

बाबू राम सिंह महाविद्यालय

खाड़पाथर, पो०-मुर्धवा (रेनुकूट) सोनभद्र-उ०प्र०

(सम्बद्ध-महात्मा गाँधी काशी विद्यापीठ, वाराणसी)



पंजीयन संख्या-1482/2002-03

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फैक्स नं०-(05446) 255777

पत्रांक.....

दिनांक.....

Metric No. : 3.3.1

3.3.1.1: Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

LINK OF RELEVANT DOCUMENTS

- Additional Document (2022-23)
- Additional Document (2021-22)
- Additional Document (2020-21)
- Additional Document (2019-20)
- Additional Document (2018-19)

Tolly Ambasthe
प्राचार्य
बाबू राम सिंह महाविद्यालय
खाड़पाथर मुर्धवा (उ०प्र०)
सोनभद्र (उ०प्र०)

अंक-25; दिसम्बर, 2022

ISSN 2394-773X
U.G.C. CARE List Journal

आधिगम

शैक्षिक शोधपत्रिका



राज्य शिक्षा संस्थान, उ०प्र०, प्रयागराज

अधिगम

शैक्षिक शोधपत्रिका

अंक 25 : दिसम्बर 2022



राज्य शिक्षा संस्थान, उत्तर प्रदेश
प्रयागराज ।

'अधिगम' राज्य शिक्षा संस्थान, उत्तर प्रदेश की त्रैमासिक शैक्षिक शोधपत्रिका है। पत्रिका का मुख्य लक्ष्य है— शैक्षिक प्रक्रिया से जुड़े हुए समस्त वर्गों तक, देश व प्रदेश में शिक्षा से जुड़े मुद्दों से सम्बन्धित जानकारियाँ पहुँचाना तथा शिक्षण अधिगम प्रक्रिया, शैक्षिक नवाचार, प्रबन्धन, मूल्यांकन व शोध अध्ययन से सम्बन्धित रणनीतियों को प्रयोग में लाने हेतु उपयोगी सामग्री प्रदान करना।

पत्रिका में प्रकाशित लेख तथा विचार लेखकों के स्वयं के हैं जिसका उत्तरदायित्व भी उनका स्वयं का है। अतः प्रकाशित लेखों के माध्यम से संस्थान की नीतियों को प्रस्तुत नहीं किया गया है और इसके लिए संस्थान का कोई उत्तरदायित्व नहीं है। पत्रिका में प्रकाशित लेख या उनका कोई भी अंश संस्थान की अनुमति के पश्चात् ही प्रकाशित किया जा सकता है।

अधिगम

शैक्षिक शोधपत्रिका

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ISSN 2394-773X

सलाहकार सम्पादक मण्डल

श्रीमती शुभा सिंह, शिक्षा निदेशक (बेसिक) उ०प्र०, लखनऊ

डॉ० अंजना गोयल, निदेशक, राज्य शैक्षिक अनुसंधान और प्रशिक्षण परिषद्, उ०प्र०, लखनऊ

डॉ० धनंजय चोपड़ा, पाठ्यक्रम समन्वयक, सेन्टर ऑफ मीडिया स्टडीज, इलाहाबाद विश्वविद्यालय

डॉ० आशुतोष दुबे, प्रान्तीय शैक्षिक सेवा, राज्य शैक्षिक अनुसंधान एवं प्रशिक्षण परिषद्, उ.प्र., लखनऊ

डॉ० सन्तोष कुमार चतुर्वेदी, प्राचार्य, महामति प्राणनाथ महाविद्यालय, मऊ, चित्रकूट

प्रधान सम्पादक

श्री नवल किशोर, प्राचार्य, राज्य शिक्षा संस्थान, उ०प्र०, प्रयागराज

सम्पादक मण्डल

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वैधानिक सलाहकार : श्री राजकुमार सिंह सूर्यवंशी, एडवोकेट, लखनऊ हाईकोर्ट, उ०प्र०

प्रकाशक : राज्य शिक्षा संस्थान, उ०प्र०, प्रयागराज

आवरण पृष्ठ : मो० कसीम फारुकी, राज्य शिक्षा संस्थान, उ०प्र०, प्रयागराज

कम्प्यूटर ले-आउट : राजेश कुमार यादव, राज्य शिक्षा संस्थान, उ०प्र०, प्रयागराज

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Kruti Dev 010

डॉ० अनिल कुमार
डॉ० वसीम अहमद
वर्तमान समय में प्रारम्भिक शिक्षा का सार्वजनीकरण : प्रयास एवं चुनौतियाँ

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Department of Teacher Education

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*This is to certify that **Mr. Ms. Dr. Prof.****AMIT KUMAR YADAV**..... from
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attended National Education Policy (NEP) - 2020 Organized by
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on **August 31, 2020.***

N. K. Singh

Dr. N. K. Singh
Principal
Raja Harpal Singh Mahavidyalaya
Singramau, Jaunpur

Yogesh Kumar

Dr. Yogesh Kumar
Organizing Secretary
Assistant Professor
Raja Harpal Singh Mahavidyalaya
Singramau, Jaunpur



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U.P.S.

(Dr. U. P. Singh)

Principal
T.D.P.G. College
Jaunpur

SP

(Dr. Satya Prakash Singh)

Organizing Secretary
Department of Mathematics
T.D.P.G. College, Jaunpur



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(Dr. Satya Prakash Singh)

Organising secretary,

Department of Mathematics, T.D.P.G. College, Jaunpur.


(Dr. U.P. Singh)

Principal

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and (Father)

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दिनांक 20/08/09



वीर बहादुर सिंह पूर्वाञ्चल विश्वविद्यालय, जौनपुर

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3210

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की श्री देदीलाल गुप्ता जो कि शुरीर पी.जी. कॉलेज चम्पे में

शा बी. एस. सी. द्वितीय वर्ष के छात्र/छात्रा है/थे, ने राष्ट्रीय सेवा योजना सामान्य कार्यक्रम के अन्तर्गत

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त/रात्रि) पूरा कर लिया है।

इन्होंने 25.12.08 से 31.12.08 तथा 1 से 7 तक

प्रथम भारत के लिए स्वस्थ युवा" के अन्तर्गत आयोजित राष्ट्रीय सेवा योजना विशेष शिविर/शिविरों में भी भाग लिया है।

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निर्वाह

कार्यक्रम समन्वयक

कुलपति

रा.से.यो. इकाई

रा.से.यो.

उत्तर प्रदेश भारत स्काउट और गाइड

प्रादेशिक प्रधान केन्द्र : गोल मार्केट, महानगर, लखनऊ।



प्रमाण पत्र

दिनांक 8-10-12

क्रमांक: INT-S 101351

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पुत्र श्री देदीलाल गुप्ता पता.....

ने दिनांक 11-03-12 से 19-03-12 तक

स्थान शुरीर पी.जी. कॉलेज चम्पे जनपद जौनपुर में आयोजित

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प्रादेशिक प्रशिक्षण आयुक्त (स्काउट)

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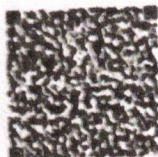
Mr. Sateesh Kumar Gupta (Aadhaar No - XXXXXXXX1788)
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Yoga Trainer (QP No: BWS/Q2203)
Conforming to National Skills Qualification Framework Level - 5

April 28, 2019

System Identification Number : UP00595F-1.00000EA

NOS CODE	NOS NAME	NOS TYPE	MAXIMUM MARKS	MARKS OBTAINED
BWS-NC001	Prepare and maintain work area	Non-Core NOS	100.00	100.00
BWS-NC002	Maintain health and safety at the workplace	Non-Core NOS	100.00	84.00
BWS-NC003	Create a positive impression at the workplace	Non-Core NOS	100.00	97.00
BWS-NC204	Conduct the advance yoga sessions	Core NOS	100.00	92.00
BWS-NC202	Conduct Hatha Yoga sessions	Core NOS	100.00	92.00
BWS-NC203	Conduct Ashtanga Vinyasa Yoga Sessions	Core NOS	100.00	92.00
BWS-NC208	Conduct the Bal Yoga sessions(optional)	Core NOS	100.00	95.00
BWS-NC209	Conduct the Mahila Yoga sessions(optional)	Core NOS	100.00	95.00
BWS-NC210	Conduct the Vidya Yoga sessions(optional)	Core NOS	100.00	96.00

CORE NOSs TOTAL MARKS = 562.00
 NON CORE NOSs TOTAL MARKS = 281.00
OVERALL SCORE = 843.00 (GRADE A)
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राज्य
 State

22 नवम्बर 2017

देश
 Country

ने दिनांक **29 अक्टूबर 2017** से दिनांक **22 नवम्बर 2017** तक योग शिक्षक-प्रशिक्षण शिविर में भाग लेकर योग व प्राणायाम का बौद्धिक एवं क्रियात्मक प्रशिक्षण सफलतापूर्वक पूर्ण किया। इन्हें पतंजलि योग समिति के तत्वावधान में निःशुल्क योग प्रशिक्षण के लिए संस्था स्वीकृति प्रदान करती है।
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Chyamel

दिनांक : **22 नवम्बर 2017**

जिला प्रभारी

महिला पतंजलि योग समिति

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No. : **Pyajunp/ 12**

पतंजलि योग समिति
 जिला **जौनपुर**

जिला **जौनपुर**

राज्य **पूर्वा उत्तर प्रदेश**

जिला कार्यालय : "दिव्य योग साधना केन्द्र" शान्ति पैलेस, दीवानी तिराहा, जौनपुर-222002



National Seminar

6th August, 2023

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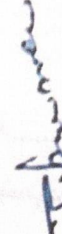
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नोट 01:-शोधार्थियों को महाविद्यालय/संस्थान में प्रवेश से पूर्व विश्वविद्यालय में नामांकन कराना अनिवार्य है।

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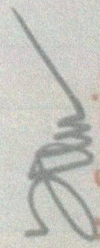
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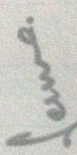



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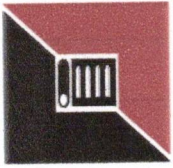
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New Era of Education System in Prospective of NEP: 2020



Dr. Sangeeta and Dr. Dilip Kumar Singh

New Era of Education System in Prospective of NEP: 2020

Edited By-

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CMP College
(A Constituent College of University of Allahabad)
Prayagraj

And

Dr. Dilip Kumar Singh
Assistant Professor
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2023



**Amritbrahma Prakashan
Prayagraj**

ISBN: 978-81-965116-3-0

Published by

Amritbrahma Prakashan

63/59, Mori, Daraganj

Prayagraj – 211006 (U.P.)

Contact +91-9450407739, 8840451764

Email: amritbrahmaprakashan@gmail.com

**New Era of Education System in Prospective of NEP:
2020**

Editor:

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First Edition: 2023

Price: 795/-

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New Era of Education System in Prospective of NEP: 2020
Editors : Dr. Sangeeta & Dr. Dilip Kumar Singh
ISBN : 978-81-965116-3-0
Edition : 2023

NEP 2020: Employment and Education

Pradeep Kumar Yadav
Research Scholar
Department of Education
ISDC University of Allahabad

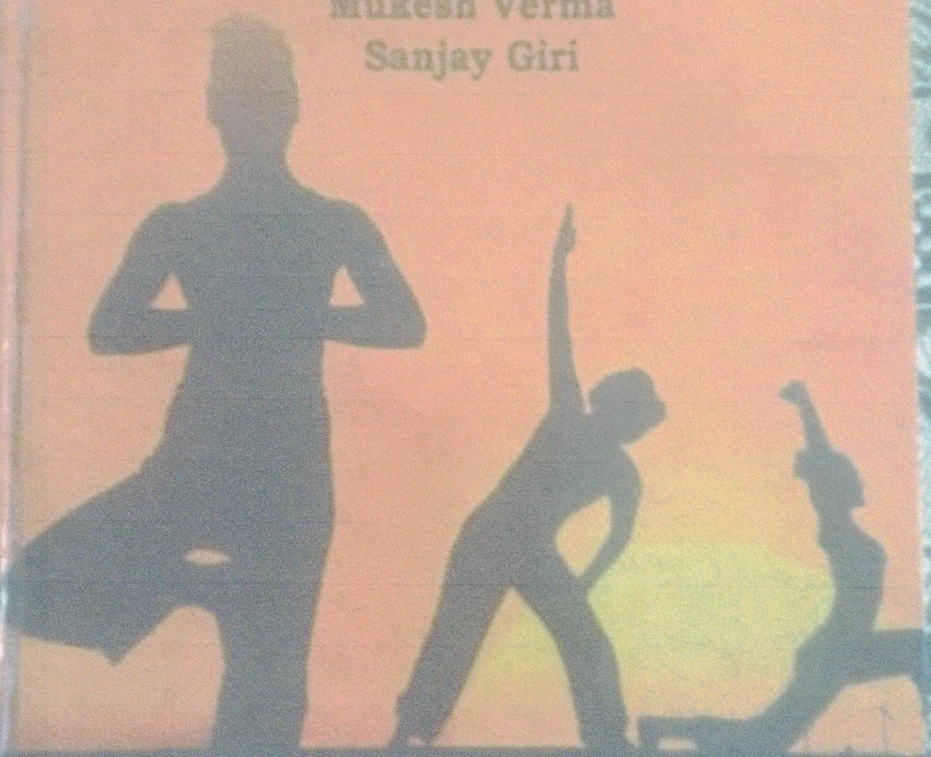
Abstract: The paper is an attempt to review the New National Education Policy (2020) with regard to employability skills and skill based learning programs in education. It tries to analyze the problems that act as a hindrance to the present education system in its inability to produce skilled human workforce to meet the demands of the job market. Issues such as teaching learning method, evaluation system, division of streams, challenges in vocational education and integration of technology and education are discussed. It further tries to analyze what the NEP (2020) proposes for school education towards holistic development and skill based education in order to revitalize the system and make the oldest and largest education system of the world a vibrant and sustainable one.

Introduction

Employability skills can be defined as the core skills that are required to make an individual employable in different sectors. Along with the technical skills, employers want numerous soft skills/transferable skills to be possessed by individuals in order for them to be more equipped to carry out their duties more effectively. Employability skills include the

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Mukesh Verma
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About the Authors



Dr. Anand Kumar Verma is a young physical educationist. He has done M.Phil., M.A., B.Ed. and D.Ed. He has also qualified UGC NET. He has done his postgraduate work in Teacher Education, Physical Education and Sports. He has worked as a lecturer in Department of Physical Education at Rajasthan College, Jaipur for two years. He has working experience in Institute of Physical Education, Meerut, Uttar Pradesh and Bachelor of Physical Education, Teaching and Coaching and Management of Physical Education. He sports his research in the field of health and fitness education.

He has published various research papers, articles in national and international journals especially on sports, health, physical education and sports. He is an active member of various sports organizations and has his research papers in various academic journals. He is a member of various national and international journals of sports. He has also published a book on the field of physical education and sports. At present he is working as Assistant Professor in D. A. M. S. College, Meerut, Uttar Pradesh in the Department of Physical Education since 2009.



Sanjay Gaur was born on 1st May, 1982 at Mathura in Uttar Pradesh. He has completed his Ph.D. in 2009 from Chaudhary Charan Singh University, Meerut. He has completed his M.Phil. in 2011 from Ram Manohar Lohia Awadh University, Lucknow. He has qualified UGC NET in December 2011. He has worked as assistant professor in Rajasthan College, Jaipur. Presently he is working as assistant professor in Government College, Meerut.

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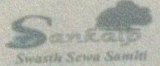
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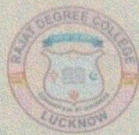


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
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
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
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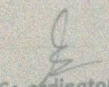
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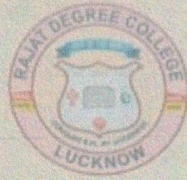

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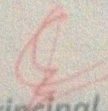
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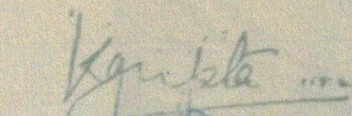
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कक्षा M.P.Ed.-I महाविद्यालय डॉ. रा. म. लो. अवध विश्वविद्यालय पीएसए इकाई, फैजाबाद

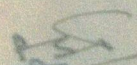
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प्रतियोगिता आयोजन दिनांक 11-1-2013 से 15-1-2013 तक।


कुलपति


अध्यक्ष


सचिव

Sl. No. : 23338059

Dr. Rammanohar Lohia Avadh University Ayodhya (U.P.)



Enrollment No. :

Category REGULAR

STATEMENT OF MARKS 2021-2022

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Name HIRA LAL

Father/Husband's Name CHANDRIKA PRASAD

Roll No. 20220011917155

Examination PRE Ph.D. COURSE WORK

Subject Selected / Question Paper		MAX.	Min.	Marks.	Total
		Marks.	Marks.	Obtained	
COMPUTER APPLICATION	Theory	70	28	43	67
	Practical	30	12	24	
2. RESEARCH METHODOLOGY EDUCATION	Theory	70	28	52	79
	Sessional	30	12	27	

Total One Hundred Forty Six

200

146

Max
Marks
Marks
Obtained

Grand Total
146/200

Result / Division
PASSED

Checked By :



Result Declaration Date: 26/11/2023

Principal

Shri Lal Bahadur Shastri Degree College,
Gonda

Ayodhya

Date

Controller of Exams

डा. राममनोहर लोहिया अख्य विश्वविद्यालय, अयोध्या
Dr. Rammanohar Lohia Avadh University, Ayodhya



Receipt For Ph.D -2021

APPLICATION NO.	PHD213422	ROLL NO	10222
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AADHAAR CARD	7*****7	CATEGORY	OBC
ALLOTTED CATEGORY	OBC	SUB CATEGORY	DIFFERENTLY ABLED

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DATE :21/11/2022

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TRANSACTION ID	AMOUNT	TRANSACTION DATE	STATUS
16265059443	25000	21/11/2022	SUCCESS

SHODHAK

A Journal of Historical Research

Certificate of Publication

ISSN : 0302-9832

This is to certify that the article entitled

INFRASTRUCTURE FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Authored By

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Published in

Shodhak : A Journal of Historical Research

ISSN : 0302-9832 (P) with IF= 7.75

Volume : 53, Issue : 02, No: 03, June -September : 2023

UGC CARE Group- 1, Sr. No: 381 (Arts and Humanities)

Peer Reviewed, Bilingual, Referred Journal

Published By

National Organisation of Historians and Social Scientists



UGC
University Grants Commission



INFRASTRUCTURE FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

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Abstract

Women play a crucial role in agriculture in developing countries, particularly in food production. However, their labour is often invisible, unpaid and undervalued, and they generally have less access to productive resources than male farmers. Involving women more fully in agriculture can drive economic development, increase food security and nutrition and improve household welfare. Women's empowerment and economic development are closely interrelated. While development itself will bring about women's empowerment, empowering women will bring about changes in decision making, which will have a direct impact on development. Contrary to what is claimed by some of the more optimistic policymakers, it is, however, not clear that a one-time impulsion of women's rights will spark a virtuous circle, with women's empowerment and development mutually reinforcing each other and women eventually being equal partners in richer societies.

Introduction

Gender equality and the empowerment of women are fundamental principles that underpin the progress and development of societies worldwide. Acknowledging the essential role that women play in every facet of life, from economic growth to social well-being, governments, organizations, and communities are increasingly recognizing the need to establish robust and inclusive infrastructures to support and promote gender equality.

The concept of infrastructure for gender equality encompasses a comprehensive framework that encompasses legal, policy, economic, social, and cultural aspects. This infrastructure seeks to break down barriers and challenge deep-rooted norms that perpetuate gender-based discrimination and inequalities. By dismantling these obstacles, societies can create an environment in which women and girls have equal access to opportunities, resources, and decision-making power.

Empowering women involves nurturing their abilities, enabling them to *thrive personally and professionally*, and granting them agency over their lives. This empowerment is not only a moral imperative but also a strategic imperative for achieving sustainable development. Studies have consistently demonstrated that societies that prioritize gender equality experience higher levels of economic productivity, improved health and education outcomes, enhanced social cohesion, and increased overall well-being.

To establish a robust infrastructure for gender equality and the empowerment of women, it is essential to address multiple dimensions:

1. ****Legal and Policy Frameworks:**** Implementing and enforcing laws that prohibit gender-based discrimination, violence, and harassment is crucial. Additionally, creating policies that support

women's participation in all sectors of society, including politics, education, and the workforce, is vital for breaking down gender barriers.

2. ****Economic Empowerment:**** Providing equal access to economic opportunities, financial services, and entrepreneurship support helps women overcome financial barriers and contribute to economic growth. Closing the gender pay gap and promoting women's leadership in the business world are essential components.

3. ****Education and Training:**** Ensuring equal access to quality education and vocational training empowers women to pursue their aspirations and actively engage in various professions, including those traditionally dominated by men.

4. ****Health and Well-being:**** Access to comprehensive healthcare services, reproductive rights, and addressing gender-specific health issues are crucial for women's overall well-being.

By establishing a comprehensive infrastructure for gender equality and women's empowerment, societies can unlock the full potential of their women and girls, leading to a more just, equitable, and prosperous world for all. This requires a collaborative effort from governments, civil society, the private sector, and individuals to create sustainable change and overcome the challenges that persist in the pursuit of gender equality.

Gender inequality

The persistence of gender inequality is most starkly brought home in the phenomenon of "missing women." The term was coined by Amartya Sen in a now classic article in the *New York Review of Books* (Sen 1990) to capture the fact that the proportion of women is lower than what would be expected if girls and women throughout the developing world were born and died at the same rate, relative to boys and men, as they do in sub-Saharan Africa. Today, it is estimated that 6 million women are missing every year (World Bank 2011). Of these, 23 percent are never born, 10 percent are missing in early childhood, 21 percent in the reproductive years, and 38 percent above the age of 60. Stark as the excess mortality is, it still does not capture the fact that throughout their lives, even before birth, women in developing countries are treated differently than their brothers, lagging behind men in many domains. For each missing woman, there are many more women who fail to get an education, a job, or a political responsibility that they would have obtained if they had been men.

Table 1 summarizes some indicators of the relative position of women and men circa 1990 and circa 2009 in poor countries. Both the relative deprivation of women, and the extent to which there have been improvements over the last twenty years, are apparent in a number of spheres. In access to education: in low and moderate income countries, the enrollment rate for girls in secondary school was 34 percent in 2010, while that for boys was 41 percent. Twenty

TABLE 1
Some Indicators of the Welfare of Men and Women

	1990		2009 or 2010	
	Boys/men	Girls/women	Boys/men	Girls/women
Primary enrollment rate (gross) (1) [low income countries]	81(1991)	67(1991)	107	100
Secondary enrollment rate (gross) (2) [low income countries]	30 (1991)	22 (1991)	41	34
Labor force participation (3)	82% (1980)	50% (1980)	78%	52%
Gender ratio at birth, China (4)	1.11	1	1.18	1
Gender ratio at birth, India (5)	1.06	1	1.09	1
Maternal mortality (per 100,000 live births) (6) [low income countries]	x	850	x	580
Life expectancy (7) [low income countries]	51	54	56	59
[high income countries]	72	79	77	83

years before, the rates were respectively 22 percent and 30 percent. Meanwhile primary school enrollment has become nearly universal for both boys and girls. In labor market opportunities: women are less likely to work, they earn less than men for similar work, and are more likely to be in poverty even when they work. Women spend almost twice as much time on housework, almost five times as much time on child care, and about half as much time on market work as men do (Berniell and Sánchez-Páramo 2011). In political representation: women constituted just 19.4 percent of the members of lower and upper houses of parliaments in July 2011 (Inter-parliamentary Union 2011). In legal rights: women in many countries still lack independent rights to own land, manage property, conduct business, or even travel without their husband's consent. Twenty-one of the 63 countries studied by Htun and Weldon (2011) have unequal inheritance rights for men and women.

There is a bidirectional relationship between economic development and women's empowerment defined as improving the ability of women to access the constituents of development—in particular health, education, earning opportunities, rights, and political participation. In one direction, development alone can play a major role in driving down inequality between men and women; in the other direction, continuing discrimination against women can, as Sen has forcefully argued, hinder development. Empowerment can, in other words, accelerate development.

In contrast, many emphasize the second relationship, from empowerment to development. The Secretary General of the United Nations, Kofi Annan, for example, has argued that achieving gender equality is a "prerequisite" to achieving the other Millennium Development Goals (MDGs), including eliminating poverty, reducing infant mortality, achieving universal education, and eliminating the gender gap in education by 2015 (United Nations 2005). In its report, "Engendering Development," the World Bank (2001) calls for policies to address gender imbalance in "rights, resources, and voice," and recommends that institutional structures be overhauled to promote equality, and that specific measures, such as girls' scholarships and quotas for women in parliament, be adopted. These measures are justified, according to the report, not only because they promote equity, but also because they are necessary to accelerate development. Interestingly, the 2012 World Development Report (World Bank 2011) adopts a much more nuanced message. While it emphasizes the "business case" for women empowerment, it mainly takes it as given that the equality between women and men is a desirable goal in itself, and policies should aim to achieve that goal.

This paper reviews the evidence on both sides of the empowerment–development relationship. It first shows that poverty and lack of opportunity breed inequality between men and women, so that when economic development reduces poverty, the condition of women improves on two counts: first, when poverty is reduced, the condition of everyone, including women, improves, and second, gender inequality declines as poverty declines, so the condition of women improves more than that of men

with development. Economic development, however, is not enough to bring about complete equality between men and women. Policy action is still necessary to achieve equality between genders. Such policy action would be unambiguously justified if empowerment of women also stimulates further development, starting a virtuous cycle. This essay argues that empowering women does indeed change society's choices in important ways, although the usual depiction of women as always making the best decisions for long-term development is somewhat exaggerated. The conclusion here is a more balanced, somewhat more pessimistic picture of the potential for women's empowerment and economic development to mutually reinforce each other than that offered by the more strident voices on either side of the debate.

1. *Can Economic Development Cause Women's Empowerment?*

Gender inequality is often greater among the poor, both within and across countries. For example, while the gender gap in primary and secondary gross enrollment has rapidly gone down between 1991 and 2009 worldwide, it is still wider in poor countries (7 percentage points for primary enrollment, 13 percentage points for secondary enrollment) than in middle income countries (3 percentage points for primary enrollment, 2 percentage points for secondary enrollment) and rich countries (0 percentage points for primary, 1 percentage point for secondary). And within countries, gaps between boys and girls persist in poorer and more isolated communities (World Bank 2011). The participation of women in the labor market has grown by 15 percent in East Asia and Latin America between 1971 and 1995, a rate faster than that for men, and the gender gap in wages has narrowed as well. The life expectancy of women has increased by 20–25 years in developing countries over the past fifty years (World Bank 2011), while male life expectancy did not improve as much.

Is it the case that as countries develop, women's empowerment will follow naturally, and there is therefore no need for specific policies targeted at improving the condition of women? Is it sufficient to fight poverty and to create the conditions for economic growth in poor countries? Recent research suggests that economic growth, by reducing poverty and increasing opportunity, can indeed have an important positive impact on gender equality.

2.1 *Relaxing the Grip of Poverty through Economic Development*

The first way by which economic development reduces inequality is by relaxing the constraints poor households face, thus reducing the frequency at which they are placed in the position to make life or death choices. Because these tragic choices are often resolved at the expense of women's well-being, increasing the resources available to families, as economic development does, reduces the excess vulnerability of women.

Even in the countries where the preference for boys is strongest, the evidence that girls systematically receive less care than boys under normal circumstances is not as clear-cut as one might guess. It is, of course, very difficult to observe whether, for example, girls are given less to eat than boys, since households under observation are likely to change their behavior. Also, when asked to keep diaries of how much each member consumes over a given period, households may misreport the portions given to boys and girls. Finally, households may give the same amount to boys and girls, but girls' needs may be different. Deaton (1989, 1997) proposed an ingenious way to use household consumption data to indirectly estimate whether girls are given less to eat than boys. He noted that, when a child is born, the household, in effect, becomes poorer, since there is now one more person to feed—one who will remain unproductive for a long while. This means that the adult members of the household need to cut down on their own consumption to make room for the new expenditures. Observing the extent to which the household consumption of "adult goods," such as cigarettes, alcohol, or adult clothing drops when a child is born, provides us with an indirect estimate of the "cost" of the child. If families expend fewer resources on girls, for example, if girls are given less to eat than boys, then the adults will cut their consumption of adult goods by a smaller amount when they have an extra girl than when they have an extra boy. Yet, both in Cote d'Ivoire, where Deaton first conducted the research, and in Pakistan, where he repeated the

poorest citizens against sickness and hunger. Thus, by reducing the vulnerability of poor households to risk, economic development, even without specifically targeting women, disproportionately improves their well-being

Achievements

- P4P has seen women gain greater control over their lives and an enhanced voice in their communities and households.
- Since the pilot began in 2008, women's participation in P4P-supported farmers' organizations has quadrupled, going from **100,000 to 400,000**.
- Women account for **48 percent of leadership positions** in P4P-supported farmers' organizations.

- P4P enabled nearly a **quarter of a million women to gain access to productive resources** such as training, extension support and agri-inputs.

- More than **US\$7.1 million** has been paid directly to 29,000 women farmers.

Women are increasingly gaining confidence to voice their opinions, and are empowered to make decisions in collaboration with their male counterparts in both, farmers' organizations and their households Including men

Including men in gender equality efforts can have powerful positive impacts on the uptake of interventions. Community, customary and religious leaders—who generally tend to be male—can be reliable partners to move forward gender equality objectives. Overall, men are found to be receptive to women's empowerment when it is presented through economic benefits to the household. This has potential impacts on women's access to land and property, and household decision-making. Marketing

Although women are increasingly marketing their crops to WFP, overall the percentage of crops marketed by women still remains relatively low. However, improved joint decision-making means that women are increasingly able to take part in decision-making processes on when, where, why and how to market these crops.

Increasing the production and procurement of crops which could specifically be controlled by women is one of the successful approaches piloted and promoted under P4P. This has allowed an increasing number of women to engage in decision-making and marketing of their crops.

Time- and labour-saving equipment

Equipment such as tractors and shellers enable women to complete farm work more efficiently and with less time and effort. The women can then produce larger quantities of higher quality crops and balance their time between farming and domestic duties more effectively. Seemingly simple technologies such as bicycles can make a significant difference in women's lives by allowing them to transport crops to markets more quickly and easily move between their homes and fields. This gives them the time needed to care for their children and to rest.

Further reading

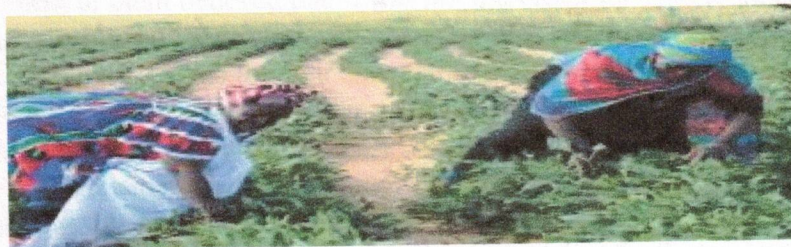
Report: Women's Empowerment Pathways: Roadblocks and Successes Strategy: P4P Gender Strategy



Mazouma Sanou is a farmer from Burkina Faso, appointed by WFP and Oxfam as a field monitor to coach the women's groups affiliated with her union. She says that since the women's involvement in P4P, more women are able to make decisions together with their husbands. This has made income management easier, allowing families to plan for the possibility of unexpected illness and to set aside money for their children's school fees. While Mazouma says that gender dynamics are certainly changing for the better in her community, she acknowledges that there are still challenges ahead. "Women have to help educate their husbands. Dialogue can certainly change attitudes, but you can't command people to do things," she says

Buying Women's Crops

Gender norms and practices, such as the divisions of labour in crop production, tend to be deeply rooted. This means that in some societies men are considered to be responsible for certain crops while others are seen to be in the domain of women. Many of the commodities purchased by WFP under P4P are traditionally considered to be "men's crops", although women generally contribute a great deal of labour in production and processing. This proved challenging when working to help women participate in sales to WFP, as women's engagement in marketing these crops could be seen as a conflict of interest within households. One of the successful approaches piloted and promoted under P4P was for WFP to increase procurement of crops which could be specifically controlled by women farmers. Purchasing crops traditionally farmed by women can enhance their participation in market initiatives without causing conflicting economic interests within households and communities. Each country and context can have very different gendered distribution of crops. New income streams for women can be created or strengthened by focusing on the commercial production of women's crops. This can lead to benefits for whole families and enhance resilience to shocks. Women's crops may be farmed in small quantities, as they are generally grown for household consumption rather than sale. Significant efforts may be required to increase their production in order to make marketing of these crops viable.



Achievements

WFP purchases of crops traditionally farmed and controlled by women has enhanced women's participation in farmers' organizations, strengthened women's groups and increased women's contribution to sales.

Some communities and families have given women titles to land to support their production of "women's crops". In West Africa, more farmers' organizations now produce higher quantities of a nutritious and resilient local bean called niébé. Families are also consuming the bean more. In Burkina Faso, **96 percent** of participants in cowpea sales to WFP are women. **30 to 50 percent** of pulses required for HGSF in Zambia being procured from P4P-supported women farmers' organizations

Case study: Buying niébé in West Africa



In West Africa, many women produce a variety of cowpea called *niébé*, which has provided an entry point for women to benefit from P4P. However, *niébé* production faces a variety of challenges. It is

generally produced only in small quantities, due to high input costs and challenges with storage. To address these challenges, P4P has equipped farmers with PICS triple bags specifically designed to extend the shelf life of The bags proved so effective that women's organizations began purchasing them independently. In addition, P4P has worked with supply-side partners and farmers to identify high-producing varieties of *oniébé* beans to reduce input costs.

2.2 Economic Development, Fertility, and Maternal Mortality

Other than pre-birth and in early childhood, women are most likely to be missing relative to men in childbearing years. This, of course, is not the result of active discrimination, but due to the fact that women carry children and give birth, and that in itself is a dangerous activity. Other than directly affecting the welfare of women (and not men) in a significant way, maternal mortality is potentially a source of lower parental investment in childhood: if parents expect girls to be much more likely to die as young women than boys, they may be more inclined to invest in boys. Jayachandran and Lleras-Muney (2009) find that the sudden reduction in maternal mortality in Sri Lanka (brought about by effective public policy) led to a convergence in the education level of boys and girls. They

2.3 Giving Women Hope by Expanding Their Opportunities

The fact that women have fewer opportunities in the labor market may contribute to their unequal treatment in the household. Parents have lower aspirations for their daughters than for their sons, and female teenagers themselves have lower aspirations. For example, in West Bengal, Beaman et al. (2011) find that, in places where no woman had ever been the local leader, 86 percent of parents wanted their daughters to be either a housewife or whatever their in-laws would decide for her (the corresponding fraction was below 1 percent for the boys).

If women do not work outside the home, there may be a perception that they do not need to be as strong and healthy and that they do not need a formal education. Interviews of parents in five states in north India conducted for the Public Report on Basic Education (PROBE) in India (The PROBE Team 1999), found that as high as 10 percent of them believed that it was not important for girls to be educated—only up to 1 percent believed the same for boys. Fifty-seven percent wanted their sons to study “as far as possible,” while only 28 percent wanted the same for their daughters. Many parents believed that educating girls is not necessary, since girls are only expected to marry and take care of their households. In the Beaman et al. (2011) study, 32 percent of the parents reported that they wanted their teenage boys to graduate from secondary school or college, and only 18 percent wished the same for their girls. If part of the motivation for educating children is to enhance their employment opportunities, then improving the opportunities available to women in the labor market would provide a strong catalyst for the treatment of women to change for the better. Economic development leads to a change in the nature of work that is more conducive to women's work. This happened in the United States during 1930–50, where expansion of the demand for clerical workers increased the availability of jobs that even respectable women could keep once married (Goldin 2006). More recently, this has happened not only in China and Mexico, with the rise in factory work suitable for women, but also in India with the rise in service jobs due to outsourcing.

2.1 Freeing Up Women's Time

A key source of inequality between women and men stems from the way they are expected to spend their time. Berniell and Sánchez-Páramo (2011) conducted a study of time use for the World Development Report 2012, using data for 23 countries from the Multinational Use Study, and 12 countries that they added to make the data set more representative of poor countries. A clear, unsurprising pattern emerges: at all level of incomes, women do the majority of housework and care and, correspondingly, spend less time in market work. The difference ranges from 30 percent more time spent on housework by women than men in Cambodia to six times more in Guinea, and from 70 percent more time for child care in Sweden to ten times more in Iraq. These differences have an impact on women's ability to participate in market work, be fully engaged in their career, etc. This is one reason why women in developing countries are more likely to be involved in informal work (such as running a small business) that may not be the most productive use of their time. For example, they may run a shop from their house in

order to be able to mind the children at the same time, instead of taking on productive employment. This reduces the chance that they have an autonomous income, which, as we will see below, has clear implications for their bargaining power within the household. In this context, economic development can lead to the empowerment of women by freeing their time (which can then be used for market activities or for other things). Greenwood, Seshadri, and Yorukoglu (2005) argue that the diffusion of appliances in the United States between 1930 and 1950 was a key driver of the increase in the labor market participation of women during that period and beyond. Dinkelman (2010) exploits the logistical feasibility of the roll out of electrification in South Africa to study the impact of access to electricity on female and male labor supply. She finds that electrification led to an increase of 9.5 percentage points in female employment (without any change in male employment) and argues that this increase was due to time freed for women in home production. Devoto et al. (2011) find no impact on time devoted to market activities when households became connected to piped water in Morocco, but a significant increase in leisure and reduction in stress levels and intra-households conflicts. Another source of gain of time with economic development is the reduction of fertility, already mentioned, as well as the change in the timing of this fertility. Young women who marry or have children typically drop out of school or college and are less likely to work (Field and Ambrus 2008, Miller 2010, Duflo, Dupas, and Kremer 2011). They tend to marry partners who are older than them. All of these lead to a reduction in women's autonomy and capacities. In the United States, Goldin and Katz (2002) show how the availability of the pill to young, unmarried women in the 1960s increased the age at marriage and the length of study of young women.

2.2 Economic Development and Women's Rights

Empirically, there is a strong correlation between economic development and women's legal rights, in areas as diverse as property rights, access to land, access to bank loans, violence against women, abortion policy, etc. Doepke and Tertilt (2009) show a robust negative correlation of 0.4 or higher across countries between the lack of rights and GDP per capita. Historically, the expansion of economic rights to women in the United States and Europe preceded their access to political rights (Doepke and Tertilt 2009; Fernandez 2009). While it is of course impossible to infer causality from the data, two lines of argument suggest why economic growth could lead men to willingly surrender economic rights to their wives. Doepke and Tertilt (2009) argue that, when the importance of human capital in the economy increases (with technological progress), men start to be willing to surrender some rights to women to ensure that children get better educated (the argument requires that women care more about children's human capital and that bargaining power matter for household decisions, which we will discuss below). The trade-off is between their utility today and the utility of their offspring (children, grandchildren, and future generations). Fernandez's (2009) argument is slightly different, although related: she argues that as fertility declines, fathers' interest as husbands (who would like to have all the rights), start to conflict with their interest as fathers (who would like to protect their daughters against their future son-in-laws). With economic growth and a decline in fertility, the balance starts tilting towards the latter interest, and women's economic rights are expanded. Doepke and Tertilt provide some historical narrative that is consistent with their theory, and Fernandez some suggestive evidence from the granting of rights to women in the United States that states that had a faster reduction in fertility were more likely to expand women's rights. Empirically, there remains much more to be done, and this is a very interesting area of research. These two papers provide convincing theoretical arguments, however, that economic growth can lead to a progression in women's rights. In fact, Doepke and Tertilt explicitly conclude that institutions such as the World Bank that are interested in women's rights would be well inspired to focus on programs favorable to economic development (such as education policy), rather than push for direct legislative changes for women's rights.

Is that how it works, then: as countries develop, empowerment of women will follow naturally? Is there a reason to design policies specifically targeted toward improving the condition of women? Or is it sufficient for improving women's condition to fight poverty and to create the conditions for economic growth in poor countries? In a word, will economic development be enough?

3.1 Women Empowerment and Changes in Family Outcomes

A substantial literature has studied these issues and found clear evidence of a correlation between mothers' education and earnings, and child welfare, particularly child health. Moreover, the correlation with mothers' education and earnings is almost always found to be stronger than the corresponding correlation with fathers' education and earnings. However, correlations are often misleading. In this instance, there are two fundamental problems with the interpretation of the results. First, a woman's education, earnings, or political participation may be correlated with unobserved dimensions of her ability, family, or community background. To the extent that these unobserved factors directly determine child health, the correlation does not indicate the causal effect of raising a woman's education, earnings, or political participation. It is important to recognize that the very fact that women are typically less likely to get an education, earn an income, and participate in political decisions is likely to make this bias stronger for women than for men. Likewise, children might do better in countries or regions where women's political participation is greater because these places are otherwise more favorable environments. Second, the comparison between the coefficients of husbands' and wives' education or earnings might be obscured by a correlation between wives' education or earnings and unobserved characteristics of husbands for two reasons: On the one hand, more educated or richer women may be able to marry men who care more about their children. On the other hand, the observation that, after controlling for total resources, income in the hands of women is associated with more desirable outcomes than income in the hands of men may reflect unobserved attributes of a man that directly influence child outcomes. For example, if he is progressive enough to allow his wife to seek employment, then this same progressive attitude may make him treat his children better. To get around these problems, researchers have exploited specific circumstances where the distribution of power, education, or earnings of women and men changed for reasons that had nothing to do with their individual choices. These situations allow us to approximate what would happen if women's empowerment policies were put in place and applied to everyone, not only to very special families. A first dimension of empowerment (that mentioned by Wolfensohn) is education. Education can have a range of benefits within the households: if more educated women command higher outside wages, and it is easier for them to get a job, then investing more in educating women, rather than in men, may indeed have a more positive impact on child health than when the investments are spread evenly if women's bargaining power in the household leads to better outcomes for children. In addition, if women are the primary caregivers for young children, then more education may help them provide better care. Therefore, many believe that a special effort is needed to educate girls, and that educating girls would have tremendous spillover effects. Unfortunately, the evidence for this is not as strong as is commonly believed. Although an association between education of mothers and the outcomes of their children has been found over and over again, the evidence, in most cases, suffers from obvious biases: educated girls come from richer families and marry richer, more educated, more progressive husbands. As such, it is, in general, difficult to account for all of these factors, and few of the studies have tried to do so. Breierova and Duflo (2004) use the massive expansion of school construction in Indonesia in the 1970s to generate variation in the differences in schooling between husbands and wives based only on their region of birth and their dates of birth to get around this problem. When they correct for the fact that more-educated women differ from less-educated ones, they still find that, conditional on the household's average education level, households have fewer children when the wife is more educated. However, they did not find a lower infant mortality. While there is no doubt that education has a positive effect on child mortality, it is not clear that girls' education is much more critical than boys' education. Chou et al. (2010) use the same empirical strategy to study the impact of father and mother education on child health in Taiwan (which introduced compulsory junior secondary schooling in 1968 and introduced it progressively in different regions). They find strong and positive effects of both father and mother education on child survival, and one effect is not significantly greater than the next. While more needs to be learned about this, the automatic presumption that female education is more important than male education for child mortality and for other children outcomes may need to be revised: it seems that both matter.

3.2 Women as Decisionmakers

3.2.1 within the Household

Micro-credit schemes or welfare agencies that restrict credit or transfers to women on the grounds that the money will be put to use germane to development implicitly recognize that women are not entirely powerless. If women were powerless, then the money would be immediately appropriated by their spouses, and we would see no impact of distributing the money to women rather than to men. Conversely, if households were harmonious entities where everyone had the same preferences and desires, then the nominal ownership of money would not matter within the household. It would all go to a common pool and channeled toward the best uses for the families. In practice, there are good reasons to think that real families are somewhere between these two extremes—neither ruled by a dictator, nor without discord. Instead, all household members have different preferences, and different ideas about many things, from how many children to have to how best to spend household income, and each idea is given a different weight in the ultimate decision depending on each member's information set and bargaining power. In demographic and health surveys, for example, women typically report wanting fewer children than their husbands (Becker 1999). A consequence of this difference is that if women can hide their contraceptive choice from their husbands, final fertility may be lower. Ashraf, Field, and Lee (2010) provide a clear demonstration of this phenomenon in Zambia. In an experiment, they provided 836 married women in Lusaka, Zambia, with a voucher guaranteeing free and immediate access to a range of modern contraceptives through a private appointment with a family-planning nurse. Some women received the voucher in private, while others received the voucher in the presence of their husbands. This made a huge difference: compared to cases where husbands were involved, women who were seen alone were 23 percent more likely to visit a family-planning nurse, 38 percent more likely to ask for a demonstrates the importance of information: men who need to decide how to allocate a prize do it very differently when they must share the information on what they decided with their wives and when they must negotiate with them before taking the decision. The need to keep things hidden from, or at least not immediately available to, their husbands appears to lead women to forgo convenience to keep things quiet, and some times to act in a way that lowers overall efficiency. Anderson and Baland (2002) argue, for example, that the rotating savings and credit associations (ROSCAs) popular especially among women in many parts of Africa are primarily a way for women to keep savings away from their husbands. Schaner (2011) provides striking evidence of this phenomenon in Kenya. As part of an experiment, she opened bank accounts for men and women in Kenya. After having opened the accounts, some randomly selected individuals received a free ATM card, which cut the cost charged by the bank for withdrawals (in addition to making it more convenient). Men behaved as expected: those who got the ATM card made more active use of the accounts: they saved more, and withdrew and deposited money more often. But the effect was opposite for women: those who got the ATM card used the accounts less. Further analysis showed that this effect was concentrated among women with low bargaining power. It thus seems that women were less willing to use the account if it was easy for their husbands to get the money out. In this context, the share of the household budget contributed by a member may well have an important impact on how much weight is given to the expenditures he/she favors. When women are decisionmakers within the household, how much they bring to the table can have an important impact on ultimate choices. Empirically, a large literature has tested whether income in the hands of women of a household has a different impact on intra-household allocation than income in the hands of the men. The evidence suggests that, compared to income or assets in the hands of men, income or assets in the hands of women is associated with larger improvements in child health (e.g., Thomas 1990), and larger expenditure shares of household nutrients, health, and housing (e.g., Thomas 1993). These studies may in general, however, suffer from the problem that families where women earn a larger share of the income are different from those where women do not. Thomas (1990, 1993) uses unearned income to circumvent the issue that earned income is endogenous (and corresponds to the labor supply decisions of men and women). But this only partially addresses the problem, because unearned income is often the product of assets (so women

with more unearned income may have come to the marriage with more wealth, and therefore are different). Moreover, marriage decisions further complicate the interpretation of these results, as men who marry richer women may be more likely to have tastes similar to theirs.

3.2.2 ... on the Farm: Women and Property Rights

We observe many instances in which women retain property rights over a portion of the assets they bring into the household (we have already seen an example in Indonesia). In Africa, it is common for women and men to retain separate property rights over productive assets, particularly land. For example, in Burkina Faso, women retain ownership of their individual plots within the marriage. Household members work on each other's plots, and inputs such as fertilizer may be purchased collectively. The production is also pooled together for consumption by all household members. Of course, as we saw above, household members may have different opinions about how these pooled resources should be used, and various factors, including how much land they own, will influence the final consumption choices of the household. A well-functioning family, however, would first try to maximize the size of the pie before thinking about how to divide it. All inputs, including labor, seeds, and fertilizer, should be allocated to all plots so as to maximize the overall productivity of the landholding. Udry (1996) shows that, in practice, this is far from being the case. Many more inputs are being used on the men's plots, so that, after controlling for the year, the characteristics of the plots, and the type of crops produced, men's plots are much more productive than women's plots, mostly because much more fertilizer is applied to these plots. Because the effectiveness of using fertilizer declines steeply with how much is used, it would make much more sense to use a little on both men's and women's plots. This, however, is not what households seem to be doing in most cases. Overall, household production might increase by 6 percent just by reallocating the same amount of fertilizer and labor. This is not negligible in an environment where people are so poor

3.1.1 ... and within the Community: Women as Policymakers

We have seen that women and men have different preferences, and that the household does not efficiently bargain to choose the actions that maximize the household's utility, suggesting that women and men will have different policy preferences. First, women will prefer policies that better reflect their own priorities. Since they are particularly concerned about child health and nutrition, they should prefer policies that will help them achieve these objectives. Second, women should be in favor of policies that will increase their bargaining power within the household, that is, policies that improve their situation in cases of divorce, and policies that increase their productivity in everyday work or improve their chances to access the labor market. In practice, we do see that women and men have different preferences over policies. Chattopadhyay and Duflo (2004) collect data on the types of complaints brought by both men and women to the local village councils in two districts in the states of West Bengal and Rajasthan, India. Village councils administer local public goods in rural India. The types of formal complaints differ by gender. For public works, women in West Bengal complained most about drinking water and roads, and much less about education and irrigation. Men complained most about roads and irrigation and less about drinking water. In Rajasthan, over half the complaints made by women were about drinking water, while very few complained about education. Drinking water was also a big concern for men in Rajasthan, but it was not as predominant an issue as for women. In contrast, men complained much more than women about roads and education. The pattern of complaints dovetails with gender responsibilities of men and women within the household and their employment opportunities. Women are responsible for collecting drinking water and, in West Bengal, they are the main beneficiaries of road works as they provide the bulk of labor on roads. In Rajasthan, both men and women work on roads, but men use the roads more as they travel more frequently in search of work.

3.2 Empowering Women: What Policy Instruments?

The South African situation, where a radical change in the political situation led to the establishment of

a permanent transfer program of reasonably large magnitude for adults who live with children, is relatively rare. Absent these rare situations, are there things policymakers can do to shift power to women in their community or in their families? Or do they need to rely, once again, on a natural process of development (perhaps accelerated a little bit by working on improving access to education for girls or by encouraging an economy where women have better access to market opportunities)? The Chattopadhyay and Duflo (2004) study in India suggests that it is indeed possible to shift power within the community via a change in the electoral rules. Even if women and men were to have different preferences it is not sufficient to ensure that women policymakers, particularly those selected through quotas, would act any differently than men. In fact, in a perfectly democratic system, they would not, since both men and women would try to do what their constituents expect them to do in order to be reelected. Additionally, even if we thought women leaders did a better job of understanding women's needs, it would not necessarily follow that policies designed to guarantee greater representation by women would be an effective way to achieve this representation. For example, if women are politically weak, they may find it difficult to influence actual decisions. In India, the reservation policy was (and is still, to a large extent) met with a large measure of suspicion: women would not be powerful leaders; they would be eclipsed by their husbands; or worst, local elite would take advantage of the policy to reascertain their power against the Panchayat. And yet the quota policy made a real difference in actual outcomes.

1. **Conclusion**

Women's empowerment and economic development are closely interrelated. While development itself will bring about women's empowerment, empowering women will bring about changes in decision making, which will have a direct impact on development. Contrary to what is claimed by some of the more optimistic policymakers, it is, however, not clear that a one-time impulsion of women's rights will spark a virtuous circle, with women's empowerment and development mutually reinforcing each other and women eventually being equal partners in richer societies.

On the one hand, economic development alone is insufficient to ensure significant progress in important dimensions of women's empowerment, in particular, significant progress in decision-making ability in the face of pervasive stereotypes against women's ability. On the other hand, women's empowerment leads to improvement in some aspects of children's welfare (health and nutrition, in particular), but at the expense of some others (education).

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JOURNAL of THE ASIATIC SOCIETY OF MUMBAI

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Authored By

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University Grants Commission

UGC

Published in Vol. 96, No.01 (I), 2023

JOURNAL OF THE ASIATIC SOCIETY OF MUMBAI with ISSN : 0972-0766

UGC-CARE List Group I

Impact Factor: 3.947



सिद्धान्त विद्यापीठ

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STUDY AND ANALYSIS OF GENDER DISCRIMINATION IN INFRASTRUCTURE SECTOR IN REFERENCE TO CONSTRUCTION SECTOR IN RANCHI, JHARKHAND

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Abstract

As per the population of Women are concern, it is estimated half of the total population and perform 66% of the work, yet procure just 33% of the complete pay and own under a 10th of the assets. The most segregated individuals on the planet are normally the ones who need financial power (Saksena-2004). Construction Industry is the biggest boss on the planet and in India. In excess of 31 million individuals work in the Construction business, second just to horticultural Industry. More than 35% of Construction laborers are Women and they get unfortunate compensation and are segregated in the installment of wages (ILO, 2001a). Whenever men Construction laborers have limited time open doors, Women have no potential chances to obtain abilities and become bricklayers or bosses. They should be engaged to fill in their calling. This study is a work to recognize orientation segregation among Construction laborers and distinguish the method for engaging Women Constructions laborers with exceptional reference to Ranchi, Jharkhand, India.

Keywords: Construction Industry, Women workers, Gender discrimination, Obstacles

Introduction

Construction normally is finished or facilitated by broad project workers, who spend significant time in one sort of Construction like private or business building. Cost design of the Construction business is overwhelmed by natural substance cost and subcontracting cost. Natural substance cost which is the significant expense represents 30-half of the all-out cost and subcontracting cost represents around 20-40%. The unrefined substances consumed by Construction Industry in any nation fundamentally incorporate concrete and steel. The Utilization of steel by Construction industry has developed of 16.1% over beyond 5 years while concrete utilization has enlisted of 9.6%. Uncommon ascent in costs of these two unrefined substances straightforwardly affects the expense of the task and thus edges of Construction organizations. Productivity likewise relies on the variety of the ventures an organization can execute. Organizations having solid presence in fragments like power and modern portion which are perplexing to execute, will quite often appreciate higher edges. Today Indian sub mainland is the second quickest developing economy on the planet. The Indian Construction industry has been assuming an imperative part in by and large monetary improvement of the nation, developing at more than 20% Build Yearly Construction Rate throughout course of recent years and contributing ~8% to Gross domestic product.

Indian Construction Industry at a Glance in 2012 - 2013

The Financial Year 2012/13 had a Construction of 6.0% for the Indian Construction Industry. Because of financial issues and other related strategies the Indian Construction industry showed a dreary exhibition in 2012-13. Yet, the standpoint for the Construction Business past Financial Year 2012/13 is lighting up. Not exclusively are money related conditions prone to improve for Construction organizations in Financial Year 2013/14, yet the public authority is additionally putting forth appropriate attempts to eliminate bottlenecks that are deferring Infrastructure projects in India. India' Construction Industry is to arrive at 7.6% Construction in Financial year 2013/14. In 2012 the Asian Advancement Bank (ADB) and India Framework Money Organization Restricted (IIFCL) have sent off the principal adaptation of the credit improvement plan or Infrastructure security ensure plot. This hazard sharing office will somewhat ensure INR7.2bn (US\$128mn) of rupee-ruled bonds gave by Indian organizations to back Infrastructure projects. In 2012, the public authority declared that it is wanting to set up a Public Venture Board (NIB) to accelerate basis advance inside the country.

The NIB will zero in on optimizing the execution of endorsed projects by getting every single administrative freedom. In 2012, the Indian government concluded the long-postponed bill for land procurement, preparing for the bill to be presented during the ongoing parliamentary meeting. The last draft of the bill presently recommends that land for public-private organization (PPP) and confidential ventures can be gained with a 66% greater part from impacted landowners - an improvement from the previous prerequisite of 80%. Audit of Writing on Women Construction Laborers in India, different experimental examinations have shown that the wages of the Women laborers in the sloppy Business, especially in the Construction business, have been fundamentally beneath the lowest pay permitted by law (An ad, 1998; Cheri an and Prasad, 1995; Hanna and Mathew, 1979; Sinhala and Remade, 1975). Albeit officially there is no victimization a laborer, wage differentials and orientation segregation occurs in the gig market, both in coordinated and in the chaotic Industry's. Women are frequently seen to be utilized in the lower paying position. Other than compensation, victimization female's laborers are likewise found at the degree of enrollment, determination for talented positions and advances. The businesses are biased against utilizing Women, particularly in positions where laborers have forever been men (Sarma, 1990). Now and again the compensation differentials are fixed by Pay Sheets in view of geology, occupation and industry. Still a few investigations have shown extreme pay oppression Women.

As per Harilal (1986) Construction laborers in India are mainly rustic Landless travelers constrained to look for work in the Construction Business because of obligation, lacking work and deficient pay.

Research Methodology

This study will raise issues and angle separation looked by Women Construction laborers and the purposes behind not endeavor workmanship not entirely settled with a plan to engage them.

Objectives of the Study

To perceive the deterrents issues looked by Women Construction laborers.

To decide the variables that impacts the familiarity with Construction laborers of Orientation separation among Construction laborers.

To confirm the elements that impacts the wages of people Construction Laborers.

To decide the method for engaging Women Construction laborers

Coverage

The point of this review is to appear through econometric examination the presence of orientation separation among growth laborers and to test the speculations about which elements are contributing deeply to rise of Women as artisans. From this we can sum up the discoveries acquired from the example to the complete review populace. The review is tiny in nature and was gathered from Ranchi as it were. Each work was taken to ensure that every one of the areas of Ranchi was covered.

Area of Study

The orientation separation among Construction laborers and the ways of enabling Women Construction

Laborers in Ranchi are considered.

Plan of the Review

Engaging investigations include depicting the qualities of a specific circumstance, occasion or case. This is an elucidating concentrate as the issues looked by, m.'female's Construction laborers and the explanations behind Women not endeavor stone work not entirely settled. This study targets showing and measuring the seizure of specific factors in the review populace at one mark of time. They cover the add-on - Financial qualities of men Construction laborers, Women Construction laborers and workers for hire, for example, their age, schooling, conjugal status, number of youngsters and pay, the issues looked by Women Construction laborers, the explanations behind not including Women in workmanship work, Women Construction specialist's eagerness to be prepared as artisans and ability to become bricklayers and readiness of men growth laborers and project workers to prepare and allow bricklayers are portrayed.

Testing Strategy

Different procedures can be utilized to gather numerical information. Anyway in this review, delineated examining was done. An example of 440 Women Construction laborers in Ranchi was

consulted to figure out their perspectives on equivalent wages and inspiration levels to be prepared as Women bricklayers. An example of 440 men Construction laborers in Ranchi was consulted to figure out the ideas for eliminating the orientation dissimilarity and Women including in stone work. An example of 51 Project workers/Designers in Ranchi was approached to fill survey to figure out their perspectives, thoughts and ideas on Women in Construction work. The Construction laborers were chosen from Santa (place where they are enlisted for work), work environments and pay dispensing focuses.

Test Size - 880 growth laborers (440 Women' Construction laborers and 440 men Construction laborers).

Wellsprings of Information Assortment

The strategy for information assortment took on for the review is essential. The Essential information gathered, is through interview plan, which was gathered from the people Construction laborers, and poll was utilized to gather information from project workers in the review region. As greater part of the Construction laborers are ignorant people, two timetables were ready, one for Women Construction laborers and one more for men Construction laborers, and the Construction laborers were consulted in the Local verbal and the reactions were noted in the timetable. The instruments utilized for information assortment is timetable and poll. This was pre-tried by leading a pilot concentrate on through which essential information was gathered from 70 respondents. Examination was finished and changes were made in the timetable to defeat the blunders.

Scope for Additional Exploration

This examination is attempted in Ranchi, to eliminate orientation segregation in the Construction business in compensation as Women are paid not as much as people for a similar work. There is a need to instruct, train and persuade the Women to take up the gig as bricklayers. There is likewise a need to teach the bosses/workers for hire and other male bricklayers to prepare and acknowledge Women bricklayers and pay them equivalent compensation like male artisans and kill orientation separation. This preparation of Women artisans should be possible as trial research.

Restrictions

A pilot study was directed and essential information were gathered from 75 Women Construction laborers. Inspection was finished and certain challenges were capable. Anyway these were detached and strategies to conquer these blocks were consolidated. The last information were gathered from 440 men and 440 Women Construction laborers and 51 project workers. The number of inhabitants in Construction laborers is dissipated and inclusion was a significant issue.

Result and Discussion

Table - 1 Personal, Social and Educational Background of Construction Workers

Socio Demographic Characteristics		n ₁	% of n ₁	n ₂	% of n ₂
		(Total=440)		(Total=440)	
AGE	<18	18	4.1	10	2.3
	19-20	32	7.3	59	13.4
	21-25	75	17.0	78	17.7
	26-30	117	26.6	93	21.1
	31-35	80	18.2	77	17.5
	36-40	56	12.7	49	11.1
	41-45	38	8.6	42	9.5
>45	24	5.5	32	7.3	
MARITAL STATUS	Married	261	59.3	282	64.1
	Unmarried	94	21.4	156	35.5
Divorced		20	4.5	1	0.2
	Widow	65	14.8	1	0.2
ONLY EARNIN	Yes	158	35.9	259	58.9

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The strategy for information assortment took on for the review is essential. The Essential information gathered, is through interview plan, which was gathered from the people Construction laborers, and poll was utilized to gather information from project workers in the review region. As greater part of the Construction laborers are ignorant people, two timetables were ready, one for Women Construction laborers and one more for men Construction laborers, and the Construction laborers were consulted in the Local verbal and the reactions were noted in the timetable. The instruments utilized for information assortment is timetable and poll. This was pre-tried by leading a pilot concentrate on through which essential information was gathered from 70 respondents. Examination was finished and changes were made in the timetable to defeat the blunders.

Scope for Additional Exploration

This examination is attempted in Ranchi, to eliminate orientation segregation in the Construction business in compensation as Women are paid not as much as people for a similar work. There is a need to instruct, train and persuade the Women to take up the gig as bricklayers. There is likewise a need to teach the bosses/workers for hire and other male bricklayers to prepare and acknowledge Women bricklayers and pay them equivalent compensation like male artisans and kill orientation separation. This preparation of Women artisans should be possible as trial research.

Restrictions

A pilot study was directed and essential information were gathered from 75 Women Construction laborers. Inspection was finished and certain challenges were capable. Anyway these were detached and strategies to conquer these blocks were consolidated. The last information were gathered from 440 men and 440 Women Construction laborers and 51 project workers. The number of inhabitants in Construction laborers is dissipated and inclusion was a significant issue.

Result and Discussion

Table - 1 Personal, Social and Educational Background of Construction Workers

Socio Demographic Characteristics		n ₁	% of n ₁	n ₂	% of n ₂
		(Total=440)		(Total=440)	
AGE	<18	18	4.1	10	2.3
	19-20	32	7.3	59	13.4
	21-25	75	17.0	78	17.7
	26-30	117	26.6	93	21.1
	31-35	80	18.2	77	17.5
	36-40	56	12.7	49	11.1
	41-45	38	8.6	42	9.5
>45	24	5.5	32	7.3	
MARITAL STATUS	Married	261	59.3	282	64.1
	Unmarried	94	21.4	156	35.5
	Divorced	20	4.5	1	0.2
	Widow	65	14.8	1	0.2
ONLY EARNIN	Yes	158	35.9	259	58.9



G		282	64.1	181	41.1
No					
COMMUNITY	SC	182	41.4	127	28.9
	MBC	95	21.6	83	18.9
	BC	146	33.2	212	48.2
	FC	17	3.9	18	4.1

Widow/ abandoned by

Entry Why

Husband- no other
employment Forced by
Poverty
Many family members in this
job Parents died to look after
younger ones Own choice

		75	17.0	121	27.5
		249	56.6	47	10.7
		44	10.0	115	26.1
	7		1.6	2	0.5
		65	14.8	155	35.2
LITERACY	Illiterate	225	51.1	90	20.5
	Literate	215	48.9	350	79.5
EDUCATION	Nil	185	42.0	64	14.5
	3rd Standard	84	19.1	46	10.5
	8th Standard	110	25.0	162	36.8
	SSLC	50	11.4	129	29.3
	HSC	11	2.5	26	5.9
	UG	0	0.0	10	2.3
	PG	0	0.0	3	0.7

n1 - Number of women construction workers, n2 - Number of men construction workers
FC - Forward Caste, BC - Backward Caste, MBC - Most Backward Caste, SC - Scheduled Cast
SSLC - Secondary School Leaving Certificate, HSC - Higher Secondary School Leaving Certificate,
UG - UnderGraduate, PG - Post Graduate.

Interpretation

A large portion of the Construction laborers are between the age 25 and 40 years and a couple of work following 45 years old. As age builds, the quantity of Women working in this Industry diminishes. Over 40 years old, Women laborers are less as they can't accomplish the difficult work. There are likewise more widows (14.8%) and separated (4.5%) among Women Construction laborers, when contrasted with men (just 0.2%). Almost one out of three Women (35.9%) in Construction is the just acquiring individual from their loved ones. This shows that greater part of Construction laborers' families are Women headed family without any men or with next to no other relative to help them. This is predictable with the discoveries of the review (Environment, 1997) which gives four contextual investigations - from India, Mexico, Ghana and Jamaica and reports that in India, an overall enormous number of growth Industry Women are widows or other female heads of families. In the case examined larger part (41.4%) of Women Construction laborers are from the Planned Position.

Booked Rank men are 28.9 percent. The greater part of Women and men Construction laborers are from In reverse Position and Most In reverse Rank yet a couple are from 207 Forward Station. This is steady with the report (Madhok, 2005) that greater part of Construction laborers comes from Planned Positions and Other In reverse Standings. Almost three out of four Women are compelled to go into Construction

work as a result of their neediness, hopelessness and joblessness. Instructed Women don't consider this occupation as there is no advancement for Women and the work is incompetent with fewer wage. Taught men enter this Industry in light of the fact that the compensation is something else for men and they can advance in their vocation and get advanced with higher pay.

Table – 2 Residence and Transportation of Workers

Socio Demographic Characteristics		n ₁ (Total=440)	% of n ₁	n ₂ (Total=440)	% of n ₂
AREA OF WORK	Rural	178	40.5	202	45.9
	Urban	262	59.5	238	54.1
RESIDENCE	Rural	275	62.5	361	82.0
	Semi-urban	70	15.9	20	4.5
	Urban	95	21.6	59	13.4
NATIVE	Ranchi	284	64.5	177	40.2
	Immigrant	156	35.5	263	59.8
DISTANCE FROM HOME (in Kms)	<1	116	26.4	73	16.6
	1-5	133	30.2	69	15.7
	6-10	47	10.7	61	13.9
	11-15	41	9.3	60	13.6
	>15 km	65	14.8	112	25.5
	Accommodation provided	38	8.6	65	14.8
TRANSPORT	Walk	105	23.9	64	14.5
	Cycle	14	3.2	83	18.9
	Bus	240	54.5	207	47.0
	Lorry	37	8.4	4	0.9
	Van	6	1.4	17	3.9
Accommodation	38	8.6	65	14.8	

n₁ – Number of women construction workers, n₂ - Number of men construction workers

Interpretation

The greater part of the Construction laborers work in the metropolitan regions yet a large portion of them live in provincial regions. More men laborers (59.8%) are migrant from different spots, when contrasted with Women (35.5%). This is on the grounds that men who are jobless and live underneath Destitution lines in rustic parts move to metropolitan focuses like Ranchi for business. The greater part of the Women (56.6%) really like to work close to their home (inside 5 kms), When contrasted with men. All kinds of people Construction laborers incline toward going by walk or transport or cycle since it is the least expensive method of transport for these ineffectively paid specialists. On Examination with Women, men travel significant distances. Almost half (47%) of the men and the greater part of the Women (54.5%) utilize the transport, and the rest walk or go by cycle to the work spot.

Table - 3 Harassment of Women Construction Workers at Workplace

Harassment at home	n ₄ (Total=346)	% of n ₄
HUSBAND DRINKING	Yes 131	37.9
	No 215	62.1
HUSBAND BEATING	Yes 41	11.8
	No 305	88.2

HUSBAND WITH AFFAIR	Yes	34	9.8
	No	312	90.2
HUSBAND ABSENT FROM HOME	Yes	20	5.8
	No	326	94.2
HUSBAND GIVES NO MONEY	Yes	14	4.0
	No	332	96.0
HUSBAND TAKES GOOD CARE OF FAMILY	Yes	157	45.4
	No	189	54.6

n4 - Number of Married Women Construction Workers

Interpretation

Table 3 sums up the provocation and segregation of Women Construction laborers at work place. 45.7% of Women Construction laborers say that they are obnoxiously manhandled while just 24.8% of men are of the assessment that Women are loudly mishandled working. Women are horribly mishandled working. Despite the fact that less consent to it, a visit to the building site shows that Women are routinely mishandled verbally working as they are financially more fragile and have no real way to sass their bosses.

3.4% of female's Construction laborers concur that they are eve prodded while just 1.4% of men concur. Women are eve facilitated working despite the fact that main less Women just own it. It is an issue which they face and they can't voice their perspective. However, assuming they work alongside their relatives, they get away from this sort of provocation. As to about Women' work condemned, 8% of Women concur that work is scrutinized while 15.2% of men say as much.

With respect to about Women' beaten at work environment, just 0.7% of Women and 0.5% of men consent to Women being beaten at work environment With respect to about lewd behavior of Women in work environment, just 1.4% of Women and 0.5% of men consent to Women being badgering at work environment. More men (54.5%) than Women (34.5%) concur that Women face badgering at work. It's obviously true that can't be denied. Be that as it may, not all acknowledge it.

Concerning about worker for hire demeanor towards Women in work environment 16.6% of Women say that project worker is self-important though just 6.1% of say project worker is harmful. Concerning that Women face badgering at work, 65.5% of the Women concur that they face provocation at work. Women concede that they face badgering however are terrified of conceding what type is pervasive in the working milieu. They are taken advantage of and have illicit relationships with the bricklayers and different specialists.

Table – 4 Discrimination in Wages and Work

		n2			
FAMILY INCOME (in Rs)	<1000	11	2.5	0	0.0
	1000-2000	146	33.2	32	7.3
	2001-3000	156	35.5	147	33.4
	3001-4000	94	21.4	141	32.0
	4001-5000	23	5.2	93	21.1
	>5000	10	2.3	27	6.1
PERIODICITY OF WAGES	Daily	62	14.1	24	5.5
	Weekly	372	84.5	411	93.4
	Monthly	0	0.0	4	0.9
	Completion of work	6	1.4	1	0.2

COMMISSION PAID	Yes	52	11.8	22	5.0
	No	388	88.2	418	95.0
COMMISSION (in Rs)	<5	6	1.4	2	0.5
	5-10	43	9.8	18	4.1
	>10	3	0.7	2	0.5
	Not Applicable	388	88.2	418	95.0
NO REGULAR EMPLOYMENT (W)	Yes	54	12.3	63	14.3
	No	386	87.7	377	85.7
DAYS OF WORK PER MONTH	0 - 5	0	0.0	3	0.7
	6 -10	9	2.0	9	2.0
	11- 15	33	7.5	7	1.6
	16 - 20	141	32.0	105	23.9
	21-25	257	58.4	316	71.8
RECEIVE_WAGES ON TIME	Yes	429	97.5	434	98.6
	No	11	2.5	6	1.4
DAILY WAGES (in Rs)	51-60	14	3.2	0	0.0
	61-70	14	3.2	0	0.0
	71-80	55	12.5	8	1.8
	81-90	63	14.3	2	.5
	91-100	218	49.5	13	3.0
	101-110	41	9.3	12	2.7
	111-120	17	3.9	10	2.3
	121-130	11	2.5	45	10.2
	131-140	6	1.4	31	7.0
	141-150	1	0.2	74	16.8
	151-160	0	0.0	3	0.7
	161-170	0	0.0	16	3.6
	171-180	0	0.0	43	9.8
	181-190	0	0.0	23	5.2
	191-200	0	0.0	53	12.0
	201-210	0	0.0	29	6.6
	211-220	0	0.0	12	2.7
	221-230	0	0.0	9	2.0
	231-240	0	0.0	1	0.2
	241-250	0	0.0	49	11.1
	>250	0	0.0	7	1.6

n_1 – Number of women construction workers, n_2 - Number of men construction workers

Table 4 shows that among the men construction workers there are no one with less than Rs.1000 monthly income whereas there are 11 (2.5%) women. This shows the poverty among women construction workers is more. Similarly there are only 32 (7.3%) men with an income between Rs.1000-2000 whereas there are 146 (33.2%) of women. Thus majority of women who work in construction are from families which earn less than Rs.2000. As the income increases, the number of construction workers decreases.

More men (71.8%) get work for 25 days whereas only 58.4% of women get work for 25 days. Similarly 7.5% of women and only 1.6% of men get work for 11-15 days. Women construction workers are employed for less number of days when compared to men. It is found that most (93.4%) of the men are paid weekly wages, while a minority are paid daily wages. More women (14.1%) are paid daily wages when compared to men.

Regarding commission paid to contractors/masons, 5% of men pay commission whereas more than 10% of women pay commission. Regarding receiving wages on time, 97.5% of the women receive wages on time while 98.6% of the men receive wages on time.

Regarding wages, it is found that wages of women range from Rs. 51 to Rs. 150. The wages of men range from Rs 71 to more than Rs. 250. The average wage for women is only Rs. 92 whereas the average wage for men is Rs. 170. Men on the average get nearly twice the wages of women.

Table – 5 Discrimination in Promotional Opportunities

Characteristics	n ₁		n ₂		
	(Total=440)	% of n ₁	(Total=440)	% of n ₂	
CONSTRUCTION TYPE	Domestic	187	42.5	186	42.3
	Commercial	126	28.6	159	36.1
	Government	116	26.4	88	20.0
	other	11	2.5	7	1.6
CONTRACT TYPE	Daily basis	172	39.1	210	47.7
	Project	268	60.9	230	52.3
CONTRACTOR	Remains the same	276	62.7	236	53.6
	Change often	164	37.3	204	46.4
EXPERIENCE (in Years)	<5	213	48.4	170	38.6
	6-10	129	29.3	141	32.0
	11-15	61	13.9	61	13.9
	16-20	25	5.7	39	8.9
	21-25	4	0.9	17	3.9
	>25	8	1.8	12	2.7
JOB TITLE	Chithal	440	100	25	5.7
	Others (painters, carpenters)	0	0.0	59	13.4
	Centering labourers	0	0.0	34	7.7
	Periyal	0	0.0	87	19.8
	Manvettial	0	0.0	43	9.8
	Mason	0	0.0	192	43.6

n₁ – Number of women construction workers, n₂ - Number of men construction workers

Interpretation

The separation in limited time potential open doors is summed up in Table 7. As to type, it is viewed that as 42.3% of the men are in homegrown development, 36.1% in business Construction and 20% in government development. It is seen that as 42.5% of Women are in homegrown development, 28.6% in



business Construction and 26.4% in government development. As to type, it is seen that as 47.7% of men are dealing with regular schedule and the rest in projects while Women favor projects (60.9%). As to type, it is viewed that as 53.6% of men work under a similar worker for hire and the rest change workers for hire frequently. With respect to, it is viewed that as 48.4% of Women have less than five years of involvement, 29.3% have 6-10 years of involvement. As the quantity of long periods of involvement expands, the quantity of Women laborers diminishes. Just 38.6% of men have under five years of involvement, 32% have 6-10 years of involvement, 13.9% have insight between 11 - 15 years of involvement, 8.9% have 16 - 20 years of involvement, 3.9% have 21 - 25 years of involvement and 2.7% have over 25 years of involvement. As to title, it is found that among men just 5.7% are assigned as chithal (and that implies one who is little in the nearby verbal), 7.7% are focusing workers, 19.8% are perusal (one who is large), 9.8% are manvettial (one who digs) and 43.6% are bricklayers. Among Women all are chithal.

Table – 6 Other characteristics of men and women construction workers

Characteristics	n ₁ (Total=440)		n ₂ (Total=440)		
		% of n ₁		% of n ₂	
DEPENDANTS (numbers)					
	73	16.6	57	13.0	
1	43	9.8	28	6.4	
2	104	23.6	81	18.4	
3	66	15.0	78	17.7	
4	78	17.7	89	20.2	
5	56	12.7	76	17.3	
>5	20	4.5	31	7.0	
Children					
None < 6 years >6 years	167	38.0	190	43.2	
Both < 6 yrs and > 6 yrs	69	15.7	62	14.1	
	193	43.9	180	40.9	
	11	2.5	8	1.8	
OTHER WORK					
Agricultural work		137	31.1	130	29.5
Other work also		37	8.4	54	12.3
Only construction		266	60.5	256	58.2
HOURS OF WORK					
8		376	85.5	409	93.0
9		50	11.4	25	5.7
10		14	3.2	5	1.1
>10		0	0.0	1	.2

n₁ – Number of women construction workers, n₂ - Number of men construction workers

Interpretation

From Table 6, with respect to number of dependents of Women, it is found that 16.6% have no dependents, 9.8% have one dependent, 23.6% have two dependents, 15% have three dependents, 17.7% have four dependents, 12.7% have five and 4.5% have in excess of five dependents. It is viewed that as 13% of men have no dependants, 6.4% have one dependent, 18.4% have two dependents, 17.7% have three dependents, 20.2% have four dependents, 17.3% have five and 7% have in excess of five dependents.

Concerning, it is seen that as 38% of Women have no kids, 15.7% have youngsters under 6 years old and 43.9% have youngsters over 6 years old and 2.5% have kids both under six or more six years old. As to just in Construction 60.5% of men and 58.2% of Women accomplish just developments work. Larger part of people Construction laborers labor for eight hours every day.

Table -7 T Test for Area and Wages, Age, Family Income, and Experience, Days of work and Distance from home (Women Construction workers)

VARIABLES	t ^a	df ^b	Sig. ^b (2-tailed)	Mean Difference	Std.Error Difference
WAGES	-5.453	438	0.000	-0.743	0.136
AGE	-2.650	438	0.008	-0.439	0.166
FAMILY	3651	438	0.000	0.360	0.099
INCOME	-2.809	438	0.005	-0.298	0.106
EXPERIENCE	1569	438	0.117	0.110	0.070
DAYS OF WORK DISTANCE	4.228	438	0.000	0.673	0.159

AT-Measurement, degrees of Opportunity, significance

From the above table it is observed that there is a tremendous distinction among the Women Construction laborers who work in country and metropolitan region, as for compensation, age, Family pay, insight and distance from home. It is huge at 0.01 level.

Conclusion

Our study show that numerous Women Construction laborers are unskilled, widows, just acquiring individuals from the family, from discouraged class and from low pay families when contrasted with men Construction laborers.

Women Construction laborers face provocation at home and work spot, and they are segregated in wages and advancement. The discoveries of the concentrate additionally show that the significant justifications for why Women are not advanced as artisans is the orientation predisposition what people have, and Women Construction laborers are not offered a chance to be prepared casually like men in the Construction Business. It is 236 observed that Women will become artisans, and men, particularly the project workers, will acknowledge them, train them and give them positions in the Construction Business. The discoveries likewise show that Women Construction laborers are sufficiently capable to be prepared to become bricklayers and they could be first officially prepared and afterward casually prepared to become artisan in the Construction Business in India.

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STHAL SARNATH INFRASTRUCTURE FOR GENDER EQUALITY AND THE EMPOWERMNT OF WOMEN	JOLLY AMBASTHA	SOCIOLOGY	SODHAK	2023	ISSN: 0302-9832			
STUDY AND ANALYSIS OF GENDER DISCRIMINATION INFRASTRUCTURE SECTOR IN REFERENCE TO CONSTRUCTION SECTOR IN RANCHI JHARKHAND	JOLLY AMBASTHA	SOCIOLOGY	JOURNAL OF THE ASIATIC SOCIETY OF MUMBAI	2023	ISSN: 0302-9832			YES

3.3.1 NUMBER OF RESEARCH PAPERS PUBLISHED PER TEACHER IN THE JOURNALS NOTIFIED ON UGC CARE LIST DURING THE LAST FIVE YEAR

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NEW ERA OF EDUCATION SYSTEM IN PROSPECTIVE OF NEP :2020	PRADEEP KYUMAR YADAV	B.Ed.	AMRITBRAHMA PRAKASHAN PRAYAGRAJ	2023	ISBN:978-81- 965116-3-0			
BAUDH DHARM KE AATH MAHATIRTH -- ATIHASHIK MAHATV	ARTI SRIVASTAVA	UG-HISTORY	PATH KI KALAM	MAY-2008	RNINO : UPHIN/2006/21744			
BAUDH SAHITYA ME SANGITIYO KA MAHATV	ARTI SRIVASTAVA	UG-HISTORY	NIBBAN BODHI	2009	2009C.E./2551B.E.			
DHARM CHAKRA PRAVARTAN	ARTI SRIVASTAVA	HISTORY	NIBBAN BODHI	2007	2007C.E./2551B.E.			