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3rd International Conference on Future of Women
2020

13th – 14th February, 2020

Bangalore, India

Committee of the Future of Women 2020

The International Institute of Knowledge Management (TIKM)

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Book of Abstracts of 3rd International Conference on Future of Women 2020

Edited by Prof. Anita Singh and Prof. Gerise Herndon

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MESSAGE FROM THE CO-HOSTING PARTNER: FUTURE OF WOMEN 2020



Globally, girls and women continue to be marginalized due to restrictive laws and institutional barriers, discriminatory cultural practices, and disproportionately low access to quality education, healthcare, and resources.

A woman is entitled to live in dignity and in freedom from want and from fear. Empowered women contribute to the health and productivity of whole families and communities and to improved prospects for the next generation. Providing women and girls with equal access to education, health care, decent work, and representation in political and economic decision-making processes will fuel sustainable economies and benefit societies and humanity at large. Implementing new legal frameworks regarding female equality in the workplace and the eradication of harmful practices targeted at women is crucial to ending the gender-based discrimination prevalent in many countries around the world. Admittedly, I'm biased, but I believe we women are powerful beyond measure. We excel at multitasking. We are innately compassionate. We are natural bridge builders, peacemakers and cheerleaders. We have nurturing hearts and can move mountains when we set our minds to it.

With the theme of the 3rd International Conference on Future of Women 2020 "The Next Generation of Women: Equal Rights, Equal Opportunities, and Equal Participation" the Researchers, academicians, programme managers and those working in the area of women and gender development organizers and participants who will be the future cradle rockers or the rulers of the world, I am confident that this conference will inspire change for a happy and half of the world.

Prof. Alka Singh

Principal, Vasanta College for Women
Admitted to the Privileges of Banaras Hindu University
Krishnamurti Foundation
India

MESSAGE FROM CONFERENCE CO-CHAIR: FUTURE OF WOMEN 2020



We are delighted and honored to welcome you to the 3rd International Conference on Future of Women which is scheduled to be held from 13th - 14th February, 2020 in Bangalore, India under the theme “The Next Generation Women: Equal Rights, Equal Opportunities and Equal Participation”. In the past two conferences on Future of Women held in Kuala Lumpur (2018) and Sri Lanka (2019) organized under the aegis of The International Institute of Knowledge Management we have been rethinking and reconsidering women’s rights agenda in the 21st century. Gender parity is both a human right and primary to sustainable growth for all countries the world over. Yet disparity and discrimination remains deeply entrenched in every society. While significant gains have been made to empower women worldwide, great challenges remain. Here in this conference we once again gather to discuss feminist futures and the unfinished agenda of women’s equality.

An equal world is an enabled world. We need to create a culture that not only speaks out against sexism, but celebrates those who stand against it, and encourages a mutually respectful, supportive relationship between all men, women and third genders. We are here to imagine and work for a world where all people can enjoy their rights fully and live with respect. The future that we claim for women which as Nancy Fraser says in her work *Social Justice in the Age of Identity Politics* will be a world that is marked by wholesale transformation of societal patterns of representation, interpretation, and communication in ways that would change everybody’s sense of identity.

As I write this note my country has witnessed the most gruesome gang rape and murder of a Telanagana woman, issues of sexual crimes against women is back at the center of the national conversation but this is far from being an isolated instance, far too many women around the world still experience violence and abuse. An assortment of grassroots activist movements that cut across geographical borders like #TimesUp, #MeToo, #Niunamenos (Not One Less), #HeForShe, #OrangeTheWorld, #BringBackOurGirls, #EverydaySexism, #WomenShould, #YesAllWomen, #WhyIDidn’tReport #WhyIStayed, #IWillGoOut, #GenerationEquality and others, are connected by a common global thread of calling for the acknowledged agency and equality of women. Stories must be told. As Hannah Arendt in her 1958 book *The Human Condition* emphasizes the power of storytelling to connect us with others, finding common ground and reclaiming a public world. We need to speak up and speak out in our stories let us not see ourselves as victimized powerless overwhelmed by forces we cannot understand or control. We must actively choose to challenge stereotypes, fight unfairness, raise awareness, broaden perceptions, mobilize

community, transform the basic economic and social structures and celebrate women's achievements. Together, each one of us can help build a gender equal world.

I warmly welcome the feminist activist and scholar who is our conference co- chair Prof Gerise Herndon, our hosting partners and academic partners and the indefatigable conference team comprising of Mr. Isanka P Gamage, Mr. Oshadee Withanawasam, Ms.Hiruni Dayananda, Ms.Nilakshi Goonethilake and Mr. Austin Joseph, I here acknowledge their efforts in organizing the conference. Finally, I welcome and wish all the participants successful and productive sessions.

Let us all be #EachforEqual.

Prof. Anita Singh

Co- Coordinator, Centre for Women's Studies and Development,
Banaras Hindu University,
Varanasi, India.

MESSAGE FROM CONFERENCE CO-CHAIR: FUTURE OF WOMEN 2020



Dear colleagues,

I am delighted to welcome you to the 3rd International Conference on Future of Women 2020.

I am grateful to have been recommended to co-chair this conference by Fulbright scholar and BHU chair of the Centre for Women's Studies and Development, Prof. Anita Singh. We are extraordinarily fortunate to benefit from Prof. Singh's indefatigable labour and wide-ranging expertise in gender studies research and pedagogy. I am honoured to be one of the representatives from North America, particularly the middle region of the U.S.: the Midwest. Despite differences in nationality and regional identity, we come together as feminist activists, scholars, and creative artists to advocate for the rights of women and girls. Women's rights are human rights.

Thanks to all of you for coming together to dialogue, debate, dream, narrate, and envision a future of equality for the next generation. We are working together to analyse gender inequities and to fight for gender justice. It should not be controversial to advocate for full and equitable participation of women in every facet of social and private life. Even in the most basic economic terms, societies waste precious resources if half the population is not given the chance for fulfilment.

At the Future of Women 2020 Conference, we hope to generate concrete ideas to ensure that all girls and women enjoy a meaningful life free from violence and discrimination. In our conference tracks, we seek specific knowledge production on how to establish and defend women's rights in political life, peace and conflict resolution, labour, economics, reproductive freedom, health, parenting, and media representation. Additionally, we are excited about special sessions on topics such as migration, photography, storytelling, and publishing.

Who are the women whose future we explore? We now know that the very category "woman" is open to question and redefinition. We know that in the twenty-first century, our definitions of "women" must be inclusive, diverse and freed from a rigid gender binary. We know that women's identities are intersectional, that women include pluralities, fluidities, and differences. Those rich and varied manifestations include cultures, nationalities, citizenship

status, religions, castes, classes, races, ethnicities, gender expressions, gender performances, sexual orientations, ages, abilities, sizes, and many other possibilities. While our focus is on women, we must be sensitive to difference between women's power and privilege in different geographical contexts.

What is the future? The full potential of humanity has been hindered by systemic inequities stemming from intersecting oppressions: patriarchal domination, heterosexism, nationalism, xenophobia, religious intolerance, color prejudice, casteism, ageism, neoliberal economic policies, and the prison industrial complex, among others. We who have a voice at this conference can remember those who do not have access to microphones. Do the girls and women who could not afford to be here have agency? Can they speak? How do we listen to those who have less power? How do we learn about their vision of the future? When we depart, how will we invite those not present to be part of our conversation?

For the future to be different from the present, we who wish to shape that future can listen, theorize, collaborate, respond, and act. Find artists, scholars, activists, advocates, and community members who may be different from ourselves. Dialogue with them, learn from them, and see how we can collaborate to raise each other's awareness, benefiting women and girls in different locations across the globe. Work together to decrease suffering and increase the opportunities and engagement of girls and women different from ourselves. To be inclusive also means educating boys and men about toxic masculinity, male privilege, gender construction. Inclusivity means including transgender, genderqueer, and nonbinary individuals.

The conference staff have worked hard to organize an energizing and thought-provoking program. We hope you will engage fully in the sessions with questions, challenges, and new ideas. We welcome you warmly to the third Future of Women conference and eagerly await your contributions.

Sincerely,

Gerise Herndon

(she/her/hers)

Director, International Studies

Co-coordinator, National and International Prestige Scholarships

Nebraska Wesleyan University

U.S.A.

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ORAL PRESENTATIONS



**FUTURE OF
WOMEN**

3rd International Conference on Future of Women 2020 (Future of Women 2020)

A1

[01]

JOURNEY OF EQUALITY IN VETERINARY PROFESSION

Nikita D.

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ABSTRACT

India has a very unsettling past for women's values and ethics with various restrictions placed on them in terms of access to certain professions, dress code, etc. Our history unveils the deeply rooted socio-cultural pressure women have had to endure as the bearers of children and primary caregivers. These socio-cultural pressures have dogmatically continued into the 21st century whereby women are encultured to believe that their role function is to cook family meals, do home chores, take care of children so much so that they sacrifice their career for family. I argue this enculturation causes women within the veterinary profession to be seen as subordinate to males in the profession. Historically the veterinary profession was the male dominated up to 19th century. In this field, women were strictly boycotted by the law in the past. Women in veterinary field are still considered as nurses or too weak to handle large animals or do heavy work. Such sexism and gender bias within the veterinary field has threatened the professional identity of women vets, leading them to question their competence as well as influencing their career journey/ trajectory. It takes a lot of time and a whole lot of courage to overcome challenges to secure a future for not just themselves but many other women who follow them. I am a veterinarian, through this paper, hopes to share the path breaking journey of three women veterinarians and veterinary scientists who have worked in a diverse environment and overcame gender-based challenges to earn success.

Keywords: Gender equality, enculturation, women veterinarians, veterinary profession

**A2****[02]****WOMEN AT WORKPLACE: COPING "ROLE BOUNDEDNESS" WITH
"HARDINESS"****Mund P.***Biju Patnaik University of Technology, Bhubaneswar, India****ABSTRACT***

Though stress has been a matter of concern since the 1920s, it is more evident in the present corporate world after the advent of globalization, industrialization and digitalization which has brought in enormous changes in the ways the organizations work nowadays. There has been a drastic transformation in the professionals' work style and pattern in terms of extended working hours, meeting deadlines, added roles and responsibilities, role overload and ambiguities and even cultural and technological changes. Such a situation has resulted in role stress in professionals which has negatively affected their performance and overall well-being. Innumerable researches have demonstrated a gender variation with respect to coping with role stressors or stressful life events. Especially, as M. K. Golpelwar (2016) finds, Indian women professionals suffer from a role stress typically termed as "Role boundedness" and this stress is a result of wanting "to be everything for everybody". It is an outcome of the resentment and frustration arising out of continually putting others' needs ahead of one's own and sacrificing one's own wishes and desires for the sake of the others. The present descriptive research work aims at highlighting the importance of hardiness -- a stress resilient personality disposition (S. C. Kobasa, 1979)-- in coping with "role boundedness" of 114 Indian women corporate professionals out of a sample of 234. The results indicate the protective mechanism of hardiness in coping with role boundedness in women professionals.

Keywords: Role Stress, role boundedness, hardiness, Indian women corporate professionals

A3

[03]

**CORPORATE GOVERNANCE, SOCIAL RESPONSIBILITY AND WORKPLACE-
BASED SEXUAL MISCONDUCT AGAINST WOMEN**

Sapna S.

*Christ University, Bengaluru, India***ABSTRACT**

The “#MeToo” was transformative in the sense of ice-breaking the ‘silence culture’ that so wrapped the social norms regarding sexual misconduct the world over. But sexual harassment issues which invaded the corporate boardrooms took another perspective relating to the shareholders’ cases raising doctrinal questions for scholars and practitioners of corporate law that the existing academic literature has yet to address. First, under what conditions will directors and officers are held liable to shareholders under corporate law for perpetrating sexual mis-conduct or allowing it to occur at their firms? Secondly, under what circumstances do laws require companies to disclose the fact that their top executives have been accused of sexual misconduct or that corporate funds have been used to settle harassment claims? While we can cull out some insights from a comparative study of cases in the United States, these questions remain fundamentally unresolved. For academicians and feminists focused on fighting sexual harassment issue against women at workplace, the specter of fiduciary and fraud liability in cases of workplace sexual misconduct also raises questions with strategic and normative dimensions. The lurking danger is always that; it ultimately may work to the disadvantage of the (primarily female) employees who are most likely to be the victims of harassment. The Paper aims to deliberate on the legal duties of corporate fiduciaries to prevent, respond to, and disclose the occurrence of workplace-based sexual misconduct while discussing its shortcomings and identifying the gaps that corporate law can potentially fill because it is high time we realize that, widespread sexual harassment is a single most dangerous barrier to the efficient allocation of human and financial capital.

Keywords: Corporate law, social responsibility, sexual harassment, women at workplace, gender discrimination, metoo

**A4****[04]****REDEFINING KITCHEN-SPACE: NEGOTIATING GENDER AND IDENTITY**

Ghosh K. and Reddy V.V.K.

Indian Institute of Technology, India

ABSTRACT

Ila, a 30 something woman in suburban Mumbai leading the life of a conventional Indian homemaker rediscovers her calling within the drudgeries of a middle-class kitchen. Julia Child after covering five decades of her life as a travelling spouse in USA and France engaged in multiple trial and error, she discovers that cooking is what excites her. Both are homemakers living in different countries albeit connected. As we progress towards an equal/equitable world, building a universe of equality based on the empowerment of women, the household women are often excluded from such an empowerment and the discourse of equality at large. Contradictory theoretical frameworks have emerged with critical theorists like Simone de Beauvoir, Betty Freidan, Janet Floyd who have considered domestic labour inclusive of cooking and gendered care as an emotional and physical burden; on the other hand, Angela Meah, Carole Counihan, Maria Christie who refuse to categorise the kitchen-space as repressive or cumbersome. However, Space as Henri Lefebvre claims is not a “unified and comprehensive science”; the kitchen-space being no exception. This paper aims to problematize the discourse of homemakers through a critical reading of the kitchen-space, to enable them towards an active initiation of what is called- “the future of women- equal opportunities and equal participation.”

Keywords: Kitchen-space, cooking, labour, equality, emancipation

A5

[05]

**WOMEN'S PARTICIPATION IN COMMUNITY-BASED TOURISM
MANAGEMENT: A CASE STUDY OF NORTH EAST OF THAILAND**

Rungarun B. and Pitundorn N.

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ABSTRACT

Women's Participation in Community-Based Tourism Management: a case study of North East of Thailand. The objectives of this research were to investigate)1(women's participation in community tourism management and)2(approaches to encourage community tourism management. This study was based on the participatory action research design. The study was conducted in 14 projects located in northeastern Thailand and data were collected from 75 informants using interview and meeting.

The results suggest the following findings. Women expressed their role in community tourism management in the following actions: 1(to investigate the community contexts such as history, lifestyle, tradition, culture, and ecological system management, 2(to analyze community's tourism-related potential, 3(to design tourist activities such as home stay, local food, community products, tourist attraction, 4(to plan community tourist routs, 5(to produce tourist information, 6(to pilot community tourist plans, and 7(to improve community tourist activities. As for the approaches to supporting community tourism management, the Thailand Research Fund)TRF(encouraged participation in 1(concept of project, 2(screening of team members, 3(action plan, 4(monitoring and support, 5(training, 6(excursion, 7(engagement of lesson learning, and 8(continuity of participation after project termination.

Keywords: Women's participation in community tourism management

A6

[06]

ENDING VIOLENCE FROM READY-MADE GARMENTS INDUSTRY: SOUTH ASIAN CONTEXT

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ABSTRACT

Gender-Based Violence (GBV) at workplace reflects on power inequality based on gender, particularly towards the female. It can take forms like sexual assault, harassment, forced labour practice, hostile working environment etc. South Asia is witnessing an escalation in the economy due to female integration in Ready Made Garments (RMG) industries. Particularly, Bangladesh, India and Pakistan are witnessing a swift growth in this sector. But violence at RMG industries is still a desolated topic in South Asia because of the economic vulnerability of workers in the patriarchal and conservative societal setting. GBV is a form of discrimination violating human rights. The Violence and Sexual Harassment Convention, 2019 (ILO Convention no.190) is the first international standard-setting document addressing GBV in the world of work. The paper ventures into the scope of the ILO Convention.190 in eliminating GBV from RMG industries, specifically from Bangladesh, India and Pakistan. The article intends a brief analysis of the legislation preventing violence at the workplace in these countries and the accessibility of remedial measures by RMG workers. The qualitative research is based on data drawn from primary and secondary sources. National legislations addressing GBV at the workplace are reviewed and compared with statistical data of violence on RMG workers collected by Government and Non-Government Organizations (NGO). The paper renders insight into the fact that domestic laws often fall short to provide adequate remedies. Unawareness, reluctance, fear of retaliation and social stigma also discourage workers from accessing remedial measures. As ILO Convention.190 provides a uniform guideline imposing stricter liability on member states and employers, the adoption of the Convention can help to eliminate GBV from RMG industries of South Asia.

Keywords: Gender-Based Violence (GBV), workplace, violence, Ready Made Garments (RMG)

B1

[07]

**THE IDEA OF RESTORATION FROM LOVELESS MARRIAGE IN THE FICTION
OF SHASHI DESHPANDE**

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ABSTRACT

With the advent of Post-Independence, Women Writers in India have widely built on the theme of marriage as women's oppressive space, sexual arrangement, and an endorsement of sex-role socialization. This widely used theme has scaled down from sacrilege to marginal arrangement in the writings of the 20th century. Moreover, the oral exchange of reproduced interpretations based on man-woman relation, role, and union derived from epics, myths, folks, customs, family functions, and living arrangements have affected the lived reality of women at large. Recognizing this political institution of marriage as the most overrated obligation as well as the only choice of normal living in the psyche of Indian men and women, this monograph reads the works of Shashi Deshpande. She is the distinguished woman writer of the popular works: 'That Long Silence' and 'The Dark Holds No Terrors'. This paper would like to assert the lies framed around the ideals of heterosexual identity to control the female's sexuality and full-time service, and to understand how her novels drift from the oppressed marriage space for married women to stress on the subversive political strategies. Thus, within the domestic space, it is the heterosexual identity that retains its dominance which allows married women to feel disintegrated from matters like work, motherhood, self-divestment, and love life rather than empowering her.

Keywords: Women, work, sexuality, marriage, love

**B2****[08]****WOMEN'S SEX REPRESENTATION IN COMIC BOOK****Gungor A.***University of Giresun, Turkey***ABSTRACT**

The representation of women has always been different in comics from past to present. Some women have been shown in the comics, in the role of being saved by a male superhero, or in a sexy female image with pornographic elements. The scarcity of female illustrators and writers, being male among publishers consists of the necessary information for the research of comics among the gender studies. For example; Trina Robins wrote in his article "Gender Differences in Comics", "20. He mentioned that the representation in the comics changed in the 19th century and that the funny-looking women match the funny-looking men, the realistic-looking women and the realistic-looking men (Robins, 2002). Towards the 21st century, together with the movements of feminism, both the technological conditions and the digitization of the comics have made women's representation a little more free. For this reason, the methodology of the research has been determined as Fourth Wave Feminism. Now, they can explain the female lesbian culture and sexual policies independently of society in the comics of Alison Bechdel's Fun Home and a series of images that depict Belden Sezen's A Snapshot. The handling of such female characters in comic books and graphic novels firstly enables the students to make accurate determinations while breaking the prejudice of the society, and then when determining the orientation of the young generation, and that women can live their identity freely as an individual. Based on all these information and results, in this research, the representation of women in comics will be explained through a historical evaluation and then criticized in terms of gender.

Keywords: Comics, women, gender representation, objectification, fourth wave, social media

B3

[09]

STILL NOT CHANGED? NEWSPAPER COVERAGE OF SEXUAL ASSAULTS IN SOUTH KOREA

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ABSTRACT

The study explores the differences in newspaper coverage related to cases of female sexual assault before and after the Me Too movement in South Korea. In order to achieve the purpose of this research, this research conducted a content analysis to examine the frames of newspaper coverage of sexual assault by male politicians in 2014 and 2017 respectively, given that the Me Too movement has taken place in 2016. Thus the total of 753 news stories were analyzed and it showed a 10-times increase in the number of articles dealing with sexual violence cases before and after the Me Too movement. In addition, the study found that the number of newspaper articles representing the voice of a woman who is a victim and the position of women's organizations calling for the protection of women's human rights and social change has significantly increased after the Me Too movement. In particular, it was found a significant increase in newspaper coverage discussing problems of the legal system and calling for an urgent improvement in a sexual assault case after the Me Too movement. However, regardless of Me Too movement, the newspaper coverage still used more episodic frames than thematic frames in dealing with sexual violence against women. In other words, this research found that newspapers still used many provocative words such as adultery and infidelity that can easily arouse readers' curiosity and interest rather than reporting the incident in-depth.

Keywords: Sexual assault, Me Too movement, newspaper coverage, framing analysis, episodic/thematic frames

**B4****[10]**

A FEMINIST AND PSYCHOANALYTICAL READING OF SYSTEMIC MISOGYNY IN BOLLYWOOD

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ABSTRACT

India's culture predominantly stays rooted in its epics, myriad myths and scriptures, apart from creative works. The onus of upholding this culture, and the task of preserving the values within the family and society have always been the responsibility of women. In spite of progress in science, technology and a strong and vibrant social media, gender stereotyping continues, with an increased commodification of women. Patriarchal norms are further reinforced by notions of purity of caste, chastity and honour – all of which are considered intrinsic to a woman's body and behaviour. The researchers feel that Bollywood movies that function in the larger system of patriarchy and capitalism, play a vital role in injecting misogyny and suppression of women into the psyche of masses. The 'item numbers', the objectification of women, violence (both physical and verbal) as a means of control, including her sexuality - all assign regressive gender roles to women. Movies have an immense impact on youth, both demographically and individually. The researchers use Freud's and Lacan's ideas of psychoanalysis in an attempt to deconstruct regressive movies like Kabir Singh and Padmaavat, to understand how misogyny adds to the success formula. Feminist theories of Beauvoir, Judith Butler and film theories of Laura Mulvey and Teresa De Lauretis will be applied to interpret semiotics, visual pleasure and the male gaze around which most Bollywood movies are located. The researchers through the method of textual analysis and interpretation will conclude by highlighting how Bollywood, with its mass appeal, can become more sensitive and proactive in changing deep rooted misogyny.

Keywords: Bollywood, culture, feminism, Misogyny, objectification, patriarchy

B5

[11]

**INTERROGATING A POLITICS OF CHIPKO MOVEMENT IN A SHORT
STORY ‘ANDOLAN’ BY PRAKASH THAPLIYAL**

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ABSTRACT

The woman of Garhwal Himalaya is considered as the backbone of the mountain economy. She totally depends on the local forest for her livelihood. Through her old age indigenous knowledge, she knows how to protect and manage her forest. She played a vital role in the conservation and management of a sustainable ecosystem. The women of the Garhwal Himalayas are the 'traditional natural scientists' as Vandana Shiva, the famous environmentalist said. Over the centuries they have acquired immense knowledge through their experiences, traditions, and culture of the various types of plants, grass, medicinal plants, fodder plants and water sources. The famous Chipko Movement is an outcome of this innate relationship. However, her role has always been underrepresented or misrepresented by the hegemonic structure of the nation-state. The local writer Prakash Thapliyal has depicted the politics and poetics of Chipko Movement in his short story entitled, 'Andolan', translated in English by me. The story highlights that how the voices from the periphery are always misrepresented and also interrogates the hegemonic technological strategies to conserve the environment. Both women and nature have been considered as subordinate entities by nation state and men since time immemorial. To read a translated story 'Andolan' in the story telling session of the conference will certainly give new dimensions to this grand event exclusively devoted to the women issues

Keywords: Chipko Movement, ecosystem, indigenous, hegemonic, nation-state



B6

[12]

**ARTISTS ON WORK, ART AND SOCIETY: A STUDY OF DURGA KHOTE'S I,
DURGA KHOTE AND SHAUKAT KAIFI'S KAIFI AND I**

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ABSTRACT

Antonina Harbus defines 'autobiographical memory' as "the recollection of one's own prior experiences, a reconstructive act that is always culturally situated, context-sensitive and susceptible to narrative configuration." The present paper explores how autobiographical narratives reconstruct an artist's self and identity and also helps to understand the performative practices, societal roles and socio-political scenario of the time from an artist's viewpoint. In life narratives, memory plays the role of an agent to bring a personal account to public knowledge. A memoir/life narrative becomes a tool not only to know a performer's (theatrical and societal) roles but a perceptible mindscape, an extensive space to understand and study the changes in power equation within the existing society, as represented in the works of female performers of late 19th and 20th century in India. Durga Khote, through her inspiring memoir I, *Durga Khote: An Autobiography* (2006) and *Shaukat Kaifi's Kaifi and I: A Memoir* (2009) chose to shift their position as they become an authoritative voice, the speaker/narrator of their life/Self/Character and the audience/public/society turned to be the reader/listener of the muted or unheard voices. Durga Khote's autobiography was originally published in Marathi titled *Mee, Durga Khote* (1982) and Shaukat Kaifi's memoir in Urdu titled *Yaad K Rehguzar* (2004). The present research paper is an attempt to analyse female theatre artists' lives, challenges and role playing through their life narratives. The study is textual and descriptive. It involves theoretical approaches such as Life Narratives studies, Performance and Gender studies.

Keywords: Performance, art, self, life narratives

C1

[13]

WOMEN EMPOWERMENT: THE ANGANWADI WAY? A CASE STUDY OF NORTHWESTERN RAJASTHAN, INDIA

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ABSTRACT

The principle of gender equality is enshrined in the Indian Constitution and has been emphasized upon by both SDG5 (Gender equality) and MDG3 (Promote Gender equality & empower women). Given the state of affairs, Women Empowerment becomes an important aspect of social justice which is not only a pivotal aspect of human welfare but also a means to other ends in the long run. The Integrated Child Development Services (ICDS) scheme, launched in 1975 is amongst the many initiatives taken by the government of India for the empowerment of women and other vulnerable and marginalized groups. Primarily focusing on the development of a child's welfare to break the vicious cycle of malnutrition, the scheme has also helped in empowering women in difficult circumstances. Despite having a significant impact, its contribution towards women empowerment is unacknowledged and unaccounted for. In this context, looking at several dimensions of empowerment, this study is aimed at examining the role of ICDS in empowering women involved directly with the scheme i.e. the Anganwadi staff and those involved indirectly such as Self Help Groups and beneficiary women of the villages, thus capturing the two-fold impact of the scheme. It is a prospective community-based cross-sectional research conducted in the "anganwadi-centres (AWCs)" and its catchment areas in the Bikaner division of the state of Rajasthan. The AWCs were selected by simple random sampling and the beneficiaries were selected from the registry of AWCs through a mix of purposive, stratified and snowball sampling. The qualitative primary data was collected by conducting Focused Group Discussions, Semi-Structured Interviews, and through Participant Observation to understand peoples' motivations and attitudes. Case study method was also used for exploratory research and to show different aspects of a person's life touched by ICDS. The research concludes with the finding that ICDS centres have played an important role in empowering both direct and indirect stakeholders to exercise autonomy over decision making opportunities and participation in socio-political and economic environment with a sense of equality.

Keywords: Anganwadi centre, women SHG's, beneficiaries, empowerment, ICDS, Rajasthan

C2

[14]

A JOURNEY OF TRIBAL GIRLS TOWARDS EMPOWERMENT – A CASE STUDY

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In the debate of women and development, the development process is not available to all women in equal manner. Tribal women remain the disadvantaged group with many challenges like poverty, illiteracy, exploitation, superstition, and remoteness. For overall development process of any community, equal involvement of women is required. Women can actively participate if they are educated. Education is the keyword to improve the status of tribal women. It is crucial and primary factor for sustained improvement of any community and in its absence, community suffers stunted growth.

Government of India and the state government have launched various schemes and programs for upliftment of tribal community. However, the intended population which can benefit from these programs are not aware as they remain confined to their region and are not exposed to the outside world. Purpose of this paper is to highlight the efforts taken to empower the tribal girls through education. In this paper we present different strategies used during the successful journey of these individuals towards empowerment. This can be a guideline for people to help such children achieve their dreams

Keywords: Tribal women empowerment, opportunity awareness

C3

[15]

EVERYDAY LIVES OF REFUGEE WOMEN IN GERMANY

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ABSTRACT

Increasing numbers of refugees newly arriving in Germany in 2015 have brought about growing requirements for support, counselling and therapy for help seeking refugees, as well as support and supervision in the psychosocial field in order to deal with psychological strains and traumas in refugee accommodations by volunteers and professionals. This research project addresses refugee women's daily lives and struggles in different accommodations in Berlin. It explores their wishes and some 'innovative interventions' that Germany offered to meet their needs. Programs, either from the civil society involvement by German volunteer women or from non-professionals such as peers from their own society are assessed. 25 refugee women were interviewed; using semi-structured questionnaires. Results show that refugee women suffer from various problems in their daily lives, ranging from gender-based violence, to lack of privacy, and shifts in gender roles and accordingly dominance of their men. They have numerous needs that are often unmet, such as food, housing, medical and mental care. Regarding the interventions that are offered to them in Germany, there are miscommunication and imbalances in their interaction with German volunteers (civil society involvement), and they perceived the peer groups a safe place to share their stories and experiences, however preferred the group to be gender homogeneous and culturally sensitive.

Keywords: Women, refugees, psychosocial health, refugee housing, volunteers, peers

C4

[16]

INTERNATIONAL MARRIAGE: LIFE MUST GO ON !

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International marriage is marriage between people from two different nations and it is a common phenomenon that occurs daily in today's small-world society. Due to the changes in this modern world, it is now very easy to be interactive, travel, and exchange information. People from many countries have the opportunity to communicate through media such as web pages, email, Face book, or Line. It is also much easier for people to meet face to face due to the lower cost of airfares. Sometimes, when there are problems with language, it is possible to hire someone to help by translating or writing letters or use broker company to coordinate everything right up until the couple gets married. Thailand is one of the countries where local people enter into marriage with foreigners. Especially, Thai women prefer to marry Westerners, while women from Vietnam or China often choose husbands from Japan, Korea, or Taiwan. Studies indicate that there are large variances in the age, education, religion, language, culture, life style, and family relationships of the people involved in these marriages. The parents of Thai women, who marry a foreigner, although they may not understand their son in law's language, will accept him and be very happy to have him as a son in law. If they move abroad, Thai women will visit Thailand every year and many send money back to Thailand regularly. They plan to return to live in the Thailand when there is an opportunity or when their husband retires.

Keywords: International marriage, Germany, Thailand, way of life

C5

[17]

ROLE OF HOMEOPATHY IN EMPOWERING WOMEN

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Women are simple human beings like men just embellished with a whole set of complex hormones. In the fight for equality, women compete with men with a lot of physical and mental struggles. Commencing from her teen years, the war zone begins from puberty, adult life, marriage, pregnancy, post partum period and finally menopause and ageing. Most women in today's world handle home and work with equal zeal and aplomb. Hence, her mental and physical health is of utmost importance. Homeopathy, in one word means "holism". It deals with a person as a whole. The hindrance a woman can face in her life because of imbalance of hormones, mood swing and mental depression can all be dealt with single, simple doses of Homoeopathic Medicines. For the next generation of women, we should take appropriate measures to make them mentally and physically healthy, so that they can safeguard their rights in right time in a right way. Homoeopathy has innumerable scopes which cater to every woman's need. In present scenario Polycystic-Ovarian-Syndrome, Ovarian cyst, Uterine fibroid, Endometriosis, Infertility and Cancer have all become a norm. This mode of treatment can be a gift to womankind. After all, a happy and an efficient woman can conquer the world.

Keywords: Women health, homoeopathy, holism

C6

[18]

WHAT WE WOMEN NEED IS SPIRITUAL UPLIFTMENT

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A millennium has passed from Sappho to Hester Prynne, but the question of recognition of the self and the tolerance of the coexistence of a 'you', still exists. The heirloom of exploitation of the sexes has been unconsciously passed on to the posterity with a skilful denial, dislocation, manipulation and suppression of their existence, self-image and rights, jeopardizing efforts against the morbid psychology. Even today a casual abuse (like "whore"), dares to casually calumniate the universal image of 'Women'. Witchcraft myths, zoomorphic abuses, and claustrophobic objectifications, still survive pertaining to the onion-layered psychological repressive apparatus that never completely dissolves. But did not, Coco Chanel, the French fashion designer, lead a different life from that of Moll Flanders, despite their similar beginnings and being subjected to the same 'gaze'? What was it that the other did differently? The purpose of this paper is to analytically focus upon the need to look for an individual space within the community, akin to what Emerson proposed in 'Self-Reliance', stripped off of the above mentioned unconscious patterns to ensure an I-thou relationship rather than an I-It relationship, by comparing the choices that Coco Chanel chose, but Moll Flanders failed to look out for. 'Humanity as a whole' needs to shift to an all-inclusive center by embracing spiritual upliftment, for it would be unfortunate for the society to end up either being gynocentric with only the roles reversed, or worse being stuck with the phallocentric one, even after indulging into a long glorious struggle for equality.

Keywords: Manipulation, suppression, morbid psychology, spiritual upliftment

D1

[19]

WIRELESS BODY AREA NETWORK AND SENSOR DATA INTEROPERABILITY

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The monitoring of maternal and child health, using wearable devices that are constructed with wireless sensor technologies, is expected to reduce maternal and child death rates. Wireless sensor technologies have been used in wireless sensor networks to enable the acquisition of data for monitoring machines, smart cities, transportation, asset tracking, and tracking of human activity. The wireless body area network (WBAN), which is developed as a subset of the wireless sensor network, offers several advantages in the development of innovative applications for improving human quality of life. The applications based on WBAN have been used in healthcare for measuring and monitoring of patient health and activity through integration with wearable devices. Wireless sensors used in the wireless body area network has the potential to be cost-effective, remote availability, and can be integrated with electronic health record (EHR) management systems. Information collected from wearable devices tends to be stored in closed systems provided by vendors. The storing of sensor data in closed systems restricts a patient's choice of healthcare and results in unnecessary duplication of patient data. The voluminous, veracity, velocity, and variety nature of sensor data characterizes it as a big data. Without interoperability of sensor data with other big data and linked data, health care problems such as the maternal and child deaths will not decrease. This paper offers a survey of the interoperability challenges of sensor data from wireless body area networks.

Keywords: Sensor data, wireless sensor network, wireless body area network, wearable devices, sensor data interoperability, maternal and child death, big data and linked data

D2

[20]

ENHANCEMENT OF INTRINSIC MOTIVATION IN FEMALE STUDENTS GETTING LOW GRADES AT A HIGH SCHOOL IN ZIMBABWE

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ABSTRACT

This paper explores the strategies that teachers can use to enhance intrinsic motivation in female students getting low grades. It is based on the assumption that intrinsic motivation will bring about positive outcomes in terms of student performance. This study is important because girls' performance is below that of boys in Zimbabwe. Given the possible critical role of intrinsic motivation in bringing out positive outcomes in academic achievement, it was imperative to explore ways in which teachers could enhance intrinsic motivation in female students getting low grades. The aim of the study was achieved through an extensive review of literature relevant to intrinsic motivation. A case study at a high school in Zimbabwe was carried out to meet the aim and specific objectives of the study. Semi-structured interviews and focus groups with teachers and students were used to collect data. This study found that generally, students perceived their teachers to be using both the autonomous and controlling style of instruction. Students getting low grades perceived most of their teachers, for all subjects, in general, to be using more of the controlling style. It can be concluded from this study that the need for relatedness support in female students getting low grades is stronger than their need for autonomy support and that there is a link between relatedness satisfaction and intrinsic motivation for students with low grades. The findings were not conclusive regarding a possible link between the controlling style of instruction and relatedness satisfaction. This study recommends that teachers collaborate with peers, parents, deans and other educators as they strive to enhance intrinsic motivation in female students getting low grades.

Keywords: Intrinsic-motivation, autonomy, relatedness-support, competence-support, controlling-style, autonomous-style

D3

[21]

CLOSING THE GAP: THE RELATIONSHIP BETWEEN FEMALE LITERACY AND OVERCOMING SOCIOECONOMIC DISPARITY

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ABSTRACT

In this paper I will discuss the relationship between female literacy and socioeconomic status through analyzation of case studies conducted in Mozambique and Brazil. The comparison will be drawn from the disparity between the female literacy rates and socioeconomic statistics of these two countries, albeit having historical, linguistic, and some cultural similarities. This paper will take into account rates of poverty, general access to primary education, and total expenditures on education in both countries, then comparatively express rates of female literacy in youth and adults and highlight the gap between male and female literacy rates. It will proceed to compare barriers women face in regards to obtaining literacy, such as gender related expectations in the home and family, traditional early marriages and pregnancies, and forms of social oppression. The paper will analyze the reversal of the gender gap and drastically increased rate of female literacy in Brazil in the 20th century and the corresponding socioeconomic impact. It will take into account population, income, employment rates, and rates of disease as comparative factors to illustrate the relationship with female literacy rates in the two countries. Finally, it will highlight the positive correspondence between higher female literacy rates and healthcare and wellness, employment, access to higher education, security, sociopolitical awareness and response, abuse prevention, economic improvement of communities, education of future generations, increased sustainable development, and skills to establish active citizenship and gender equality in societies.

Keywords: Gender gap, equality, development, literacy, education, female empowerment

D4

[22]

FINANCIAL AND SOCIAL EMPOWERMENT OF THE *PARDHI* INDIGENOUS WOMEN

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ABSTRACT

This research paper delves into the role of financial and social empowerment of women from the *Pardhi* indigenous community to the mainstream for overall social transformation of their *Pardhi* hamlet. *Pardhibeda* is a Phanse *Pardhi*¹ tribal hamlet in Indrathana Gram Panchayat of Yavatmal. The *Pardhis* are a historically ostracized indigenous tribal community who were considered and scheduled as criminal tribe² by the former British administration. Tribal people of the *Pardhibeda* hamlet had been largely neglected by the mainstream, and they lived their lives completely out of tune with mainstream development parameters. In 2017 April, this village was adopted under the Maharashtra Chief Minister's Rural Development Fellowship Programme by the Village Social Transformation Foundation (VSTF). The VSTF programme introduced them to higher education, entrepreneurship, skilling, and other forms of livelihood. Not only were they provided means of earning through Self Help Groups (SHGs), but also individual schemes. There are 63 women of the hamlet in six SHGs, four of which have gotten revolving fund of 15 thousand rupees each from the government; and close to one lakh rupees has been converged for developing their entrepreneurial interest in animal husbandry and construction of goat-farming units. It is concluded by participant observation and longitudinal study over a period of two years that the financial and social empowerment of women in a marginalized community is positively correlated to shaping of the thought process and awareness level of the entire community. This hypothesis requires testing across geographic and demographic variations.

Keywords: *Pardhis*, *adivasis*, tribal development, women empowerment, development

D5

[23]

A STUDENT-CENTERED GENDER STUDIES GLOBAL LITERATURE COURSE IN THE UNITED STATES: A CASE STUDY

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ABSTRACT

What should be considered in designing a syllabus for a 21st century Gender Studies global literature course taught at the university-level in the United States? As a case study I analyze syllabi for a World Literature course that specifically represents same-sex relationships, taught at Nebraska Wesleyan University, a small liberal arts university in the middle of the United States that draws the majority of its students from small and medium-sized towns in the U.S. Midwest. I consider how professors can revise course content in response to an increasingly globalized world and student requests for greater inclusivity. The course has been offered once a year for five years, and I have redesigned the reading list each time to better accommodate student interests and the course's dual focus on gender studies and global literature. As the course became less historical and more contemporary, what was lost and what was gained? Students also requested more racial and global diversity, and as a result the course's reading list looks very little like the one I used five years ago. I now include readings on sexual consent, transgender experience, and the perspective of 3rd wave in addition to 2nd wave feminists. As taught in the fall semester of 2019, the course has more diversity but less emphasis on literary tradition and national context. In this session, I weigh the benefits and drawbacks of foregoing the transmission of my academic knowledge in relation to providing a more global, intercultural and trans-inclusive and antiracist curriculum.

Keywords: Global literature, same-sex relationships, trans experience

**D6****[24]****WOMAN AS A CRUSADER: NEGOTIATING GENDERED INSTITUTIONS****Singh P.***Kendriya Vidyalaya Ordnance Factory, India****ABSTRACT***

Amongst the many factors that hold women back are discriminatory laws and practices, limits on education and income. Very few women rise in power and are decision makers. This scenario differs from country to country and within the country from one kind of society to another. History is proof of the fact that once in leadership roles; they can bring vast changes for the betterment of humankind. Though women are more visible in public life now but still their number is less. Women must draw on a range of capabilities to take advantage of the opportunities that come in their way. Families can also be a critical training ground for women leaders. It is the Indian psyche and traditional values that needs to change. In the context of India during the ancient period, medieval & modern period there are women who still inspire the women of today. Governments and organizations still resist confronting strategic issues involving the sharing of power. It is therefore, not surprising that even after the passage of so many years, the Parliament of India has not been able to pass the women's Reservation Bill. Women have a right to equal participation and decision making. The paper aims at talking about the present status of women in 'negotiating gendered institutions', while tracing the same from ancient period in India. The method will be a theoretical analysis examining the past events culminating in the present and to help predict the future of women in negotiating gendered institutions.

Keywords: History, politics, decision making, leadership, gendered

E1

[25]

SINGLE MOTHERS: STRATEGIES OF FAMILY MANAGEMENT AND SUPPORT SYSTEM IN RELATION TO HEALTH

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ABSTRACT

The status of women in the contemporary society has always been into debates with respect to gender inequality, women subordination, violence against women and women empowerment. The responses of women to these problems vary across different social and spatial categories. One of the major responses is the change in the family structure that leads to emergence of single parent families, particularly single mother families. There are few studies in the Indian context which deals with the causes of rise in single mother families. But there are no significant studies with respect to the issues pertaining to single mother. Being single and also a mother is a major challenge for a woman in Indian society. This challenge is more highlighted if the woman is a divorcee. A divorced single mother faces various constraints while leading a household after a marital disruption. There are problems in taking care of herself and her child in matters of health and wellbeing. Being a single mother, she faces many physical and psychological problems. The present study dwells with the constraints of divorced single mothers in relation to the social support system and family management strategies with respect to health aspects. It is an in depth study of twenty-five cases who are divorced single mothers residing at Hyderabad, India. Through case study method and implication of phenomenological analysis of the interview data, the study explores various dimensions which tells about the constraints of being a single mother in urban India.

Keywords: Single-mothers, divorce, urban-India, constraints, health

E2

[26]

THE PLIGHT OF DISABLED WOMEN IN 21st CENTURY: A SOCIOLOGICAL STUDY OF DISABLED WOMEN IN THE STATE OF TELANGANA, INDIA

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ABSTRACT

The 21st century modern women in general are so deft and self-sufficient that they can be easily called a superwoman, juggling many fronts single headedly. Today Indian women like Arundhati Roy, Jhumpha Lahari, Shabana Azami, Vidya Balan, Indira Gandhi, Mamata Benerjee, Mithali Raj, P.V.Sindhu, Kalpana Chawala etc. to name a few have excelled in each and every field from Social work to visiting Space Station. There is no arena, which remains unconquered by Indian women. Whether it is politics, sports, entertainment, literature, technology everywhere its women power all along. Yet, there are particular group of women whose voices are unheard in the current post-modern era. They are none other than women with disabilities; they are the most marginalized in Indian society. The plight of Women with disabilities is very depressing as they face triple discrimination due to their disability, besides the gender issues. Although, there is a world-wide trend towards women with disabilities attempting to establish their own identity in this complex society across world, their condition remains very different in the developing countries particularly, India. Based on primary research through the method of oral histories and narratives, the paper found that violence against women with disabilities can range from neglect to physical abuse to denying them even the traditional roles of marriage, childbearing and giving them expensive medical treatment. This article further identifies the problem of women with disabilities, which they confront in everyday life with in the institution of family in the Indian context, highlighting on some of the loopholes with in the institution of family. The paper concludes by suggesting possible strategies to reinstall the position of women with disabilities in the institution of family with the help of state involvement. It advocates the need to create a supportive environment so that they can lead their lives with dignity, equality and respect on par with non-disabled women and men.

Keywords: Disability, equality, gender, identity, rights and state

E3

[27]

INDIA'S MISSING WORKING WOMEN: TRACING THE JOURNEY OF WOMEN'S ECONOMIC CONTRIBUTION OVER THE LAST SEVEN DECADES

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ABSTRACT

India, today, is an economic powerhouse on the global stage, however, it faces a queer conundrum – despite considerable gains in female education, decreases in fertility rates, and increasing economic growth, only a quarter of its women are in the labour force – and amongst the lowest in the world. Based on analysis of time series data over the last five decades (1970-2018), this paper finds that women's labour force and workforce participation rates have secularly declined to their lowest levels since Independence. Women's average wages have consistently remained below that of men, with sticky wage gaps across rural and urban areas. The fall in labour force participation has been led by women in rural areas, while female unemployment rates have remained higher than men in urban areas. A high proportion of working women are in casual employment, particularly in rural areas, vis-à-vis men. Moreover, lack of control over assets such as land, and reluctance to engage with formal financing only worsens women's economic condition. The paper finds that occupational segregation and concentration of women in low growth sectors, income effect of rising household-incomes, increased mechanisation and now automation are leading factors giving rise to these trends. Moreover, the persistent notion that women's primary responsibility lies in domestic duties, manifests in them being viewed as second income earners, lacking family and institutional support to sustain careers. Thus, in the absence of targeted policy interventions, designed to support women's workforce participation, women are likely to continue being excluded from India's spectacular growth story.

Keywords: Women, labour-force, employment, wage-gaps, India, economy

THE ROLE OF WOMEN IN PROMOTING LOCAL DEVELOPMENT PLANS (CASE STUDY; WORN TEXTURE IN AREA 12 OF TEHRAN)

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ABSTRACT

Currently, many countries in the world are faced with a problem called urban Worn-out urban texture. Given the fact that these tissues have accumulated a set of injuries, they have become the focus of creating and expanding a variety of crisis in the cities. So far, several measures have been taken in the form of urban development plans to improve these areas. The results of the evaluation of these plans globally suggest that women's role in the adoption and promotion of these projects and in general, their participation rate is greater than men.

The 12th district of Tehran, with 35% of the total urban Worn-out urban texture, is in second place among the 22 urban areas of Tehran. This has led to Tehran's Center for Urban Development Planning and Development. Regardless of the results of these plans, what most attracts attention is that in most development projects in the 12th district, women were more involved than men, and were somehow a source of change in their families and neighborhoods. Accordingly, in this paper, by using document analysis and content analysis, examines the role of women in the effectiveness of urban development plans in District 12 of Tehran and Semi-structured interviews were conducted with 20 women. In the end, suggestions have been made to increase their role and position in urban development plans at three levels of strategy, policy and action plan.

Keywords. Worn texture, women's participation, urban development, district 12 of Tehran

E5

[29]

**“TWO SIDES TO EVERY COIN”: ANALYZING THE HISTORICAL OPPRESSION
OF GENDER NONCONFORMING INDIVIDUALS IN AMERICA**

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ABSTRACT

For some, the idea of any gender other than male/man or female/woman is incomprehensible. For others, gender is seen as a spectrum where individuals flow between man, woman, or somewhere in between. Most live in the gray area where it is recognized that two sexes and two genders exist with a little leeway for variances. The gender binary is a pervasive social construct that limits society due to the refusal of some to accept nonconforming individuals into the feminist umbrella of inclusivity. In this paper, I argue that rather than a binary, gender should be accepted as a spectrum due to the existence of more than two identities on a biological and psychological level. By exploring the history of intersex, transgender, and nonbinary folx, it is evident that the historical oppression of these people has continued into present day, even among and within feminist communities. In order to end this cycle of oppression, gender nonconforming individuals and all those who identify as a woman must be included in the feminist narrative. Continued reliance on the archaic definition of women specific to biological females impoverishes individuals, families, and communities. In order for the future of women to be triumphant, all women must be included.

Keywords: Gender binary, gender spectrum, intersex, transgender, non-binary, history

F1

[30]

**REFLECTIONS ON PERSONAL EXPERIENCES IN OPPORTUNITIES,
CHALLENGES & DETERMINANTS OF SUCCESS AND WELL-BEING OF
WOMEN IN THE POPULARIZATION OF SCIENCE**

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ABSTRACT

"When a man is educated, an individual is educated; when a woman is educated, a family and a country are educated". Women in India constitute 50% of the human resource. Involvement of women in science education, technology and popularization not only enhances knowledge and empowers women through learning but also, crosses cultural and geographical barriers, bringing women to the forefront of development. Based on personal experiences while working in science centres, this paper describes the opportunities for women in the field of science popularization, discuss the possible benefits of working in this area. It also emphasizes some of the challenges/formidable barriers that stand in their way such as harsh living conditions, negative attitude arising from the orthodox etc. of being a woman on this path. Few experiences underscore how women themselves are sometimes responsible for depriving their opportunities in science popularization. This field and participation of women in it is a reflection of society. The reflections show the involvement of women in science popularization as a key for sustainable development of women as well as a step to move up on the science career graph.

Keywords: Science popularization, women empowerment, societal upliftment, scientific awareness

F2

[31]

DIGNITY RECLAIMED: THE WOMAN TODAY

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ABSTRACT

“She remembered who she was and the game changed by” - Lalah Deliah

Woman, the symbol of strength, the progenitor of species has been used, abused, accused and reduced to become a vulnerable and exploited entity. Johan Galtung, the father of Peace and Conflict Resolution has given three aspects of violence: structural, cultural and direct. Galtung is very clear that this takes place at micro, macro and mega levels. Violence affects all levels of society and environment causing physical, psychological damage which mars human potentials and talents becoming the root cause of all conflicts. This is reflected in the personal, socio- economic and political status of women as men have more access to resources, opportunities and arena of practice than women. This inequality has thrown women into difficulties globally. Addressing the violence faced at all levels this paper seeks to examine the struggle and triumph of three such women who used their circumstances as a ladder to climb to the pinnacle of success- an educationist, an exporter and a scientist. Obstacles and challenges faced at personal, social and cultural level that actually occurred have been explored. Concluding that, despite all odds, women are rising above their vulnerabilities not only nurturing and instilling values in the next generation but also proving their excellence professionally helping in the transformation of society for peace and dignity of human existence. The method of the study is descriptive and analytical.

Keywords: Violence, balance, peace and conflict resolution, transformation

**F3****[32]**

GENDER QUESTION IN ONLINE ACTIVISM: DISCOURSES ON SEXUAL VIOLENCE AND SAFETY IN A GLOBAL VILLAGE

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ABSTRACT

Digital action campaigns for the prevention of violence against women are taking the shape of growing social movements that transcend national boundaries. The transnational character of mobilization in social media aims to surpass the strict demarcation between the public and the private spaces and the discourses on violence and safety measures recur in the construction of a global village. Due to the impact of globalization and widespread application of technology, this virtual world that has been created by interconnecting people from different continents, gives rise to the emergence of the global community. The presence of this virtual world has changed the notions of the public and the private domains by breaking the door open to a wider audience. Men and women are often sharing this space to unfold their ideas and give vent to diverse opinions. They are also championing the cause of gender equity and forming solidarity to fight against misogynistic ideologies. The digital space is providing a platform to the users for networking voices even without revealing their real name, picture or identity. The global-local interface in the form of hashtag activism, such as, #metoo movement is one such instance. Thus, sexual violence in various forms is arresting public attention through social media, and online activism is increasingly garnering support with the aim of launching gender sensitive activities and programmes. This paper employs multidisciplinary approach to methodologically analyze the nature of activism in social media and examine the relevance of the movements by means of organizing people through different strategies and performances viz., flashmob, slutwalk that serve as the vehicles for voicing the stories of agony and anger publicly.

Keywords: Gender, violence, social media, globalization, solidarity, technology

F4

[33]

GENDER, ARMED CONFLICT AND REHABILITATION

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The armed struggle in Chhattisgarh has resulted in serious social and developmental challenges. As the conflict is internal in nature, it is the civilian population that has suffered enormously. Women and girls have been affected the most. The level of victimization of girls increases manifold owing to their distinctive vulnerabilities, limited access to resources, lack of community mobilization etc. The paper asserts that what these girls experience is greatly defined by the status they have in society both before and after the conflicting situation. The homogenous strategies devised put these girls in further disadvantageous positions as the gender-based differences are overlooked. The findings of the paper are based on descriptive cum exploratory research conducted in conflict affected Jashpur and Bastar divisions. The respondents were studied in context-specific settings. These included villages and rehabilitative mechanisms i.e. institutional care, Porta cabins. This paper accordingly addresses following issues: First, it elucidates the gendered experiences of girls caught in conflict. Second, it explains why extracting credible information on the victimized girls is both indispensable and difficult because of strong culture of silence and discrimination. Third, it analyzes how conflict can be both enabling and disabling because of the changed gender relations. Fourth, it deconstructs the gender-neutral approach to reintegrating and rehabilitating the victims. Fourth, it discusses which environments, institutions, laws and policies can adequately address the needs of the victims. Fifth, it addresses why the experiences, voices and concerns of victimized girls should be an integral part of analysis, planning, implementation, monitoring and evaluation of the post-conflict reconstruction programs. Sixth, the role of orphanages or institutional care is critically analyzed.

Keywords: Armed conflict, gender, rehabilitation, institutional care

F5

[34]

FEMALE GENITAL MUTILATION PROTECTION ORDERS: A NOVEL BRITISH LEGAL REMEDY?

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ABSTRACT

In the United Kingdom (UK), an estimated 130,000 women and girls are living with Female Genital Mutilation (FGM). Every year 60,000 girls are at risk.¹ Despite criminalizing FGM in 1985,² there has only been one conviction for FGM, which was in February 2019. There are a number of barriers to implementing the criminal law, such as fears about criminalising family members after the harmful act has already taken place. Recognising the need to prevent FGM without immediate punitive sanctions, the UK government introduced a novel legal remedy in 2015, the so-called FGM Protection Orders (FGMPOs).³ The FGMPO is a civil law measure which offers the means to protect and safeguard victims or those at risk of FGM.⁴ Family courts often make such orders to prevent FGM from taking place, for example, preventing a girl from leaving the country or ordering a girl to undergo a medical examination to ascertain if FGM has been performed. Between 2015 and 2018, 348 FGMPOs were granted by the courts. The number continues to increase each year.⁵ This paper intends in the first place to outline the purpose of FGMPOs and how the introduction of FGMPOs meet the government's overarching international obligations to ensure that the rights of the child are protected. In the second place, this paper will review the jurisprudence about FGMPOs, whilst drawing particular attention to the gaps in the provision for FGMPOs and recommendations for remedying identified lacunas. Finally, the authors will outline a bold proposal for rolling out FGMPOs in other jurisdictions to prevent and deter FGM.

Keywords: FGM, female genital mutilation, protection orders, United Kingdom

F6

[35]

WOMEN BAREFOOT LAWYER: WOMEN EMPOWERMENT TOWARDS GENDER AND DEMOCRATIC JUSTICE

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ABSTRACT

The gap between the grassroots people and Indian judiciary system is widespread, especially in terms of Gender-Based Violence (GBV). Socio-cultural norms and customary practices are often in conflict with statutory laws. This paper suggests that women Barefoot Lawyers (BL) have the potential to empower women, reduce gender-based violence and bring in cultural change in India. BL are legally knowledgeable individuals who play an intermediary role between grassroots people and the administrative authorities, giving them access to the formal system. BLs are likely to support women facing difficult situations in their home and their communities, giving victims the chance to speak up and report their incidents. This case study examines the work of a women institutionalized BL (Para-Legal volunteer) who has successfully influenced coping strategies of women facing GBV while supporting their democratic participation in village development. Thus we argue that the presence of women BL in Indian rural settings supports law enforcement, protection of women's rights and government schemes implementation. The results of the analysis suggest that the prevention of GBV and promotion of democratic participation are possible through schemes, policies and training that advocate women Para Legal Volunteers, and affirm their role in empowering grassroots people to access governmental benefits.

Keywords: Women's rights, gender-based violence, democratic participation, barefoot lawyer, Para Legal Volunteer, domestic violence



F7

[36]

ADOLESCENT GIRLS EXPERIENCES OF LIVING IN FAMILIES WITH INTERPARENTAL VIOLENCE

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ABSTRACT

The present study attempted to explore into the lives of adolescent girls exposed to interparental violence (violence perpetrated towards mothers). Through qualitative method, the researcher has tried to understand the subjective experiences of adolescent girls living in families with violence. Narratives of adolescent girls traces the various forms in which they had been exposed to interparental violence. The study was conducted among school going adolescents in Kasaragod district of Kerala, India. In-depth interviews were conducted with 15 adolescent girls, who reported of living with interparental violence since their childhood. Various themes and sub-themes emerged during the thematic analysis of the narratives. The study reveals adolescent girls growing up with continuous exposure to various forms of physical abuse and its aftermath, involvement of adolescents during violence, co-occurrence of abuse, their emotional reactions, how they are affected (the impact), coping strategies and availability of protective factors.

Keywords: Interparental violence, adolescent exposure to interparental violence, abuse, coping strategies, protective factors

F8

[37]

THE CASE THAT DIVIDED THE NATION

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*Guru Gobind Singh Indraprastha University, India***ABSTRACT**

The paper talks of the infamous Nirbhaya Rape Case that happened in Delhi, on 16th December 2012. This was the one breakthrough which united and divided the nation at the same time for it surfaced the hushed conversation of “rape”. It brought people out as a community to demand for a safer place to inhabit and at the same time gave an insight into the loopholes of the country which gave birth to humans who normalized monstrosity. Tabula Rasa talks of a human’s blank state after birth, thereby letting the society imprint its idea of masculinity and clear distinction of gender roles on young minds through conditioning. Therefore, out of the major distinction between those who came out to protest and those who victim-blamed, lies the possession of enforcing the second sex to its right place. This is perpetuated due to the manifested reality of the criminals where they see the female members of the family being treated in a certain way, making the new male members desensitized to the larger concept of treating women as humans rather than mere objects of desire. The paper tries to crack the psychological reasons and the pattern of wanting to be the caretakers of the dominance of phallus of the category of people who talk of women not being a part of the society (as put by M L Sharma, Defense Lawyer) through the help of Netflix series Delhi Crime and BBC’s Documentary India’s Daughter.

Keywords: Nirbhaya Rape Case, normalized monstrosity, Tabula Rasa, masculinity, desensitized, phallus



F9

[38]

SHADOWS ON THE STREETS CONTEXTUALIZING MARGINALITY IN IMTIAZ DHARKER'S PURDAH POEMS

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ABSTRACT

It is commonplace to observe that the androcentric world has been divided into binaries and one side of these binaries is often privileged over the other. Centre/margin, male/female dichotomies are such instances where the centre has been privileged over the margin and the male over the female. The implications of such binaries are central in Feminist Criticism. The marginalisation of women places the male in dominant sphere. As described in Blackwell Encyclopedia of Sociology, Purdah as a concept is used as a synonym for social practices that isolate or separate different groups in society. Although purdah can refer to many different social practices of isolation, the term primarily is associated with a practice of gender segregation in mostly, although not exclusively Muslim societies. Purdah can be viewed as a construct which leads to female subjugation at the hands of the dominant group, which creates and models everything according to its own requirements. This paper hence, attempts to unravel how the complexities of Purdah in Dharker's Purdah I and II locate women as marginal subject.

Keywords: Woman, literature, Purdah, marginalisation, female subjugation

G1

[39]

**POLITICAL REPRESENTATION OF WOMEN IN RURAL INDIA: REAL
DECISION MAKERS OR PROXY LEADERS?**

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ABSTRACT

Panchayat Raj Institution (PRI) is a three-tier system of local self-governance in India. It was constitutionalized through the 73rd and 74th Amendment Act, 1992, to build a democratic infrastructure at the grassroots' level. A salient feature was the reservation of one-third of total seats as well as leadership positions for women, which helped increase women's participation from 4-5% to 25-40% and allowed millions of women to serve as leaders in local government. After more than two decades since its passage, studies have highlighted the prevalence of individual women representatives as nominal heads and a male member, generally the husband, as the real decision-makers. This study first aims to understand the gendered challenges faced by the women representatives, leading to them becoming proxy or nominal leaders. Thereafter, it also identifies and examines the enabling conditions that have made certain women representatives escape this trap and become real decision-makers. This research study approaches political representation of women PRI members and leaders of Maharashtra from an intersectional perspective. It is based on narrative analysis and elite interviews, exploring the intersectionality of caste, political kinship/dynasty, and patriarchy with educational standards and awareness of her powers as predominant factors determining her to be either a proxy leader or a real decision-maker.

Keywords: Women, gender, local government, decision-making, proxy leaders, India

**G2****[40]****POLITICAL CAREER'S PROGRESS OF THAI WOMEN UNDER THE
COUNTRY'S CONTEXT TODAY****Sukanya A.¹ and Pornsan P.¹***¹ Khon Kaen University, Faculty of Humanities and Social Sciences, Thailand***ABSTRACT**

This documentary research summarizes the key findings of the political career progress of Thai women in the country's today context. Thailand is known as a member of the global community that has ratified a number of international agreements regarding gender equality. The objectives are to review the career progress of Thai women nowadays on their achievement in politics and to survey their desires to participate in such practice. Since it has experienced rapid economic growth over the last two decades, Thailand has promoted gender equality by changing its legislation in this regard, particularly in political position. According to Thailand Gender Equality Act 2017, women have been provided with roadmaps and an equal opportunity to compete, sustain, and handle obstacles so as to encourage their goals of achieving the political career. There is some evidence to suggest that social class may play an important role in conditioning Thai women's advancement to political positions. In regard to the desires of Thai women working for career progress, they want to enter political positions; particularly those women who have not been engaged greatly in family responsibility. They also want to be accepted by society as 'political women' and back in 1932 they were given rights as men in voting. It is therefore recommended that women should be empowered to overcome the obstacles so as to participate more in politics and play role in its structure.

Keywords: Political career, Thai women, context, gender, international agreements

G3

[41]

**THE FEMALE BODY AS A MEDIUM OF EMPOWERMENT: SOMAESTHETICS
IN RAJASTHAN, A SOCIETY CAUGHT BETWEEN TRADITION AND
MODERNITY**

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ABSTRACT

Caught between tradition and modernity, India has increasingly taken women and their status into account since the 1970's. That raises the question of the conditions of Indian women empowerment. How are Indian women in Rajasthan part of a movement going on for a long time but still debated today – feminism and the affirmation of women's political power in the broad sense (affirmation of their identity, their legitimacy within the public space and their will to assert themselves as equal to men in a society which is still strongly influenced by patriarchal norms)?

Following interviews and observations in the region, the somatic style appears to be the favourite medium through which women are politically and socially imposed in the public space of Rajasthan. The ritual preparation of the body takes place in a singular temporality, as the woman had to stop in time so as to observe herself and turn her body into a tool aimed at assertiveness and empowerment. So, is the consciousness of the body and of its potentialities the base of the process of empowerment? And does this process contribute to create a contradictory heterotopia – in Foucauldian terms – i.e. the specific spatiality, temporality and rhythm of somaesthetics as it unfolds in order to proclaim the power of women ? We show how women, growing aware of the power their bodies contain, can now invest the public space and the political sphere in a country traditionally governed by men.

Keywords: Empowerment, somaesthetics, women, body, politics, public space

G4

[42]

WOMEN, AMBASSADORS FOR WORLD PEACE

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In complex conditions of the world, women can undoubtedly play in creating world peace and security, as they have potential for creating peace and tranquility than men due to their maternal and feminine personality. They have proven in every period that they can reduce destructive effects of war, in addition to maintaining their roles as mother and wife. Women must be important and influential players on the world scene for advancing peace according to perspectives in United Nations Security Council Resolution 1325, perpetual peace will be unattainable without cooperation of women. In the world's contemporary racial, ethnic, and religious conflicts, women and children have suffered the most. The non-violent war of women achieve perpetual peace and their mass action, with peaceful protests, could be regarded as a new world paradigm for being liberated from political, social, and cultural impasse and violence against humanity. Creating channels of dialogue and communication for creating perpetual peace and security is the duty of all humans living on the earth planet. Women can be the best messengers of peace for people on planet, ignition of war flames is not unexpected. Following the paradigm of female messengers, which is reminiscent of the message of peace, friendship and loyalty, is the only way to get rid of the weird problems of contemporary people.

Keywords: Women, world peace, perpetual peace, new world paradigm, peace messengers

POSTER PRESENTATIONS



**FUTURE OF
WOMEN**

3rd International Conference on Future of Women 2020 (Future of Women 2020)

P1

[43]

**JOURNEYS TO AND BEYOND PRISON WALLS: GENDERED PATHWAYS AND
PROGRAMMING IN SIX UNITED STATES WOMEN'S PRISONS**

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ABSTRACT

The United States has the world's highest incarceration rate with women constituting about ten percent of its prisoners. Women's incarceration rates have increased dramatically over four decades largely due to tough-on-crime and mandatory minimum drug-sentencing policies. Housed in a variety of local, state, and federal facilities, ninety-five percent of incarcerated women will re-enter society. Nearly three-quarters will be rearrested. Racial and ethnic minorities women are disproportionately imprisoned. This ethnographic study of six women's state prisons enlists a feminist pathways theory framework to explore the question of how, if at all, do six American state women's prisons address gendered pathways through programming, services, and overall environment. It focuses on six areas (geography/access, trauma, education, mental health, job training for the 21st century, and children) and features two contrasting facility stories. The researcher seeks input to compare international similarities and differences in women's incarceration pathways and empowerment toward successful re-entry.

Keywords: Mass incarceration, intersectionality, trauma, re-entry, employment, children

**P2****[44]****INCREASING GIRLS PARTICIPATION IN PHYSICS EDUCATION****Deshmukh R.G.***Shivaji College, Amravati, Maharashtra, India***ABSTRACT**

The aim of this research is to identify factors affecting girls negative attitudes towards physics and suggests pedagogical approaches that can help secondary physics teachers to engage girls in physics. In this study we used survey method and standardized questionnaire and try to find factors that affect girls negative attitude towards physics study. The sample consist of 47 grade K-12 girls. We try to find possible reasons for their disengagement about physics study. In order to increase girls participation in physics related careers we try to change teachers attitude about girls engagement with physics and equipping teachers with effective pedagogical strategies to address the problem should become one of the top priorities of physics education community. This paper highlighted research literature on the reason for girl's disengagement from physics and suggested research based pedagogies that help teaching to address this problem.

Keywords: Pedagogical, disengagement, equipping, strategies

VIRTUAL PRESENTATIONS



**FUTURE OF
WOMEN**

3rd International Conference on Future of Women 2020 (Future of Women 2020)

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DISABILITY AND SEXUAL VIOLENCE: DEHUMANISATION OF DISABLED WOMEN IN INDIA

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ABSTRACT

Women with disabilities are one of the most susceptible and obscure sections of society in India.

In February 2019, the Women with Disabilities India Network (WWDIN), submitted an Alternative Report on Article 6 of the UNCRPD to the Committee on the Rights of Persons with Disabilities (CRPD). The report exhibited that women with disabilities are predominantly susceptible to violence both in domestic and public spaces ranging from sexual assaults and emotional abuse to rape. The paper examines the dehumanisation of disabled women in India by taking into account the cases of sexual violence such as in 2014, a tutor raped 13-year-old Razia, a girl with intellectual disability in Uttarakhand; four men tried to gang-rape a woman with a disability in Rajasthan, 2019. The qualitative approach has been employed to discuss causes of sexual violence endured by women with disabilities. The paper also sheds light on snags encounter by disabled women during dealing with police, fail to record a rape case, lack of awareness of rights and a dearth of access to information. The research work suggests that the continued dehumanizing of disabled women may help to perpetuate the detrimental attitude of patriarchal beings towards them. Although numerous NGOs and DPOs, legal provisions, disability studies programmes and disability networks on the web are persistently working to reduce hostile sexist and inhuman attitude against them yet there is a vital need of awareness among common people to eliminate this atrocious treatment meted out to the specially-abled women. The paper tries to propose some solutions to circumvent the dehumanization of disabled women in India.

Keywords: Dehumanisation, disabilities, disabled women, violence, disability studies



[46]

SYMBOLISM AND ART IN COLOMBIAN WOMEN'S RESISTANCE VIOLENCE AND PEACE BUILDING

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ABSTRACT

The continuum of violence against women in times of peace and war is a historical and global scourge that limits the social development of women. Until just two decades ago this problem has remained invisible, out of government agendas. One of the ways in which women have spoken and brought to light this reality has been symbolic language and artistic expression. This article addresses the use of symbolic language and the arts by the feminist and women's movement in Colombia, to oppose war and denounce direct violence against women both in the private and public spheres, as well as linked to the armed conflict. A qualitative methodology has been used based on secondary information sources and participant observation in events organized by them. It has been found that symbolic language is a strategy of resistance, healing and denunciation for women as a subordinate social group; that the arts make it possible to express and transform experiences and emotions around an intimate and taboo subject such as sexual violence; and that the subjective female body that has been raped, abused and violated in many ways becomes a political actor of public denunciation through manual, plastic and performing arts. I highlight the special importance and the particular characteristics of the use of symbolic language and the arts in feminist civil resistance and political agency for asserting their human rights.

Keywords: Feminism, arts, symbolism, agency, resistance

[47]

**IS ECONOMIC ABUSE UNDERMINING WOMEN'S RIGHTS AND EXPLOITING
GENDER INEQUALITY? A FIELD STUDY OF JORDANIAN WORKING
WOMEN'S**

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ABSTRACT

The concept of gender equality refers to ease of access of resources and enjoyment of equal rights and opportunities, regardless of gender, including economic participation, however, some traditional cultural practices stemming from patriarchy social structure, especially in Arab countries having made working women victims of economic abuse. This leads to violations of their human rights and i.e. inhuman treatment. Women economic activity is a measure of the extent of gender equality in the economy and the exploitation of their gender inequality, could undermine women's rights and their economic empowerment. So, this study aims to explore the ways in which women experience economic abuse and the consequences that these types of abuse. In turn this will elaborate women's lives by using quantitative methods. This research highlights the status of working women in urban and rural areas in Jordan. The result indicate that 37% of women who have faced economic abuse during their marriage and have expressed the ways of economic abuse by depriving to gain control of their resources of more urban women 58% have faced economic abuse, rural women at 42%. The most obvious kind of physical abuse which is shook and slapped, while the psychological abuse is the frustration and neglecting if they ask for emotional support, the emotional abuse is illustrated by resentment but not having the ability and eligibility. They have been harassed in their workplace telephonically. The encouragement of national programs ensuring good relationships between couples should be strengthened. To create a society of healthy families. Additionally develop national urban policies taking into consideration gender differences contributing positively towards women empowerment.

Keywords: Economic Abuse, gender Inequality, Women's Rights, Jordanian Working Women's



[48]

TRIPLE TALAAQ AND NIKAAH HALALA – THEIR RELEVANCE IN MODERN TIMES

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ABSTRACT

Talaaq or Divorce, even though recognised in Islam, is considered to be worst among all permitted things. One of the forms and controversial one is the triple talaaq or talaq-e-biddat. Triple talaaq and halala nikaah are two evils prevalent in Islamic society and there are lots of controversies surrounding it. Triple talaaq is a form of instant divorce availed by Muslim husbands by pronouncing ‘talaaq’ thrice. Such divorce is an irrevocable one and in case, the husband wants to re-marry his wife, then the wife has to marry another person and in case, the second husband divorces her, only then the first husband can marry her. The marriage that is done after being divorced irrevocably in order to be able to remarry her previous husband is called nikaah halala. Even the Quran does not recognize the concept of triple talaaq and it is an alien concept. Whatever may be the reason behind such practices, it violates the basic human right of a women and questions the dignity and integrity of a woman. Realizing this as human right violation, the Indian Judiciary has tried to criminalize ‘triple talaaq’ in Shayra Bano’s³ case but to some Muslims, it is a judicial interference in the personal laws and fundamental right to freedom of religion. Thus, the author aims to investigate through this paper, the reality behind the prevalence of such evils in Islam. The paper will be based on primary source, i.e. Quran along with some secondary sources.

Keywords: Halala Nikaah, Human Rights, Islam, Relevance, Triple Talaaq, Women, etc.

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WORK LIFE BALANCE AND THE QUALITY OF LIFE OF WORKING WOMEN IN THE SRI LANKAN IT INDUSTRY

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ABSTRACT

The Sri Lankan Information Technology (IT) industry has been playing a significant role in putting Sri Lanka on the global map. The growth in the IT industry has also seen an increase in women's participation. Work-life balance and the quality of life is an issue for both genders. It has a greater significance for women around the world in comparison to men. This paper aims to analyze the quality of life of working women in the IT industry in Sri Lanka by considering work life balance. A cross-sectional study has been done in a sample of 113 working women in the IT industry in Sri Lanka. Data was collected by means of a questionnaire and interviews. Descriptive statistics has been used for the analysis. The working women in the IT industry are on average of 21 to 40 years old. The Professional domain is significantly more satisfied in women who have passion and compassion to work in the IT industry and who got support from family or spouse to share the household chores and parenting. And a minimal number of women are affected by stress-related diseases and the majority of the respondents strongly opposed the view that women with greater career orientation generally fail to become responsible wives, mothers, or daughters-in-law in a family setting. This paper concludes how the social and structural factors as well as their interactions with their personal and professional environment will result in turnover of women in IT industry.

Keywords: Women's work, Quality of life, Women in IT industry, Work life balance



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**REASONS FOR CHOOSING MAJOR OF WOMAN STUDENTS AT VIETNAM
NATIONAL UNIVERSITY OF AGRICULTURE**

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ABSTRACT

With purpose oriented to ideological education and career motivation development education for female students, we do a survey research was conducted among 250 first-year woman students to elicit their reasons for choosing majors. These students come from 5 main majors at VNUA including Veterinary Studies, Food Science and Technology, Crop Science, Accounting, and English Language. The number of first-year woman students surveyed has the purpose to lead to a high level of personal development (82.4%). They considered that the job is my favorite field (56%), it's a field where I can learn new things and new skills (46.8%), and it's a field where I can find a stable job (41.6%), and it's a field where there are many people with a high social status and prestige (only 4.8%). Most woman students agree that broad knowledge, self-control, responsibility and reliability, polite behavior and capacity in work are of great importance required for current labor force in recent years, and most woman students interviewed feel satisfied with their chosen major (71.2%).

Keywords: woman student, career motivation, choosing majors

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SURROGACY AS A REPRODUCTIVE RIGHT

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All individuals have reproductive rights and the Indian Constitution guaranteed this right to every person irrespective of any gender or nationality. Therefore, the right to procreation of children through ART or surrogacy can be derived from the Article 19 (1) (a) and Article 21 of the Constitution. In this paper, researcher examines in today's scientific and technological world how reproductive rights are playing very significant role in the life of the women. As the researcher is academician, one of the main objectives of this research study are: 1) To have sound intellectual grounding in the area of the role of social and legal issues in legalizing surrogacy in India as surrogacy as a reproductive right. 2) To analyze and compare the mechanisms adopted in various countries and to identify the best experiences and make a mold which would be most suitable for Indian economical, socio-cultural, and politico-legal system. The researcher has gathered the information from various books, journals, research papers, research reports. The scope of this study is also equally significant to educate the society for the childless couple and single persons, couple's reproductive rights and the remedies available to have their own biological children. The right to procreate is the fundamental, natural human right of every person. Every person has a right to marry and create a family. Indian society is having the strong desire to procreation of the children and it is one of the main reasons of the getting marriage. Therefore, the public morality has to give approval to surrogacy option as today's society demands the surrogacy. But the legal solutions required to be given through the proper legislation. Therefore, there is a need for more research in such area.

Keywords: ART, Surrogacy, Reproductive Right, Indian Constitution, etc.

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ENTANGLED BETWEEN POWER AND STRUGGLE: WOMEN IN INDIA'S GENDERED NEWSROOMS

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ABSTRACT

This paper explores two seemingly contradictory patterns in English television newsrooms in India. The first is the dichotomy between the so-called 'feminisation' of the newsroom and the relative absence of women in leadership roles. My second point of inquiry is whether the increased visibility of women has resulted in a postfeminist rhetoric of 'empowerment' and 'individual agency', and a retreat from a structural understanding of gendered inequalities, and what that means in light of the #MeToo movement in newsrooms. To both these ends, this paper interrogates the ways in which newsrooms, organised around a 'male-as-norm' structure, complicate the terms of coexistence for women. My primary source of data includes ten qualitative semi-structured interviews with full-time active women journalists working in television newsrooms in Mumbai and Delhi. I also draw on reports, surveys, and news articles on women's participation in the news industry, sexual harassment in newsrooms, and the #MeToo movement in Indian journalism. In my analysis, I use #MeToo as a point of entry to examine not only the overt forms of sexism and gender discrimination like sexual harassment, but also the nuanced ways in which women are excluded or differently included. I conclude that the power dynamics of #MeToo is emblematic of gendered power relations in the newsroom. While, in theory, the upper echelons of news organisations are open to all, the terms of coexistence require women to put in far more labour to get there. I further argue that while #MeToo revealed the systemic nature of sexual harassment in newsrooms, through its own script of individualism and exclusion, it may have reinforced a 'postfeminist sensibility', rather than igniting a critique of power structures.

Keywords: gender, news media, MeToo, sexual harassment, glass ceiling, postfeminism

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