among the variables. Valuable insights can be gained from an examination of this matrix. If the factor analysis is to be proper, the variables must be correlated. If the correlation among all the variables is very low and negligible, then the factor analysis may not be appropriate.

The KMO (Kaiser-Meyer-Olkin) measure of sampling adequacy has been computed to determine the suitability of using factor analysis. The values between 0.5 and 1.0 indicate that factor analysis is suitable or appropriate. The KMO test and Reliability presented in Table 6 indicate that the calculated value of KMO is 0.893, which shows that the sample is adequate to conduct Exploratory Factor Analysis. Bartlett's Test of Sphericity also shows a significant number of correlations among the statements. Thus, all the parameters discussed above support the application of factor analysis on the data. The scale has also been tested for reliability and the value of Cronbach's Alpha is 0.930. (Hair, J. F. et al., 2010) suggested that variables with loadings greater than 0.45 are practically significant and support acceptable levels of explanation. Hence, the criteria of 0.45 have been considered for selecting the variables. It can be seen that Exploratory Factor Analysis revealed four underlying dimensions for the Prospects, Support and Problems of Women Entrepreneurs. These three factors explain 43.436% of the total variance. Based on the rotated component matrix, the statements are categorized under

respective factors as shown in Table.7 Eigen values for Factor1, Factor2, and Factor3, are 8.687, 1.694 and 1.391 respectively.

Table 6: KMO, Bartlett's test, and Reliability Statistics

<b>Kaiser – Meyer - Olkin Measure of Sampling Adequacy</b>		<b>0.893</b>	<b>Reliability Statistics</b>	
Bartlett's Test of Sphericity	<b>Approx. Chi-Square</b>	4128.962	<b>Cronbach's Alpha</b>	<b>No. of Items</b>
	<b>df</b>	190	<b>0.930</b>	20
	<b>Sig.</b>	<b>.000</b>		

Table 7: Total Variance Explained

Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.687	43.436	43.436	8.687	43.436	43.436	4.307	21.535	21.535
2	1.694	8.469	51.906	1.694	8.469	51.906	3.352	16.762	38.297
3	1.391	6.956	58.862	1.391	6.956	58.862	2.845	14.226	52.524

Table 8: Rotated Component Matrix (Sorted by >0.60)

	1	2	3	Name	Eigen value	Variance	Cronbach's Alpha
MP	.646			Prospects	8.687	43.436	.897
MR	.711						
UAW	.688						
GS	.760						
GE	.752						
FFM	.791						
SHG		.767		Support	1.694	8.469	.837
FA		.638					
EE		.642					
FB		.777					
T/H		.628					
TK		.644		Problems	1.391	6.956	.760
PI			.698				
SF			.719				
AC			.803				
LCS			.693				
LT			.717				

## 5. CONCLUSION

Women entrepreneurs and their contribution to the national economy are quite visible in India. The challenges and opportunities provided to the women of the digital era are growing rapidly

and job seekers are turning into job creators. They are flourishing as designers, interior decorators, exporters, publishers, and garment manufacturers and still exploring new avenues of financial contribution. It is high time that the country should rise to the challenge and create more support systems for encouraging more entrepreneurship amongst women. There should also be efforts from all sectors to give confidence in the economic participation of women. Along with sufficient training, institutional and financial support as a compound package needs to be encouraged. There are certainly a large number of uncharted areas where women can be positioned as entrepreneurs. Therefore the need of the hour is the necessity of the growth of women entrepreneurship for any economy whether it is a large or a small country.

### **Limitations of the Study and Future Research Directions**

The period of the study is of one and a half months, which may not be sufficient to generalize the results. The study was conducted in Tamil Nadu state only hence, the results cannot be generalized for the entire segment of women respondents. The time to conduct the study posed another constraint.

### **REFERENCES**

- Brixiová, Z. & Kangoye, T. (2016). Gender and constraints to entrepreneurship in Africa: new evidence from Swaziland. *Journal of Business Venturing Insights*, (5), 1-8.
- Halkias, D., Nwajiuba, C., Harkiolakis, N. & Carcatsanis, S.M. (2011). Challenges facing women entrepreneurs in Nigeria. *Management Research Review*, 34(2), 221-235.
- Javadian, G., & Singh, R. P. (2012). Examining successful Iranian women entrepreneurs: an exploratory study. *Gender in Management: An International Journal*, 27(3), 148-164.
- Kabasakal, H., Aycan, Z., Karakas, F. & Maden, C. (2011). Women in management in Turkey. In Davidson, M.J. and Burke, R. (Eds.), *Women in Management Worldwide: Progress and Prospects* (pp. 317-338), Gower Publishing Limited.
- Mazlina, M. & Punitha, A.P.S. (2016). Challenges and success factors of female entrepreneurs: evidence from a developing country. *International Review of Management and Marketing*, 6(S4), 224-231.
- Nziku, M.D. (2013). Tanzanian education and entrepreneurial influence among females. *Journal of Women's Entrepreneurship and Education*, 1(2), 52-73.

## **Losing Perennial Social Reverence – A Sociological Analysis about Elderly Women Condition in Contemporary Days**

*Sethurajakumar, P\* & Thirumalraja, D\*\**

### **Abstract**

*Aging is an inevitable process. Everyone has to go through a period of aging in their life cycle. All over the globe in the past few days, the aging and their rich experiences have been considered important and guided society as well as their younger generation. Through the ages, the elderly and their opulence's were praised, and they possessed the controlling power to rule the community. The qualities of expertise, different aspects of decision-making powers, moral values, irreparable conclusions, and unbiased personalities of the elderly dominated the society as well as guided the societal welfare. The materialistic influences in the existing social structure and the breach of westernized ideology make a severe break in our present family system. Due to that, there are many unprecedented changes in family functions, especially among the elderly, who have become the victims of modern life. The elderly are treated on the basis of their material possessions as well as their income. Thousands of elderly women have been thrown away from their families due to their incapability or lack of values. With these views, the researcher has engaged in this research to elucidate the present-day condition of elderly women with the support of secondary sources. The research reveals that the changing of family patterns is directly linked to the plight of the elderly. The ideological changes in values and norms among youngsters have had a remarkable impact on the care of the elderly. The abuse activities, condition of widowhood, physiological status, and constant family support are the factors that determine the revered condition among the elderly in our society.*

**Keywords:** *Aging, Women, Social Support*

### **1. INTRODUCTION**

Ageing is a biological process, it is linked with many social issues. Everyone have to face the period of ageing in their life cycle. All over the globe in the past days, the ageing and their rich experiences had been considered as the importance one which guided the society as well as their younger generation. Through the ages, the aged and their opulence's were praised and it had possessed the controlling power to rule the community. After the twentieth century the scenario became changed. Penetration of strange ideologies weakens the Indian family system and it has delivered the poor results among the life of the aged. Gender parity and ageing issues are one among the sustainable goals which will be reached in the year of 2030 by United Nations.

*\*Assistant Professor, Department of Sociology, Periyar University, Salem.*

*\*\*Assistant Professor of Sociology, School of Social Sciences, Tamil Nadu Open University, Chennai.*



As far as concerned the elderly population in India nearly 8.6 percent in the 2011 census, it is expected that become the double i.e., nearly 20 percent in the 2050 year of 2050 (United Nations, 2019). The medical field advancement and extinction of the orthodox communicable diseases are highly inseparable with the life expectancy of people. The increasing numbers of the aged are also promoting the different types of issues in the contemporary scenario. Social recognition or status are directly linked with the power, where more sources are handled by the individual, they would consider as powerful persons, like wise without power they may be treated as subordinate or second grade people. In this context more number of elderly people especially women they used to have multiple issues during the era of their last phase of the life cycle.

### **1.1 Transformation of Social Reverence**

The qualities of expertise, different aspects of decision making powers, moral values, abled conclusion and unbiased personalities of aged were properly utilized by the society in the previous centuries as well as they guided for the societal welfare. The materialistic influences in the existing social structure and the breach of westernized ideology makes severe break in our present family system. Due to that there are much of unprecedented changes in the family functions, especially among the aged, they are become the victims of the modern life.

The process of development in social institutions due to the globalization effects has made changes in the existing family structures. Employment opportunities have attracted younger people to move away from their own places. In recent days most of the villages in the rural places are wholly covered by the elderly people. Their life is full of chaos and in the condition of dependency. It was nearly 15.8 percent among the rural as well as 13.1 percent among the urban elderly women (Census, 2011). Dependency has made more vulnerable as well as choice less life among the elderly women.

### **1.2 Modern issues Towards Elderly Women**

Elderly are treated on the basis of their material possession as well as income. Thousands of women elderly people they have thrown away from their family due to their incapability or less values. Mostly half of the elderly in rural India are in the condition of dependents and nearly 3.9 percent of the women are living alone in the rural areas (Rajan & Kumar, 2003).

Generation gap between the elders and youngsters is one among the main factors that responsible for the origin of misunderstanding and stable conflict. Kin quarrel also promotes the

unsafe living condition of the elderly women (Cohen, 1998). The position of illiterate, physiological conditions, widowhood, extinction of agriculture business in some of the rural areas, less economic support are makes the elderly women very vulnerable one in their last passage. Today itself more number of elderly women those who are living in the rural India are mainly working in the farming sectors. Working in ageing little bit hard to them, but they used to enjoy and get earnings. Climate change, desertification, continuous loss of farming business, less rate of yielded agriculture products in the markets are the conditions makes reducing the agricultural land size. It also reflects in the rural economic markets, the regular employment may have the chance to become to the seasonal employment or unemployment. It also reflects the life of the elderly women and bring

### **Objectives**

- To bring out the problems faced by elderly women
- To analyze the role of family in relation with the care of elderly women
- To elucidate the impact of the poor treat towards elderly women

## **2. MATERIALS AND METHODS**

To find out the present status of the elderly women within our family and society, the secondary sources have been used. The government data, published articles from various journals, studies from reputed books and unpublished research outcomes have been collected. Basically the nature of the research is descriptive, it analyzes the modernization and globalization era linked with the plight of the elderly women status in the contemporary days.

## **3. ISSUES OF ELDERLY WOMEN IN INDIA**

### **3.1 Widowhood and Lonely Living**

The conditions of widowhood are really stressful and the termination of the role of care giver or spouse may lead to promote many difficulties. No one can replace the role of partner and this emptiness promote severe mental illness among the elderly women (Keene,2008). The condition of widowhood is always culturally oriented. It has restricted the role and mobilization of the women in our country. Patriarchal society makes it strong and most of the rural places still it is continuing and create the disrespect status among the elderly women. These conditions of emotional issues may have the chance to turn less functional mechanism in the cognitive functioning (Hayes, 2016). It is noted that the condition of widowhood is directly linked with

the deterioration of health and also linked with the depressive symptoms in the passage time of both sexes (UNFPA, 2017). The aged women or men those who were living alone probable to be depressed comparatively to aged elderly who were co-residing.

### **3.2 Health Issues**

The feminization of ageing is one of the latest issues which bring more difficulties to the elderly women in our country. There was poor elderly women sex ratio in the year of 1971 i.e., 938 women to 1000 males. But in 2011 census the elderly women ratio was 1033 per 1000 males. Due to the medical advancement, life longevity, and promotion of health mechanisms the expansion processes have been occurred. As far as concerned elderly women, they feel the expansion of ageing is related with much chaos. Plenty of health issues, inheritance rights issues, role of male domination, economic dependency are the factors offering unhealthy life among the elderly women in India (Kaur, 2019).

Health condition of elderly is purely related with the cultural ideology and social structure. In Indian society, the role of women in family is much expensive, but the apart from that they are nothing. The ideology of the male oriented culture has made them as subordinate as well as sabotages their individuality. This travel used to continue up to their last passage. This gender based structure has made gender inequality in all aspects i.e., reducing the social participation of women, less level of mobility and eventually reflects in the lower level of access of health care system too (Subhojit Dey, 2012).

Remarkable number of elderly women was having hypertension, osteoarthritis, diabetes and asthma. Also cataract, anemia and skin problems had the role on the aged people. All they had more than one health issues in the study area. The author noted that the key contribution of food and dietary practices, having the healthy drinking water, environmental pollution and eventually the gender disparity were having connections with the poor health condition of elderly women (Hiremath, 2012). Elderly women they are affected variety of physical illness like poor vision, dental decay, physical deterioration, back and knee pain. These above issues are connected with the promotion of stress and strain. The socio-psychological issues like less power in family, loneliness and the ignorance has made them physiologically weak than ever (Mehrotra, 2009).

Elderly women those who were dwelling in urban slum also facing the physical ailments, but no remedies were not taken by the respondents. The reason was behind those

financial problems as well as don't care about the ailments. This indicates that there shall be more health oriented schemes to be promoted, it may have the chance to reduce the financial burden to take the treatment. The physiological care of the elderly women shall be looked out in a serious manner (Gayathri, 2009).

### **3.3 Familial Support**

In the 2011 census it stated that fifty one per cent of the women those who have crossed 60 and above are widowed, comparatively it was only 15 percent among men. This shows the women used to suffer in their ageing period without husband, where as the men they have their partners in their ageing period to caring. The marriage values and practices are also promoted this kind of women sufferings. In India the women only marry a men who is elderly to them. But this makes a miserable journey to elderly women, they used to live without husband during their last phase of life (Berkman, 2012).

Lidwin Dias (2022) in her study stated that the elderly women they are facing dual difficulties in their era. One is being an women she used to face gender bias as well as being an elderly she is facing lot of disrespect and ignorance actions from the family also in society. Offering the non-institutional services may have the chance to expose their needs and demands regarding the emotional as well as economic needs. Inculcation of values and role of the elderly shall be promoted among the youngsters. This may reduce the gap between the youngsters and the elders and having the chance to enrich the value for upcoming generations. The elderly women they are still facing the actions of the neglect due to their condition of dependence and matter of self-fulfillment.

Patel (2020) in his research noted that the victim-offender relationship has a prime role in the wellbeing of the senior citizens. Most of the elderly women have been affected and facing the threaten activities due to the property issues. Especially the elderly women those who are in the condition of widow, they had lot of abuse actions due to the money in the bank as well as the property in their names. Worst factor is that they faced life risks though they are having property or not, if they have any properties in their names the family members made threaten to transfer their names. In other side without property, if she is in the position of dependency also has had more problems from their family members. It shows the family system also getting changed due to the ideology of the westernization and industrialization. It makes more worsening condition against the elderly especially elderly women.

### **3.4 Social Laxity**

Social exclusion is having connection with the depressive promotion among elders, especially those who are in the position of non-voters, living lonely and mistreated during expecting services or seeking. Ageing is the era of experience, but most of the elderly did not want to involve the public movement like political, social or organization events, group gathering and even cultural performances. They try to be in the position of self alienation, which means away from own self. They feel they are being ignored by the society so they can get away from the public events. It is the continuous carelessness of society, which makes them the attitude of conflict (Hossain, 2022). Research found that the elderly women those who are having high neighbourhood relation during ageing they face minimum level of abuse experience than the lower level neighbourhood relation elderly (Chang, 2021). The penetration of western ideology in Indian culture has created the attitude of self-centered and materialism. This makes no care condition towards the elderly if they are having the position of dependency or physically ill health.

### **4. CONCLUSION**

The longevity of life and the condition of widowhood are the main reason that creates much of issues among the elderly women in India. Less level of familial support during ageing has created the condition of facing abuse, losing autonomy and attaining the condition of abandon. Lack of income, health ailments, condition of widow, loneliness and generation conflict are the factors motivate the elderly to move away from their home as well as seeking asylum in the non-institutional sectors. Though the governments are having more program and policies to protect the elderly, the enactment and the fund allocation is very meager level. The combination of non-institutional support and societal support towards elderly women may have the chance to bring the healthy and self reliance life. If we can reach the above things related with the elderly women issues, it means we can also achieve the sustainable goals in the year of 2030 in tune with the gender parity goals.

### **REFERENCES**

- Cohen L. (1998). *No Aging in India*. Berkeley: University of California Press.
- Govil, P. & Gupta, S. (2016) Domestic Violence against Elderly People: A Case Study of India. *Advances in Aging Research*, 5, 110-121.

- Gayathri, B. (2009). Access to healthcare among poor elderly women in India: how far do policies respond to women's realities? *Gend Dev*, 17(3), 481–491.
- Jain, U., Liu, H., Langa, K. M., Farron, M., Kabeto, M., & Lee, J. (2022). Widowhood and cognition among older women in India: New insights on widowhood duration and mediators. *SSM-Population Health*, 19, 101242.
- Kaur M, & Kaur J. (2019). Health Issues of Women in Old Age: A Literature Review. *AMEI's Curr Trends Diagn Treat*, 3(1), 27–32.
- Keene J.R., & Prokos A.H. (2008). Widowhood and the end of spousal care-giving: Relief or wear and tear?. *Ageing and society*, 28(4), 551–570
- Rajan SI & Kumar S. (2003). Living arrangements among Indian elderly: New evidence from National Family Health Survey. *Economic and Political Weekly*, 38(3), 75–80.
- Skirbekk, V., & James, K. (2014). Abuse against elderly in India – The role of education. *BMC Public Health*, (14), 336.
- UNFPA. *Caring for Our Elders: Early Responses India Ageing Report-2017*. New Delhi, India, 2017.

## Choosing to Play Sports as a Girl: Factors that Influence

Gomathi, A\* & Veeramani, P\*\*

### Abstract

*Girl's participation in sports is essential for their physical and mental well-being and is a critical aspect of their overall development. This paper will explore the factors that influence girl's decision to participate in sports and highlight the importance of addressing gender-specific barriers to participation and the ways in which it can empower and benefit Girl's. The paper will then discuss the various factors that influence girl's decision to participate in sports, including socio-cultural norms, family support, peer influence, school programs, and media representation, from a gender lens. It will explore the gender-specific challenges faced by Girl's in accessing and participating in sports, such as gender stereotypes, discrimination, and social expectations. Finally, the paper will conclude with recommendations for promoting girl's participation in sports from a gender perspective, including the need for policies and programs that address gender-specific barriers and promote gender equality in sports.*

**Keywords:** Sports; Girl's participation; Decision; Barriers

### 1. INTRODUCTION

Gender equality is one area where we still lag far behind in terms of progress even though we live in the 21st century and have developed the technology to do our bidding. Rant all we want, the truth is that even though society has made some advancements since the World Wars perhaps three inches the thought that a woman may be as powerful as a man still offends a lot of people. According to Ashwini Akkunji, who was dubbed India's golden girl after winning the 400m hurdles event at the 2010 Asian Games in Guangzhou, China, "every day in a female athlete's life is sort of a hurdle race, especially if she hails from a village." We stay in hostels for years and have little chance of dating or getting married outside of the sporting community. Girl's participation in sports is essential for their physical and mental well-being and is a critical aspect of their overall development. However, gender-specific barriers often limit girl's access to sports and their participation. This paper aims to provide an overview of the factors that influence girl's decision to participate in sports from a gender perspective.

\*Research Scholar, Department of Women's Studies, Alagappa University, Tamil Nadu, India.  
anandhgoms0618@gmail.com

\*\*Assistant Professor, Department of Women's Studies, Alagappa University, Tamil Nadu, India.  
veeramws@gmail.com

### **1.1 Factors Influencing Girl's Decision to Participate in Sports**

Several factors influence girl's decision to participate in sports, such as socio-cultural norms, family support, peer influence, school programs, and media representation (Eime et al., 2010). However, these factors can have gender-specific implications that affect girl's access to sports and their participation. For example, gender stereotypes and social expectations can discourage Girl's from participating in sports, while family support and positive role models can encourage and motivate them to participate (Devis-Devis et al., 2015).

### **1.2 Gender-Specific Barriers to Participation**

Girl's face several genders-specific barriers to their participation in sports, including gender stereotypes, discrimination, and social expectations (Somerset et al., 2018). Gender stereotypes that portray Girl's as weak or not interested in sports can discourage them from participating. Discrimination and bias in sports programs and media representation can also limit their access and participation. Social expectations that prioritize girl's appearance over their athletic ability can discourage them from participating in sports (Forsyth et al., 2019).

### **1.3 Impact of Gender-Specific Barriers**

The gender-specific barriers that limit girl's participation in sports can have several negative consequences (Pawlowski, 2014). Girls who do not participate in sports are at higher risk of physical inactivity, obesity, and related health problems. They may also miss out on the social and emotional benefits of sports, such as building confidence, self-esteem, and leadership skills (Pascoe, 2022).

### **1.4 Promoting Girl's Participation in Sports**

To promote girl's participation in sports it is essential to address the gender-specific barriers that limit their access and participation (Svender et al., 2012). This can be done by challenging gender stereotypes and social expectations that discourage Girl's from participating in sports (Okley et al., 2011). Creating supportive environments that encourage Girl's to engage in physical activity, providing access to sports programs and positive role models, and promoting gender equality in sports can also help to promote girl's participation in sports (Camacho-Miñano et al., 2011). Girl's participation in sports is essential for their overall development and well-being. However, gender-specific barriers often limit their access and participation. To promote girl's participation in sports, it is essential to address the gender-specific barriers and



create supportive environments that encourage Girl's to engage in physical activity and promote gender equality in sports.

### **1.5 Scope of the Study**

The scope of this study on the factors influencing girl's decision to participate in sports from a gender perspective is to provide an overview of the key factors that influence girl's participation in sports, examine the gender-specific barriers that limit girl's access and participation, and identify strategies for promoting girl's participation in sports. The study will review relevant literature on this topic to identify the key factors that motivate or discourage Girl's from participating in sports and the ways in which gender intersects with these factors. The study will also examine the impact of these factors on girl's participation in sports and highlight the importance of addressing gender-specific barriers to participation. The study will focus on Girl's from different socio-economic backgrounds, ethnicities, and ages, and how these factors influence their participation in sports. The study will provide recommendations for promoting girl's participation in sports from a gender perspective, including the need for policies and programs that address gender-specific barriers and promote gender equality in sports. The study will not include an empirical investigation or data collection. Instead, it will rely on secondary sources, such as academic journals, books, and reports, to provide a comprehensive overview of the topic.

## **2. OBJECTIVES AND METHODOLOGY**

The main objective of the study will explore the factors that influence girl's decision to participate in sports and highlight the importance of addressing gender-specific barriers to participation. Research methodology for this study involves a systematic review of relevant literature on the factors influencing girl's decision to participate in sports from a gender perspective.

## **3. ANALYSIS OF THE STUDY**

As this study focuses on the factors influencing girl's decision to participate in sports from a gender perspective, it provides a comprehensive overview of the barriers that limit girl's access and participation in sports, as well as the strategies for promoting their participation. The study's methodology is a systematic review of relevant literature on the topic, which provides a rigorous and comprehensive approach to identifying the key factors and themes related to girl's

participation in sports. Several studies have highlighted the gender-specific barriers that limit girl's participation in sports, including social norms and stereotypes, lack of access to facilities and equipment, and safety concerns (Bredemeier & Shields, 2016; Cunningham et al., 2016). Other factors that have been identified include parental attitudes, peer pressure, and a lack of role models and female coaches (Watson, 2018 & Tjonndal, 2020). Despite these challenges, there are several strategies that have been identified to promote girl's participation in sports, including the provision of safe and accessible facilities, the development of supportive social networks, the provision of female coaches and role models, and the implementation of targeted programs to address gender-specific barriers (Cote et al., 2016; Zarrett, 2020).

The analysis of the study revealed several key themes related to the factors influencing girl's decision to participate in sports from a gender perspective. These themes include social and cultural factors, economic factors, family support, peer influence, and physical ability. For example, social and cultural factors such as gender stereotypes and societal expectations of Girl's can discourage them from participating in sports (Elmas & Asci, 2022; Javani, 2022).

Economic factors such as the cost of sports equipment and fees can also limit girl's access to sports programs (Merkel, 2013). Family support and peer influence were identified as important facilitators of girl's participation in sports, while physical ability was found to be less of a factor in limiting girl's participation than social and cultural barriers (Barr and Shields, 2011; Shields, N et al., 2012). The study's findings highlight the need for targeted interventions to address the specific barriers that limit girl's access and participation in sports (Ginis et al., 2015 & Watson et al., 2015). For example, programs that provide financial support for low-income families or that challenge gender stereotypes can help to increase girl's participation in sports. The study also highlights the importance of family and peer support in promoting girl's participation in sports, which suggests that interventions should target not just individual Girl's, but also the broader social and cultural contexts in which they live (Holt et al., 2011). The study provides a valuable contribution to the literature on girl's participation in sports by highlighting the key factors and strategies for promoting their participation from a gender perspective. The findings of this study have important implications for policy and practice, highlighting

## **4. DISCUSSION**

### **4.1 Socio-cultural Norms**

Socio-cultural norms play a significant role in shaping girls' attitudes towards sports

participation. Research has shown that in many societies, sports are often associated with masculinity, while femininity is associated with more passive activities (Knijnik, 2021). These gendered norms can lead to girls feeling discouraged from participating in sports and can even result in social stigma for those who do. A study by Nielsen and Wikman (2019) found that girls who perceived that sports were associated with masculinity were less likely to participate in sports activities. This highlights the need to challenge gendered norms surrounding sports and to promote a more inclusive and gender-neutral approach to sports participation.

#### **4.2 Family Support**

Family support is also an essential factor in influencing girls' participation in sports. Studies have consistently shown that parental support plays a crucial role in encouraging girls to engage in sports activities (Jago et al., 2010; Nielsen & Wikman, 2019). Parents who actively support their daughters' sports participation can help to promote a positive attitude towards sports and provide girls with the necessary resources to participate in sports activities.

#### **4.3 Peer Influence**

Peer influence can also be a significant factor in girls' decision to participate in sports. Research has shown that girls who have friends who participate in sports are more likely to engage in sports activities themselves (Jago et al., 2010). This highlights the importance of creating supportive environments that encourage girls to participate in sports and foster positive social connections.

#### **4.4 School Programs**

School programs can also play a crucial role in promoting girls' participation in sports. Research has shown that school-based sports programs can provide girls with opportunities to participate in sports activities and can help to promote a positive attitude towards sports (Jago et al., 2010). However, it is essential to ensure that these programs are inclusive and address gender-specific barriers to participation.

#### **4.5 Media Representation**

Media representation can also influence girls' attitudes towards sports participation. The lack of representation of female athletes in the media can contribute to the perception that sports are a male-dominated activity (Cooky et al., 2013). Therefore, it is crucial to promote and celebrate

the achievements of female athletes to encourage girls' participation in sports.

#### **4.6 Gender-specific Challenges**

Despite the numerous benefits of sports participation, girls often face gender-specific barriers to accessing and participating in sports activities. Being paid half as much as or less than their male counterparts is the first obstacle that female athletes must overcome. Whatever the discipline, there are glaring differences in the earnings of male and female players. Even with prizes, this holds true. Take football as an example. The reward money for the male FIFA World Cup champions would be roughly between \$35 and \$50 million, whilst the prize money for the female FIFA World Cup 2016 champions was roughly \$2 million (link to article). Even at the lowest levels, the men's team receives about \$33 million more than the women's squad, which is understandable without being an expert in mathematics. Gender stereotypes can create a perception that sports are not suitable for girls, leading to a lack of opportunities and resources for girls to participate in sports activities. Discrimination and social expectations can also prevent girls from engaging in sports, limiting their potential for growth and development (Henne & Pape, 2018).

#### **5. CONCLUSION**

The participation of girls in sports is crucial for their physical and mental well-being and overall development. The factors that influence girls' participation in sports are multifaceted, including socio-cultural norms, family support, peer influence, school programs, and media representation. However, girls often face gender-specific challenges in accessing and participating in sports activities, such as gender stereotypes, discrimination, and social expectations. Therefore, it is essential to address gender-specific barriers and promote gender equality in sports to empower girls to participate fully in sports activities. Policies and programs that prioritize girls' participation in sports from a gender perspective can promote gender equality, empower girls, and benefit society as a whole. By promoting girls' participation in sports, we can create a more inclusive and equitable society that supports the growth and development of all individuals.

#### **REFERENCES**

- Camacho-Miñano, M. J., LaVoi, N. M., & Barr-Anderson, D. J. (2011). Interventions to promote physical activity among young and adolescent girls: a systematic review. *Health education research*, 26(6), 1025-1049.

- Devís-Devís, J., Beltrán-Carrillo, V. J., & Peiró-Velert, C. (2015). Exploring socio-ecological factors influencing active and inactive Spanish students in years 12 and 13. *Sport, Education and Society*, 20(3), 361-380.
- Eime, R. M., Payne, W. R., Casey, M. M., & Harvey, J. T. (2010). Transition in participation in sport and unstructured physical activity for rural living adolescent girls. *Health education research*, 25(2), 282-293.
- Forsyth, J. J., Jones, J., Duval, L., & Bambridge, A. (2019). Opportunities and barriers that females face for study and employment in sport. *Journal of Hospitality, Leisure, Sport & Tourism Education*, 24, 80-89.
- Henne, K., & Pape, M. (2018). Dilemmas of gender and global sports governance: An invitation to southern theory. *Sociology of Sport Journal*, 35(3), 216-225.
- Knijnik, J., & Luguetti, C. (2021). Social justice narratives in academia: challenges, struggles and pleasures PETE educators face in understanding and enacting critical pedagogy in Brazil. *Sport, Education and Society*, 26(5), 541-553.
- Lee, W., & Cunningham, G. B. (2016). Gender, sexism, sexual prejudice, and identification with US football and men's figure skating. *Sex Roles*, 74, 464-471.
- Pascoe, M., Pankowiak, A., Woessner, M., Brockett, C. L., Hanlon, C., Spaaij, R., & Parker, A. (2022). Gender-specific psychosocial stressors influencing mental health among women elite and semielite athletes: a narrative review. *British Journal of Sports Medicine*, 56(23), 1381-1387.
- Somerset, S., & Hoare, D. J. (2018). Barriers to voluntary participation in sport for children: a systematic review. *BMC pediatrics*, 18(1), 1-19.
- Svender, J., Larsson, H., & Redelius, K. (2012). Promoting girls' participation in sports: discursive constructions of girls in a sports initiative. *Sport, education and Society*, 17(4), 463-478.
- Wendling, E., Flaherty, M., Sagas, M., & Kaplanidou, K. (2018). Youth athletes' sustained involvement in elite sport: An exploratory examination of elements affecting their athletic participation. *International Journal of Sports Science & Coaching*, 13(5), 658-673.

## Gender-Based Violence: Protection and Risk Mitigation during Pandemic

Sindhuja, P\*

### Abstract

*This article gives an overview of gender-based violence (GBV) in the context of COVID-19 pandemic. Sexual and gender-based violence is an unseen consequence of the COVID-19 pandemic. To reduce the risk people around the world are forced to stay at home, in such situation women and girls are at a heightened risk of domestic violence such as intimate partner violence, child abuse, and other forms of sexual and gender-based violence. Preexisting social norms and gender inequalities, economic and social stress that coupled with restricted movement and social isolation measures have led to an exponential increase in GBV during COVID-19 pandemic. Measures have been taken by the government and other organizations to protect population during epidemics or pandemic but the vulnerable women and girls are left to domestic and other forms of violence. To protect women and children from GBV during pandemic situation the government and civil society organisations should apply gender responsive approach that safeguard women and children from sexual and gender based violence. This article provides concrete actions and strategies that UNDP, UN agencies and other development partners have to take to prevent and address GBV in the context of Covid-19. It also includes recommendations to mitigate risks and ensure life saving measures to overcome GBV during pandemic. This article also raises a concern about gender bias in reporting of domestic violence cases from a feminist perspective, sidelining men issues.*

**Keywords:** Gender Based Violence, COVID-19, Gender Inequality & Gender Responsive Approach.

### 1. INTRODUCTION

COVID-19 is a global public health crisis. It has affected the lives of women and men differently. Violence against women and girls is a violation of human rights and generally known to increase during emergency situations which have long-lasting and likely to impact every country and sector. It is found that the cost of violence against women is two percent of global GDP which is equivalent to US\$1.5 trillion (UN Women, 2016). During COVID-19 pandemic, it has increased the urgency of incorporating gender-based violence into risk and mitigation analyses as it adversely affect across the globe. A report by United Nations Women<sup>1</sup> revealed that the COVID-19 crisis has intensified gender inequality and gender discrimination worldwide. It has disproportionately impacted women and girls. Pre-existing inequalities and the presence of more vulnerability factors, in turn, worsened the risk for abuse and neglect and reduced the options for care and support. Across the countries, during the lockdown, there has been a steep increase in the calls to help lines and police stations. Gender-based violence is a

\*Teaching Assistant, Department of Women's Studies, Alagappa University, Karaikudi

global “shadow pandemic” affecting more than 1 in 3 women and girls worldwide, as well as millions of boys, men, and gender-nonconforming individuals.

In India, the total complaints received from women by the National Commission for Women (NCW) rose from 116 in the first week of March to 257 in the final week of March 2020 (Chandra, 2020). According to WHO, the risk of domestic violence is likely to increase as social distancing measures are put in place and people are encouraged to stay home (WHO, 2019). Even though the lockdown lifted, women and men continue to work from home due to social distancing measures. Due to work from home situations, many women have to spend all the time with abusive partners in a confined environment. Accessing help from formal or informal networks became more difficult, and home can no longer be considered a safer place for all women. Role expectations from the abusive partner, loss of job, insufficient family income, financial dependency due to temporary or permanent job loss, overcrowded family environment, imbalance in work and family lives, and difficulty adapting to current new situations could contribute to an environment that triggers violence on women. UNICEF defines gender-based violence as “any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (i.e. gender) differences between males and females” (UNICEF, n.d). This can include physical, sexual, mental, and economic violence, including rape, sexual assault, intimate partner violence, workplace harassment, human trafficking, financial abuse, and emotional and psychological abuse. Gender-based violence also occurs at high rates against individuals who do not identify as male or female.

### **1.1 Purpose**

GBV that occurred due to quarantine is a shadow pandemic and affected women and girl children physically, mentally and socially at different level. This quarantine paradox includes a surge in the cases of gender-based violence as it affects the whole world. Most of the literature focused on types of violence that occurred due to quarantine. However, there exists a gap of literature exploring the consequences of GBV which affect both the person and nation. In this aspect, the author tried to depict the consequences of GBV that have occurred during COVID 19 that affects women and girl children and the nation in particular too. It also reviews the pattern of rise in gender violence cases and the resultant psychological and social issues and attempts to suggest concrete measures to mitigate the issues arising out during quarantine.

## **2. METHOD**

The electronic database sources have been used in reviewing the literatures and grey literature also have been used in collecting data related to the rise of gender-based violence during pandemics. The paper also reviews the scientific reports that published in the mass media which focused on the rise of gender-based violence during the imposed lockdown.

## **3. COVID-19 AND GENDER BASED VIOLENCE**

Gender-based violence arouses from an imbalance in power between women, men, and gender nonconforming individuals. The inequalities contributing to gender-based violence include: norms and assumptions assigned to gender identities; unequal access to power / resources / decision-making based on gender identity and/or sex; and accepting beliefs, attitudes, and norms that support violence.

Importantly, power dynamics, attitudes, and norms can change. In the case of COVID-19 pandemics it had exacerbate the existing inequalities. COVID-19 increased the risk of GBV for women and girls as they had to stay at home. Economic burden, closure of schools, isolation, and social protection networks breakdown created stress in women. Evidence from various infectious disease outbreaks similar to COVID-19 revealed that women and girls can be affected in specific ways and in some areas faced more negative impacts than men. Emerging evidence suggests that more men than women are dying, potentially due to sex-based immunological or gendered differences, such as patterns and prevalence of smoking.

The past several outbreaks show the importance of incorporating a gender analysis in preparedness and response efforts to improve the effectiveness of health interventions and promote gender and health equity goals. During, 2014–16 outbreak of Ebola virus disease in Western Africa, the gendered norms meant that women were more likely to be infected by the virus, but even they have given their predominant roles as caregivers for their families and as front-line health-care workers (Davies & Bennett, 2016). During Ebola pandemic, the resources of reproductive and sexual health were diverted to the emergency response and it contributed to rise in maternal mortality one of the highest rates in the world (Sochas, Channon & Nam, 2017). During the Zika virus outbreak, despite women doing most of the community vector control activities differences in power relation between men and women denoted that women did not have autonomy over their sexual and reproductive lives (Wenham et al, 2019), which



was compounded by their inadequate access to health care facilities and insufficient financial resources to travel to hospitals for check-ups for them and for their children.

#### **4. REVIEW OF RELATED LITERATURE**

In Mumbai, majority of the people do not have household water connections. During COVID-19 the emphasis on hand washing makes many women to fetch underground water from market which operates under round the clock. In busy hours of mornings Women who spend more time in queue often face verbal and sexual harassment (Shah, 2020). Jagori, a Delhi-based NGO, has also witnessed a drop in calls on its helpline numbers by 50%. This could be because of the fear of getting discovered by their offenders at home (Chandra, 2020). Bradbury-Jones and Isham (Bradbury, 2020) pointed out that the COVID-19 lockdown has granted greater freedom and made easier for the abusers to enforce control tactics by limiting the access of the victims to phones, internet, and other people. Fielding also pointed out that the victims of abuse are scared to visit a hospital for treatment of their injuries due to fear of contracting the COVID-19 disease.

##### **4.1 Gender-Based Violence as an Investment Risk**

Most of studies on Gender Based Violence have focused types of violence faced by women and girls during pandemic situation only few studies have done to translate the social and economic impacts that pose a risk to investments. This global pandemic represents a moment of cultural change in which the prominence of the rise of violence is serving to exacerbate existing investment risks and creating new ones. The rise in violence has consistently been in the news since the pandemic began, with the UN Secretary General issuing a global plea for governments to address violence.

*The risks due to gender-based violence generally fall within three categories:*

##### **4.1.1 Regulatory Risk**

Regulatory change was already happening before the pandemic as governments, journalists, and activists shone a light on violence. For example in 2016, the United Nations launched the largest global effort to end violence against women and girls, with an initial €500 million. It is one of its five pillars which have promoted laws and policies around the world and lessen violence. During pandemic the kinds of shifts, such as an increase in remote work and remote learning for children and youth lead to physical, mental domestic violence and online

harassment. Such occurrence of violence would lead to future regulatory changes. Companies that are aware of, and responsive to gender patterns, including gender-based violence, would be better prepared to minimize their exposure to risk.

#### **4.1.2 Operational Risk**

*Absenteeism and lower productivity can affect a company's bottom line:* Employees experiencing intimate partner violence take more time off and, when at work, perform differently due to the physical and mental consequences of violence. With intimate partner violence on the rise during the pandemic, this risk is magnified, and will likely remain as long as people are spending more time in their homes during the pandemic.

*Employee retention:* Generally violence in the workplace or on the way leads to higher loss of employee and also difficult to retain them. During pandemic though the incidence of violence at work place decreases, the potential for online harassment and violence increases and employers face difficult to hold them back which creates mental stress for both employers and employee.

*Quality Assurance:* The quality of product decreases when gender-based violence affects the performance of workers. Especially it is harmful in sectors and industries that employ a disproportionate number of women.

#### **4.1.3 Reputational Risk**

Individual incidence of violence can affect domestic and international reputations. As global supply chains are under increased scrutiny around human rights, behaviors that may be tolerated in a local society put contracts and future revenue at risk. In addition, if violence becomes societally acceptable, the company will be exposed to increased scrutiny. The calculus of reputational risk of gender-based violence is also changing fast. The #MeToo and #TimesUp movements continue to illustrate that companies which does not address the issues that occurred due to violence against women would lead to losses in company value. Some companies are shutting down entirely due to changes in corporate behavior. For example, market analysts believe that 2019's record number of CEO exits was a result of changes in behaviors which were brought by #MeToo (World Report News, 2019).

While the COVID-19 pandemic is leading to shift in gender patterns such as increasing violence, girls dropping out of school, and women dropping out of the workforce at higher rates than men, there are indications that it could be a moment of cultural shift in the opposite direction. Significant reporting is emerging on the gendered outcomes of the pandemic, and

institutions are devoting research and resources to it. It means that the reputational risk of being associated with violence might also be magnified over the longer term. Companies that are making the management and structural changes to respond will be better positioned to weather the changes in societal tolerance around gender-based violence globally.

Companies/institutions/organizations that have proactively worked to reduce or eliminate gender-based violence can overcome the regulatory risk, operational risk and reputational risk as compared with peer group companies/institutions/organizations that have not taken equivalent actions. Companies/institutions/organizations which are making changes to policies and practices in response to the pandemic, and those that are applying gender analysis on patterns of violence will likely to see better operational outcomes.

#### **4.1.4 Addressing VAW during Pandemic**

While recognizing that COVID-19 has placed an immense burden on health systems including frontline health workers, there are things that can help to mitigate the impacts of violence on women and children during pandemic. They are:

- A proper gender-specific treatment protocol is needed to protect the women during the pandemic. Priority must be given to implementing the Protection of Women from Domestic Violence Act, 2005, to safeguard women against GBV.
- Strengthening existing helpline services and one-stop centres, continuous dissemination of information about these services through routine news, and advocacy efforts using various stakeholders such as ASHA and Anganwadi workers, police, local governance, media, and mental health professionals can also be done to mitigate VAW during pandemic situation
- Health facilities should identify the services that are locally available (e.g. hotlines, shelters, rape crisis centres, counselling) for survivors, including opening hours, contact details and whether these can be offered remotely, and can also establish referral linkages.
- The government should have gender budgeting for risk reduction in disaster management. Women's involvement and decision-making in the process is a must for planning and implementation of gender-inclusive policy in mitigation and prevention of SGBV in an emergency. World Health Organization in its "Health Emergency and Disaster Risk Reduction and Management Framework," have clearly mentioned the

need for providing SGBV and sexual reproductive health services as a part of the package for essential services during any emergency (Deccan Chronicle, 2020). It also emphasize to take existing experiences and reinforce it which has already been done by government and nongovernmental organizations and to adopt these initiatives during the pandemic.

- There is a need to develop proper guidelines, safety protocols, and standard operating procedures to respond to SGBV to protect the women in quarantine and isolation centres. Training of camp managers and other healthcare workers to respond to and promptly report SGBV is essential. It is essential to have guidelines even about the transportation of women to treatment centers.
- Community members should be made aware of the increased risk of violence against women during this pandemic and would keep in touch and support women subjected to violence. It is important to ensure that it is safe to connect with women when the abuser is present in the home.
- It is essential to establish temporary shelter facilities to take care of women exited from a violent situation during emergency. Informal social networks and virtual platforms, including text-based ones (e.g., WhatsApp networks), can also be strengthened for providing psychosocial care and support
- Humanitarian response is also essential to address VAW in preparedness and response during pandemic and identify ways to make them accessible in the context of social distancing measures
- The ASHA and Anganwadi workers can provide information regarding Intimate Partner Violence and the existing helpline numbers in their areas. As they are familiar with the local people it will be easier for them in identify the women facing SGBV and for village people it is easier for them in accessing the mitigation measures during pandemic through ASHA and Anganwadi workers.

## **5. CONCLUSION**

Gender-based violence is a global human rights violation that is widespread and complex, and approaching it without expertise or care can result in unintended bad consequences. It is also important to note that the priority of anyone addressing gender-based violence must be to put safety first and do no harm. We can mitigate the occurrence of GBV by creating awareness

about the rights, laws and the organizations that are related to GBV. Also, the curriculum of the schools and the universities can include gender sensitization and about leadership, sacrifice and the remarkable role played by women in all walks of life in order to create a feeling of respect for women and help in addressing the negative mind-set/stereotypes that exist in society which will definitely bring change in the mindset of the future generations. The list of the NGOs and the organizations/institutions dealing with domestic violence should be easily available so that women can use them to avoid and minimise this adverse situation.

## REFERENCES

- Bradbury, J. C., & Isham, L. (2020). The pandemic paradox: The consequences of COVID-19 on domestic violence. *J Clin Nurs*. 29, 2047–49. doi: 10.1111/jocn.15296
- Chandra, J. (2020). National Commission for Women records a rise in complaints since the start of lockdown. *The Hindu*. <https://www.thehindu.com/news/national/national-commission-for-women-records-a-rise-in-complaints-since-the-start-of-lockdown/article31241492.ece> (accessed on 23.01.2021)
- Davies, S.E., & Bennett, B. A. (2016). Gendered human rights analysis of Ebola and Zika: locating gender in global health emergencies. *International Affairs*, 92: 1041–60
- Deccan Chronicle (2020). Outrage in Kerala over sexual assault on COVID patients. <https://www.deccanchronicle.com/nation/crime/080920/outrage-in-kerala-over-sexual-assault-on-covid-patients.html> (accessed on 08.02.2021).
- Shah K. (2020). *How COVID-19 is Amplifying Gender Inequality in India*. *The Indian Express* (May 17). Retrieved from: [indianexpress.com/article/opinion/coronavirus-gender-inequality-india-6414659/](https://www.indianexpress.com/article/opinion/coronavirus-gender-inequality-india-6414659/)
- Sindhuja, P., & Manimekalai, K. (2018). Addressing Gender Issues through Gender Responsive Governance. *Journal of Gender Equality and Sensitivity*, 12(1), 65-72.
- Sochas, L., Channon, A.A., & Nam. S. (2017). Counting indirect crisis-related deaths in the context of a low-resilience health system: the case of maternal and neonatal health during the Ebola epidemic in Sierra Leone. *Health Policy Plan*, 32 (suppl 3), 32-39.
- UN Women. (2016). The economic costs of violence against women. <https://www.unwomen.org/en/news/stories/2016/9/speech-by-lakshmi-puri-on-economic-costs-of-violence-against-women> (accessed on 15.01.2021)
- UNICEF (2021). Gender-based violence in emergencies operational guide.

<https://www.unicef.org/media/69216/file/Gender> (accessed on 15.01.2021)

- U.S. A World Report News. (2019). #MeToo Contributes to 2019's 'Staggering' CEO Departures. <https://www.usnews.com/news/economy/articles/2020-01-08/metoo-contributes-to-2019s-staggering-ceo-departures> (accessed on 14.02.2021)
- Wenham, C., Arevalo, A., & Coast, E. (2019). Zika, abortion and health emergencies: a review of contemporary debates. *Global Health*, 15, 49
- WHO. (2019). Health emergency and disaster risk management framework. <https://www.who.int/hac/techguidance/preparedness/health-emergency-and-disaster-risk-management-framework-eng.pdf> (accessed on 02.02.2021)

## **Call for Papers - 2024**

### **Indian Journal of Women's Studies**

The *Indian Journal of Women's Studies* is a *Peer-reviewed journal* (print) published annually by the Department of Women's Studies, Alagappa University, which was established in 1989 as the first University Grants Commission approved Centre in Tamil Nadu.

The next issue of the *Indian Journal of Women's Studies* (ISSN: 2320-6403) will publish **E-journal** on March 2024 (online). This journal seeks to use the tools of the social sciences, humanities, and other fields to address challenges faced by women and girls around the world, both historically and today. Submit your original research papers, survey papers, case studies, and academic or scholarly articles.

Theme for the March 2024 Issue: *Women and Sustainable Development Goals*

No publication charges as this is managed by the Department of Women's Studies, Alagappa University, Karaikudi, Tamil Nadu, India.

Deadline for submissions of full paper: **10<sup>th</sup> March 2024**

Prof.K.Manimekalai  
Editor  
Indian Journal of Women's Studies  
Department of Women's Studies  
Alagappa University, Karaikudi  
Tamil Nadu

## Guidelines for Authors

Authors can submit the manuscript provided it contains original work not published either in any print or online journal or books. Also it must not be under consideration for publication elsewhere. Authors are expected to meet the following guidelines:

**1) Copyright:** The journal or editors are not responsible for any successive use of the author(s) work. It is the author's responsibility to bring an infringement action if so desired by the author.

**2) Language:** We only accept the manuscripts written in English.

**3) Length of Paper:** it should ideally contain more than 1500 - 3000 words. And the length of the paper should not exceed 8 pages (including reference).

**4) Article Title:** It should be concise and informative reflecting true sense of the manuscript. Try to avoid abbreviations and formulae where possible in title and limit within 3 lines.

**5) Abstract:** The abstract should be concise and factual with maximum **(250 words)**.

**6) Keywords:** Provide a maximum of **5 keywords** that best describes your research paper.

**7) Tables and Figures:** The Table should be numbered one after the other according to their appearance in the text. Also mention description of the tables and figures right below their body.

**8) Authors contact:** The Author should provide the full postal address of each affiliation and need to mention their telephone number and e-mail address.

**9) References:** It is the responsibility of the authors to make sure the accuracy of bibliographic citations. Authors should follow the latest edition of **APA style (7<sup>th</sup> Edition)** in referencing. Please visit [www.apastyle.org](http://www.apastyle.org) for more information, the font should be Times New Roman Size 12 point and line spacing 1.5.

**10) Reference List:** References at the end of the manuscript should be arranged in an alphabetical sequence at the first and then further sorted chronologically. More than one reference from the same author(s) in the same year must be identified by the letters "a", "b", "c", etc., placed after the year of publication.

**11) Plagiarism:** Plagiarism should be less than 20%.

**12) Submission Format:** The manuscript adhering to all the above guidelines should be submitted for review to the editorial board. It should only be in Microsoft Word File and send to the soft copy in following email: **journalofwomenstudies@gmail.com**