

**CHANGE IN THE GENDER STATUS OF WOMEN IN SOFTWARE
INDUSTRY**

*A thesis submitted to the University of Hyderabad in partial fulfillment of the
requirements for the award of the degree of*

DOCTOR OF PHILOSOPHY

IN

SOCIAL EXCLUSION AND INCLUSIVE POLICY

By

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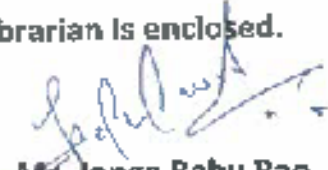
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DECLARATION

I hereby Declare that this thesis entitled **"CHANGE IN THE GENDER STATUS OF WOMEN IN SOFTWARE INDUSTRY"** is carried out under the supervision of Dr. Sreepati Ramudu, Centre for the Study of Social Exclusion and Inclusive Policy, School of Social Sciences, University of Hyderabad, India, for the award of the degree of Doctor of Philosophy. And, It is an original work of mine and to the best of my knowledge, no part of this thesis has been submitted for the award of any research degree or diploma at any university. And, I also declare that this is a bonafide research work which is free from plagiarism. And, I hereby agree that my thesis can be deposited in Shodhganga/INFLIBNET.

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CERTIFICATE

This is to certify that JANGA BABU RAO the thesis titled "**CHANGE IN THE GENDER STATUS OF WOMEN IN SOFTWARE INDUSTRY**" submitted by JANGA BABU RAO in partial fulfillment of the requirements for the award of the Doctor of Philosophy degree in the Centre for the Study of Social Exclusion and Inclusive Policy is a record of bonafide work carried out by him under my supervision and guidance. And, this thesis is an his individual and independent work. This thesis has not been submitted either in part or full to any other university or institution for the award of any research degree.

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ABBREVIATIONS

1. AISHE: All India Survey on Higher Education
2. GOI: Government of India
3. CAG: Comptroller and Audit General of India
4. CEDAW: Convention on Elimination of All Forms of Discrimination Against Women
5. WEC: World Economic Forum
6. SAI: Supreme Audit Institute of India
7. GGI: Gender Gap Index
8. NSS: National Sample Survey
9. SGD: State Governments Departments
10. ULB: Urban Local Bodies
11. PRI: Panchayat Raj Institutions
12. WCDD: Women and Child Development Department
13. MH: Medical Health
14. FWD: Family Welfare Department
15. WWD: Women Welfare Department
16. HD: Home Department
17. PD: Planning Department
18. S3: Simple Storage System
19. GCP: Google Cloud Platform
20. AWS: Amazon Web Services
21. HVM: Hardware Virtual Machine
22. IG: Internet Gateway
23. SEO: Search Engine Optimization
24. B2B: Business to Business
25. SM: Social Media
26. CX: Customer Experience
27. GA: Google Analytics
28. AI: Artificial Intelligence
29. ML: Machine Learning
30. CV: Computer Vision
31. EOL: End of Life
32. I/O: Input and Output
33. ITSec: Internet Protocol Security

- 34. WAP: Web Application Protection
- 35. OSS: Open Source Software
- 36. IT: Information Technology
- 37. ITES: Information Technology Enabled Services
- 38. DC: Data Centre
- 39. ROM: Read Only Memory
- 40. DVD: Digital Versatile Disc
- 41. DNS: Domain Name System
- 42. HTTP: Hyper Text Transport Protocol
- 43. LAN: Local Area Network
- 44. WAN: Wide Area Network
- 45. WWW: World Wide Web
- 46. DM: Direct Message
- 47. FB: Face Book
- 48. SCC: Supreme Court Cases
- 49. BBBP: BetiBachaoBetiPadhao
- 50. DI: Digital India
- 51. APY: Atal Pension Yojana
- 52. MII: Make In India
- 53. PMFBY: Pradhan Mantri FasalBima Yojana
- 54. SBM: Swachh Bharat Mission
- 55. SCM: Smart Cities Mission
- 56. API: Application Programming Interface
- 57. CVO: Chief Vigilance Officer
- 58. GIA: Grant In Aid
- 59. ICT: Information and Communication Technologies
- 60. IGF: Internet Governance Forum
- 61. MoU: Memory of Understanding
- 62. NAM: National Agricultural Market
- 63. NPS: National Pension Scheme
- 64. FPI: Foreign Portfolio Investment
- 65. FIR: First Information Report

- 66. FDI: Foreign Direct Investment
- 67. FAQ: Frequently Asked Questions
- 68. FERA: Foreign Exchange Regulation Act
- 69. FSSAI: Food Safety and Standards Authority of India
- 70. FTR: For The Record
- 71. ECS: Electronic Clearing System
- 72. INR: Indian Rupee
- 73. IFSC: Indian Financial System Code
- 74. KYC: Know Your Customer
- 75. CASA: Current and Savings Account
- 76. SEBI: Security Exchange Board of India
- 77. IPS: Indian Police Service
- 78. IAS: Indian Administrative Service
- 79. CM: Chief Minister
- 80. PM: Prime Minister
- 81. NAASCOM: The National Association of Software and Services Companies
- 82. BPO: Business Process Outsourcing
- 83. ASSOCHAM: Associated Chambers of Commerce and Industry of India
- 84. BoP: Balance of Payments
- 85. FYP: Five Year Plan
- 86. GDP: Gross Domestic Product
- 87. GNP: Gross National Product
- 88. IFS: Integrated Forming System
- 89. NATP: National Agricultural Technology Project
- 90. IMF: International Monetary Fund
- 91. WHO: World Health Organization
- 92. UNO: United Nations Organization
- 93. SH: Sexual Harassment
- 94. SHG: Self Help Groups
- 95. AD: Apex Decisions
- 96. BC: Banking Cases
- 97. KJV: King James Version
- 98. AD: Anno Domino

99. BC: Before Christ

100. Kurios: The LORD

DEDICATED

TO MY BELOVED
SISTERS

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“I will guide thee with mine eye; The LORD shall make thee the head, and not the tail; Send thee help from the sanctuary.” (Ref: Psalm: 30/8, 20/2 & Duet: 28/13, The Bible, KJV).

“Now thanks be unto God, which always causeth us to triumph in Christ and maketh manifest the savour (Diffuses the fragrance of aroma) his knowledge by us in every place.”

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CHAPTER 1: INTRODUCTION

1.1 INTRODUCTION

Gender status of women across the face of the earth found to be low when comparing to that of men. It is perceived to be at the lowest ebb in India. Religious and traditional reasons are found to be responsible for the low-status of feminine gender. While all types of freedoms, rights and choices were given to men; they are all restricted and restrained to the women. On account of this, there was a massive spurge of women across the globe for their equal status at par with men. The contribution of feminist and civil rights movements is immense in demanding the equal status for feminine gender.

The religious systems accorded women a low place in the social order. But overall in all layers of women have got a low position and disadvantaged. While there were severe in human practices against the rights of women during the ancient period; the medieval period a more or less similar degree of oppression over women. The industrial revolution demanded a certain level of women's participation in the process of industrial production. Thus the industrial revolution has laid the path for the women or female workforce in the organized sectors. During the ancient and medieval period, the women workforce largely found to be in the house-hold and agricultural sectors.

As far as women concerned, her freedom was curtailed. Women were treated as burdens and liabilities than human beings. In the traditional Indian society, unmarried woman or daughter was under strict supervision of her parents' right from childhood to adulthood. They had no decision-making powers and no independent identity. And, they had no freedom in doing things as they wanted. As women were denied, educational opportunities for a long-time, they were found to be unskilled denying them opportunities in the organized sectors.

But over the period of time with the emergence of constitutional and democratic way of life, the entry of women into educational institutions has become a reality though with a lesser degree. As constitutions denise discriminating women in education, social, political and economic opportunities, their number is gradually increasing in these spheres. Thus the software industry has become a driving force in the recent times in bringing about the perceptual transform or change in the gender status of women.

“While the questions of gender inequality continue to be an enigmatic puzzle waiting for a solution even in the 21st century, it remains to be an important area of exploration in the fields of social sciences in general and feminist studies in particular. The present study attempts to address the issue as it encounters the modern technology which is believed to be gender neutral with an implicit emancipator role to play in favour of women. And, the study also intends to address the issue from an emergent perspective of social exclusion which has its origin in Europe in 70s in the context of the globalized world scenario. India being one of the traditional societies contributing significantly to world population (7.8 Billion, 2021) is gradually transforming herself into a modern society in several spheres, or she is in a transitory stage, where the issue of gender becomes an important area to be explored. And, finding out the degree of transform in the gender status of women (*Janga Babu Rao, Quest Journal*).”

“In this context, India has emerged as one of the destinations of multi-national companies, for she provides best human resource having millions of technocrats, both men and women, who can provide service at cheaper rates. Indian women are no longer confined to home or traditional agriculture related works and other traditional occupations, but with the phenomenal increase of literacy rates over the years they have entered all fields such as education, medical and engineering and so on more or less in equal proportion with men. The achieved status along with the state’s intervention measures of public policy alleviating the situation has changed the scenario unlike the past. The work participation of women in non-agriculture has also increased considerably in the recent past. (*Janga Babu Rao, Quest Journal*).”

Even though the social status of woman is rooted in a social system in its structures, values, paradigms and functions in the prescribed form where an individual is placed, it is also shaped, modelled and nurtured in the institutions of education, economic and political institutions of modernity. “There have been a number of studies about the prescribed social status of women with reference to traditional social structures and the changes therein, but there are not many about the same with reference to modern institutions particularly in economic institutions.

And, the Government of India, ICT industry in the states consists of Business Processing Organizations (BPO) as well as Knowledge Processing Organizations (KPO), providing professional services across the globe. Like the globe, already India has been a significant magnet which draws the most effective best in the face of the earth. For the IT and ITes companies, the new Information Communication Technology (ICT) policy intends to embellish it even further to make it stand out as the most preferred destination.”

IT and ITes with less gender disparity is the significant high-paying career than that which exists in the most companies or industries, even female tertiary rates deteriorated in the late 20th century even as they had gone up in diverse fields like science and technology. And, in the year of 2010 Cable News Network (CNN) did list IT and ITes called software engineering as one of the most effective and in the same manner ten top paying employments for women-in fact; and also it had been exalted at 5th position.

Lesser companies are more female-friendlier than others, but, remains male dominated. In the year of 2011 International Business Machines (IBM) won the Anita Borg Top Company which is working in the industry for most technical Women. This fame and award reflect representation, retention, and advancement; but most of the women have been harassed and trampled for many years in all manners under the soles of male employees and male-dominated companies. There are a lot disparity and discrimination as well as difference toward women employees in the face of the earth, and especially in the land of India.

Despite having faced discrimination in all manners, the proportion of women in the recent years that obtain doctoral qualifications, especially in engineering as well as science have risen slightly; and in the year of 2003, women accounted for 30 percent of the doctorate degrees in science and technology and nearly 9% of those awarded in engineering. The present study aims at finding out the degree of transform in the gender status of women due to the software industry.

Moreover, the English as well as urban, educated have an edge over others, many middle class families that are poor and lower coming from every corner of India did find their lives significantly attracted and in the same manner impacted by the jobs or employment in the IT and ITes industry. And, the presence of global greater companies than others like Microsoft, Infosys, Google, Wipro, Face Book, IBM, etc., provide the Hyderabad, Bangalore, Chennai as well as Delhi and Mumbai cities and in the same manner Indian other cities a standard and firm launch pad for furthermore momentum in this very highly competitive industry.

“In this context, it becomes important to explore the status of Indian women in the software sector of the multinational companies established in India since late 1990s, particularly in Hyderabad which has become one of the hubs of software industries in the country. In this background the present study about the status of women software engineers focusing on software industry become relevant. (*Janga Babu Rao, Quest Journal*).”

1.2 A Review of Literature:

1.2.1 Organizational culture and women

Sudha Murthy said, saying that I Believe, Women are more Courageous than Men. According to the results of this study saying that typically the aspects of organizational culture in the service sector that are engaged with women are related to women's achievement in all manners. And, the study examines that organizational cultural practice which denounced that high gender equality, high humane orientation, and great performance as well as low power distance which is pertained to report of great percentages of female in the field of management relative to societal norms in all spheres of life.

Especially the organizational lifestyle practices which are pertaining to gender equity were identified to be the most significant factor of the percentage of women in employment as well as in management. And, primarily aspects of culture that related to gender equality, the study identifies that change agents concentrated on raising job opportunities for women in the field of management must draw to attention to organizational culture.

As the matter of fact, the organizational culture could be incorporated in three styles or approaches. Among these them, the first one of them is the rule of inclusion, "which explains that a way of performing a group's core values as well as assumptions is to draw and ask the present members what they exactly seed for in later members and to examine carefully the career histories of present members, to spy what accounts for their inclusion in the team" (*Ref: Shu and Christensen in the year of 1999*).

And, in the second approach is that according to the study of the organizational structure of power is how a person could manage lose power, maintain and in the same manner gain. And, the third one is disclosing the organizational culture which is found out once what sort of attitude are 'heroic' as well as what type of manner is sinful, one who can move to infer the assumptions and in the same manner beliefs which abide or lie behind (Shu & Christensen, 1999); Kruse, Schur and Blanck (2005).

1.2.2 Corporate social responsibilities towards women

As for Samant et al. (2009) by the corporate culture, the corporate social responsibility of the organizations is indeed impacted as well as exalted or developed. And, by the corporate social responsibility, the cultural, governmental environment as well as financial or financing that affects a business is originated or described. Corporate responsibility in the past belongs to the accountability which is financial to generate jobs as well as assets and in the same manner to exalt wealth (Nelson & Trevino, 2011). Afterward, the CSR's responsibility is broadened in all manners. And, according to Carroll (1991), CSR which has a pyramid model has been found out that that has four kinds of responsibilities named legal, economic, philanthropic as well as ethical.

The first responsibility of corporate is for the sake of the society, to get the profits by selling the goods as well as services to produce or generate goods and services the most significant thing. And, the second responsibility is there is a need for the compliance of the corporate with the stipulations as well as legal forms. And, the third one is the profit of any kind of business while there should be the righteous way to do that in all manners. And, final one called fourth is for the welfare activities which is the ability of the corporate to divide with possession. Through the goods as well as services, it can be in the form of donation or exaltation of need that are in needy (Trevino & Nelson, in the year of 2011).

By means of the practices and rules which are elaborated or conveyed explicitly, the business accountabilities are described of the CSR (Matten & Moon, 2008). The Corporate Social Responsibilities (CSR) of the firms are to be added to the rules and regulations as well as polices. The corporate culture when it is done, which exists within the firms can be altered (Aguilera et al., 2007).

The Origin of CSR: The richest businessmen as well as philanthropist Andrew challenged people that are rich in wealth to support the social causes, following his trust and belief in the Gospel of Wealth. On account of this or as a result, John D. Rockefeller from Carnegie began donating his funds to the welfare more than half a billion dollars. It was not until 1940 from 1800; afterwards is has moved through the charity foundations. Primarily, well-noted person who is called the father of CSR Howard Bowen an American economist has shown with a keen interest in the form of donations as well as charities. And, moreover, he published a book in the year of 1953, connecting the responsibilities of corporations to society.

At present CSR in India has gone through diverse phases to have an effective as well as a lasting solution to the social woes. And, to empowering women in all manners like personal growth, self-esteem, self-empowerment, and spiritual growth. Moreover, to gain or achieve the social development and in the same manner commitments of the significant efforts as well as investment of economic resources.

1.2.3 Women empowerment and corporate social responsibility

Women in the 21st century are become parcel as well as part of society. At present moreover, women in the face of the earth have been made up above half the global rise in population, produced 80 percent of its victuals or food; as well as 2/3 of its hours that are worked in labour were paid 10 percent of its wealth and in the same manner possessed one per of its property.

Such as unrighteous division of burdens of households:

- The unpaid work
- Loss of their control over resources
- The economic exploitation of women

But on the other hand, CSR deals with corporate responsibility towards society explaining of workforce. Now women are recognized by :

- women as share holders
- as professionals
- as customers
- as suppliers
- Women in local communities etc.

1.2.4 Job facilities/opportunities for women

ILO since 1919 has championed with equal manner in the world work order. Among 17 sustainable development goals, the goal number 5 is dedicated to gender equality. A recent report said, saying that if the gender gap in the workforce is bridged fully, an estimate of 2.9 trillion USD can be tied to India's annual GDP by the year of 2025. After the study report that 90 percent women are in the informal sector while 88 percent for men. Therefore the significant of workers are under the chains because there is no protection for them.

Women in India now make up 34 percent of the IT workforce with the significant of employees under the age of 30. The youth of the Indian IT labour force has effectively empowered its rapid growth as well as the country at present is mostly at 50:50 gender parity rate in STEM graduates.

IBM previous year declared confederate with the state governments for a STEM for girls programmes. Approximately 69,000 girls from the launch of the programme have been in six-states on boarded. The CSR leader IBM in India is to cover 2, 000, 00.

From the industry, around half of remote job postings are from the BPO/ITES sector, that results in the robust raise of WFH jobs. And, to another quarter of work from home jobs, IT-software, internet or e-commerce, education. BFSI, as well as education, WFH jobs has also drawn in sectors unlikely such as publishing that have considered conventionally the physical presence of the employee. According to the report, the most and significant, however, industries like staffing and travel continue to deteriorate or decline in even remote employment.

There has been a significant raise since 1990s for engineers in the IT sector. And, delivering jobs around 3.7 million, IT-BPM is the most effective and greatest private sector. In the years of 1999-2000, the very industry is giving more contribution nearly 7.9% of GDP at present compared to 1.2% (Information Technology & Enabled Services 2005-2006, 2018).

In the years of 2011-12 (Gupta 2015) as well as 105, 000 in the years 2017-2018 (IT & ITES 2018), the industry remained sluggish and slow in terms of hiring jobs around 230, 000. But in the financial year of 2017-18, Individual equity/venture called private capital in Information Technology services is rising significantly at the Compound Annual Growth Rate (CAGR) of 27.25. Moreover, to 6.9 percent in the year of 2017, while the wealth rose concerning Gross Domestic Product (GDP) from 6.4% in the year of 2013, the incomes or profits from Information Technology-Business Process Outsourcing (IT-BPO) now IT- Business Process Management) 4 software sector or industry has risen the most effective faster at CAGR of 9.5% as per the World Bank statistics in the years of 2013 and 2018.

Of the total IT workforce in the year of 2001 (NASSCOM 2001) women incorporated 21 percent that grew to around 30 percent in the year of 2012 (NASSCOM, 2013), which is quoted in Gupta 2015); as per Sudha with 28 percent (2012).

1.2.5 Strategy of women recruitment and benefits in IT -ITes

The IT sector is one of the great white-collar jobs in the field of the service sector. By the organizational context of the IT professionals, the socio-cultural factor of the boost or stimulant female's incorporation is cooperated as well as supported. The IT is great and white collar jobs with comparatively other jobs and sectors, especially having easy abroad, moving or mobility, high salary, non-gender policy grounded in wisdom and understanding-inter-medial skills' possession, physically less demanding labour, flexible work which is routine and comfortable indoor work as well as good transportation with safety measures, anti-harassment and health-care and parental leave (especially mothers: Raghuram et al. 2017). "At senior level, in the year of 2012, only 22 percent of the companies had more than 20 percent women; but there is a raise by 2015 up to 33 percent (Raghuram et al. 2017). Moreover, from 2012 the number of companies raising 30 percent at the C-Suite level has been exceeding at 2 percent a year (NASSCOM 2018)." (Ref: Raghuram & NASSCOM)

The IT sector is ahead in appointing women employees on account of showing respect and diversity as well as goes much and more beyond lip-service or tokenism in the software. On granting certain entitlements, diversity policies do concentrate not only that on allowing, but also on possessing or making well systems that are supported leading to a high or level-playing in all manners field.

NASSCOM said, saying that "Identified that firm where women are at least 30 percent of C-Suite have 15 percent greater profitability than others that corporations with at least 10 percent women on company boards have 2.5-5 percent greater returns on equity (Raghuram et al. 2017). The IT sector however shows a combine image or picture in terms of a gendered environment. Infosys, HCL, and Wipro by the year of 2011, had nearly one-fourth to one-third women workforce, but in management positions are a little leadership positions. For example, at Infosys, only 4.8 percent were at senior management level (Buddhapriya 2013). Women in India in the year of 2016, 26 percent of the professionals in the technical segments of the IT industry that employ the most significant number of engineers. The ratio of males however, is opposite (i.e., 31: 69) in the BPO sector (Gupta 2015) that is majorly a non-technical segment of the IT industry." (Ref: NASSCOM, Raghuram and Buddhapriya).

Most women are recruited by the software industry in IT-ITes and BPO, but in the profession, there are further evidences of gender disparities and differences. A according to the survey found that there is an equality in appointing male and female in industries on account of work experience. Most women at the age of 30 years are working in the software industry or low and are single in the usual manner (Raghuram et al. 2017). After the first five years of job, most women with significant percent age are willing to exit from the IT-ITes. Therefore, women that are identified do focus on part time work or career break.

Moreover, after the NASSCOM, the software engineering in the land of India is the significant sector that comprises of two most significant parts: Information Technology services as well as Business Process Outsourcing (BPO). There is a most effective contribution in the software industry to GDP from 1.2 percent in 1998 to 7.7 percent in the year of 2017. And, in the year of 2019, the IT sector aggregated according to NASSCOM revenues of US \$ 180 billion in the year of 2019 in addition to export wealth that stand at US \$ 99 billion and in the same manner domestic revenue at US \$ billion raising by above 13%. As of now India's IT labour force 2020 accounts for 4.36 million software holders. And, moreover, Unites States for two-third of India's Information Technology services exports is accounted.

1.2.6 The most significant IT-ITes in India

As for NASSCOM, there are most effective and significant technology hubs in the land of India as follows: Delhi NCR in the land of India is one of the great major hubs. Hyderabad, which is the most significant name for Cyberabad as well as the HITEC City in the state of Telangana; and moreover, it is an effective and greater global IT hub and in the same manner the greatest in India bioinformatics hub. Hyderabad for exports piping competitors Pune and Chennai has prevailed as the second largest city in the land of India. IT exports as of 2020, from the city of Hyderabad was Rs. 128, 807 crore (US \$ 15 billion), the city of Hyderabad houses 1500 IT-ITes companies which facilitate 582, 126 employment. And, in the city of Hyderabad there are the most famous pharma as well as tech parks are Genome Valley, Hyderabad Pharma City and HITEC City. Bengaluru is also named as the Silicon Valley of India having Electronics City and the famous major tech parks and IT that are most effective companies: TCS, IBM India, Infosys, Wipro, SAP Labs, Oracle and TCS etc. Pune is a great city having major IT companies covered by 2, 800 acres (11 km²) including Maharashtra Industrial Development Corporation (MIDC) and Rajiv Gandhi Infotech Park.

As a result, India is the most effective and a significant exporter of IT in the contemporary world economy. Nearly in the land of India exports overcome the Indian constitute as well as IT industry, 79 percent of the total revenue. From less than 4 percent in FY 1998 to approximately 25% in Fiscal Year 2012 the company's share of total Indian exports raised (including services merchandise). The IT-ITes as of 2006 in the land of India accounts for 40% of GDP, which is in the land of India as well as 30 percent of export earnings; and in the same manner 25 percent of its workforce while employing after the manner of Sharma (2006). The most and effective Indian Information Technology facilitators are according to Gartner: Infosys, Tata Consultancy, Wipro, Tech Mahindra and HCL.

1.2.7 Women, Employment and Plan of Social Model:

According to GENEVA (ILO), in the world, the gender gap remains one of the most effective and pressing challenges which face the world of work. ILO said saying that supporting and helping women access the labour market is the most significant step. But in the year of 2017, there was a global work or labour force participation rate for female at nearly 49 per cent, which is 27 percentage points approximately lower than the rate in comparison with men. And in the year of 2018, it is forecast to remain unchanged.

In the land of India post-1900s, Globalization has made up the most significant deep inroads scene for women offering less gender discrimination as well as offering good and soft employment. There is an inter-alia sets off which is an emergence of Information Technology and market liberalization. In recent decades, the ICT and IT facilitated the high speed and significant data communication links. Since 1990s in the land of India, the onset of Globalization as well as Liberalization laid the path for growth of IT industry.

The Government of India, including advantage of 12 hour time-gap has provided policy incentives, facilitating tax holidays to income, making IT industry and building or setting up of several technology parks etc. IT sector has set up much and more benefit to the employees for a large pool of educated unemployed especially for youth. Moreover, for benefitting women in all manners. According (Kumar, 2001), now the industry has got placed having very vast qualities with 51 percent of the global market.

On the other hand (National Association of Software Services Company (NASSCOM) had declared or revealed that for many years at entry level the proportion of women workforce and in the same manner middle level management has raised considerably. But, there is a lack of sufficient or adequate representation of women at the senior level in the land of India.

The unemployment rate for women in the world, stands at in the year of 2017 6.2 per cent, which represents gap of 0.7 percentage points from the male unemployment rate of 50.5 percent in 2018 that are expected to remain unchanged. Based on current trends, there is no anticipated development in the gap before 2021.

And moreover, approximately 15 percent is contributing family workers among employed women worldwide to over 5 percent among men. And, the gap is wider at 19 percentage points, in developing countries where nearly 36.6 percent of women as well as 1702 percent of men are employed.

The raise of LFP of women is the most significant priority targets of employment policy in the land of India. And, it is the most effective components of economic growth, development as well as strife against unemployment. As a result, the social life as well as World Bank will be exceeded when the whole society participates or organize. And, when the rules and regulations incorporate the all segments of society, India and the world will be more liveable.

Here, there are several differences between women and men with regard to a number of development indicators. Child mortality, literacy, and the most notable manifestation which is gender discrimination. In the state of Kerala, there is a higher Human Development Index. A ration of 1050 women to 1000 men is very common. But there are states in India, where the sex ratio, is less than 950 women for 1000 men.

1.2.8 Integration of women's participation in software engineering

Despite there has been a rise in women's participation in many economic activities, there has still been no integration of female's needs problem agenda in the matter of decision making until now. In the land of India most female work in the informal sector (unorganized). Women only enjoyed limited results from development because the quality of their human resources is still low. This is because women's opportunities for education and training are still limited compared to their male colleagues. Working women, in the government or the private sector, are often passed by for training opportunities. This is generally because the is not aware of

women's concerns, and conclude that naturally women are less interested in self improvement, or not willing to give up their household duties. All men and women utilize the software by using soft skills in a quick and transparent manner in the modern era, in all manners instead of physical labour. So, most of men and women desire to have such sort of jobs and are interested to enter into the companies of the software field. Today, a huge software industry has become a dominant factor in the economics of the computerized globe.

Asia has been generating a lot of commercial interest lately. Both domestic and multinational companies are competing to capture the huge markets for transborder satellite television, computers and telecommunication systems. In the field of development, communication technology has always kindled hopes for speedy progress. In India, the mass media such print, radio and television have a very wide reach, whilst more recent technologies such as PCs, the Internet and cell phones are only available in the cities; as well the status of women in India is improving, but these improvements are limited to the middle class urban society and progress for lower strata is very slow. Despite the increase in women's participation in many economic activities, there has been no integration of the female's deeds as well as needs problem agenda in the decision making process.

In India, the most female do labour or work in the informal sector (unorganized). Women only enjoyed limited results from development because the quality of their human resources is still low. This is because women's opportunities for education and training are still limited compared to their male colleagues.

Working women, in the government or the private sector, are often passed by for training opportunities. This is generally because they are not aware of women's concerns, and conclude that naturally women are less interested in self improvement, or not willing to give up their household duties. The former UN Secretary General Kurt Waldheim says: that in his report to the UN Commission two out of three women in the world are illiterates.

Devaki Jain has rightly said: "Most of the political and economic systems operating on the globe today are spent forces. They have not been able to contend with inequality, inflation, or the threat of war ... No global organization such as the UNO or global ideology such as Marxism is able to deflect the world from this path since they all are parties to the existing system, women, however, can generate these new energies because women are not parties to the system. But how can this be accomplished? In organic way." (Ref: Devaki Jain, *Women, Economics and Development*, Cape town, 2020).

Mammen and Paxson (2000): They explain that the basic static labour supply model, labour markets are assumed to be competitive even it is hard to explain or argue that is the case in

developing nations and labor supply decisions depend on the relative strength of the income and substitution effects. The expected wage of women is the opportunity cost of her time, once she is in paid employment.

Usha Sharma (2003): She says that there is an impact of technology upon society that has uniformly been useful and in the same manner most beneficial; and in the same manner the technological divide is being exceedingly felt, especially in the modern as well as developing countries that shall come to pass. There was still vast obstacles continue in rising gender equality.

Patel and parmentier (2005): On the basis of his study on Female Engineers in India, saying that the Western paradigm of development and modernization, which defines and suggests that as bureaucratic functions, rational processes overcome traditional forms, that rooted from the very beginning, of social closure based on differentiation such as ethnicity as well as religion in the context of Indian society. Primarily, he focused on the persistence of traditional gender roles in the Information Technology.

While a wide variety of societal and personal pressures merge to explain why high numbers of women disproportionately that pursue careers in the field of IT choose to leave the profession prematurely a recurring theme is male-dominated and in the same manner unsupportive culture especially in the context of Indian culture. As mentioned as well as discussed earlier, not surprisingly, during their education, permutations of many of the gender specific problems that women encounter appears to continue throughout their professional careers in the field of software industry.

IndraniMazumar, Neetha N (2020): They pointed out that in the field of labour laws, the absence of a gender perspective and the absence of any labour rights perspective in the anti-trafficking frameworks are the twin flaws which are especially detrimental to the interests of migrant workers who works hard indiscriminately in the Indian society AnaghaSarpotar: she says that according to the Act, 2013, one of the major milestones of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) is to provide a special redress mechanism for pleads as well as complaints in the field of un-organized sector.

Bandana Purkavastha, Margaret Abraham (2019): According to their report, there are two kinds two types of activism---efforts to challenge violence against women and to address knowledge hierarchies----are outlined.

World Economic Forum Report (2019, India Today updated): It shows that India's gender gap, in the context of development, ranks behind many developing nations in the sad manner, as the globe is 100 years away from complete gender equality.

India Today (2016): Women have 11 exclusive rights as follow

1. "Women have the right to equal pay: women could not be discriminated on the basis of sex to get salaries.
2. Women have the right to dignity and decency: if a woman is accused in the event of any circumstances, she must be submitted and performed in the presence of another woman according to the medical examination procedure.
3. Women have the right against workplace harassment: To file a complaint at her workplace against any kind of sexual harassment is her right.
4. Women have a right against domestic violence: section 498 of the constitution , she should be preserved and shield in all manners (including sexual, emotional, verbal and in the same manner economic), otherwise accused will be imprisoned. And,shall also be liable to fine."
5. "Female sexual assault victims have the right to keep their identity anonymous: a woman having sexually been assaulted, may record her statement alone before the district magistrate when the case is under the trail, or in the presence of a female police officer.
6. Women have the right to get free legal aid: Female rape victims have the right to get free legal aid or help.
7. Women have right not to be arrested at night: A woman cannot be arrested unless there is an exceptional case on the orders of a first class magistrate after sunset and in the same manner before sunrise. The law also, in addition, explains clearly that the police can interrogate a woman at her residence only in the sight of a woman constable and her family friends and family members.
8. Women have the right to register virtual complaints:
 - a) The law gives women the provision for filling virtual complaints via her writing, e-mail complaint and sending it to a police station from a registered postal address.
 - b) Afterwards the SHO sends a police constable to her place to record her complaint.
 - c) A woman, this is in case, is not in a position to physically go to a police station and file a complaint.

9. A woman has the right against indecent representation: In any manner, depiction of a woman's figure who is indecent, derogatory, corrupt, or is likely to deprave or injure the public morality or morals, is a punishable offence.
10. Women have the right against being stalked: According to the IPC section 354D causes the way for legal action to be taken against an offender if he/she follows a woman, tries to contact her foster personal interaction repeatedly despite having a clear indication of disinterest; or monitor the use by a woman of the internet, email or any other form of electronic communication.
11. The woman has a right to Zero FIR: The Zero FIR can later be moved to the police station in whose jurisdiction the case falls under, and FIR that can be filed at any police station irrespective of the location where the incident occurred or a specific jurisdiction it comes under.

This reigning was passed by the Supreme Court to save the victim's time and prevent an offender from getting away scot-free." (Ref: *India Today*, 2016).

UDHR: Despite the increase in women's participation in many economic activities, there has been no integration of the women's needs problem agenda in the decision making process. Most women work in the informal sector (unorganized). Women only enjoyed limited results from development because the quality of their human resources is still low. This is because women's opportunities for education and training are still limited compared to their male colleagues. Working women, in the government or the private sector, are often passed by for training opportunities. This is generally because the is not aware of women's concerns, and conclude that naturally women are less interested in-self improvement, or not willing to give up their household duties.

Vishaka guidelines

In the year of 1997, the question rose first and foremost attention in India, especially credit goes to the instrument of Public Interest Litigation (PIL), which is the most effective and significant formation/creation of judiciary. And, an NGO named Vishakha challenging the Rajasthan High Court verdict put before a case of gang rape the Apex that took place in the state of Rajasthan. The Apex examined and defined that until a proper law was enacted by the Parliament of India what would constitute sexual harassment at workplace as well as guidelines that were issued which were to have statutory value, while hearing the matter.

And, under IPC Section 354 (outraging the modesty of women) and Section 509 (using gesture, a word or act intended to insult the modesty of a woman/) it were dealt before the Apex set the law at workplace in order against sexual harassment.

1.3 STATEMENT OF THE PROBLEM:

“Women were given secondary status in all spheres of life in the world. They are denied of all sorts of rights, including the right to life in certain traditional and social order. They are seen as burdens and liabilities than human beings. Many social reformers and humanitarians have been demanding for the elevation in the pathetic conditions of women for a long time. There have been several feminist movements demanding for the equal gender status for the feminine gender. All these struggles have paved to the incorporation of rights of women into the constitutions of different countries. But the fact of reality in that their rights has been confined to the constitutions only and this hardly found to be put in practice.” (Ref: J.Babu Rao, *Quest Journal*).

“But the emergence of software industry and its work setup seem to have been paving the way in a considerable degree for the improvement of gender status of women. The rules and regulations for equal gender status and their implementations seemed to be encouraging for the advancement of women. Several observations found that women working in the software industry are much and more observations and independent compare to women working in other sectors. They established that the rules and regulations for gender equality work atmosphere and the postmodern outlook exist; they are quite supportive for the advancement of women.” (Ref: J.Babu Rao, *Quest Journal*).

In view of this, the present study becomes essential to explore the changing gender status of women contributed by the software industry if any.

1.4 METHODOLOGY:

1.4.1 Objectives of the study

1. The study aims at finding out the qualitative change in terms of enhancing the gender status of women in the software industry.

2. The study makes an attempt to find out the reasons that constitute for the raise in the gender status of women in the software industry.

1.4.2 Data collection

Primary data: According to the primary data, the researcher has collected data through the process of qualitative and quantitative. And, Primary data were also focused on women engineers in the software industry. Moreover, the Data was gathered together with the process of structured and open ended questionnaire.

Secondary data: Secondary data was gained from diverse sources for the purpose of research take the Ministry of Women and Child Development (2001), National Policy for Women, National, Commission for Women (NCW), UNICEF, Global Gender Gap Report/World Economic Forum, Women's Human Rights, Amnesty International, Ministry of Statistics/Government of India, India's 2011 Census and diverse articles and in the same manner books.

1.4.3 Chapterization:

The study has been divided into six chapters:

1. The first chapter deals with the introduction of conceptual understanding of the thesis, literature review, statement of the problem and Methodology.
2. The second chapter explained as well as outlined the status of women
3. The third chapter highlights the legal provisions given by the Indian constitution, which is mandatory and needy towards women
4. The fourth chapter examines with clear understanding the workforce in India
5. The fifth chapter is concerned with the change in the gender status of women in the software industry.
6. And, the sixth chapter describes the findings of the study and concluded in the software industry.

1.4.4 Scope:

The present study is carried out of an urban area which is in the city of Hyderabad. Majorly the current study concentrating as well as focusing on women software employees working in software companies has been done by using online as well as offline mode that is in the companies of Infosys, Google, InfoTech, Accenture, TCS, Amazon, Wipro, Oracle, Tech-Mahindra and Gen-pact by using snowball method.

CHAPTER 2: STATUS OF WOMEN IN INDIA

2.1 INTRODUCTION:

Exclusively which is approached to the promotion of gender equality and the empowerment of women, the Commission on the status of Women (CSW) is the most significant principal global intergovernmental body. A functional commission of the Economic and Social Council (ECOSOC) established in the year of 21st June 1946 by ECOSOC resolution 11 (II). Through the world, the CSW is the most effective instrument in promoting women's rights, focusing and in the same manner documenting the reality of women's lives.

United Nations (UN) activities in the year of 1996, ECOSOC after the decision or resolution 1996/6 (see p. 20) exceeded the mandate which is commissioned as well as decided that it should take a leading role in the implementation of the Beijing Declaration as well as the Platform for Action, and in the same manner in mainstreaming a gender perspective in United Nations activities and reviewing progress and problems that face.

At "UN headquarters in the city of New York in the space of the Commission's annual two-week session, UN entities as well as civil society organizations gathered to know the details of progress and gaps in the implementation of the 1995 Beijing Declaration and Platform for Action. Moreover, the General Assembly at the 23rd special session of the General Assembly held in the year of 2000 (Beijing +5) emerging issues which affect the empowerment of women and in the same manner gender equality" (*Ref: UN women, Beijing*). Members states agree to accelerate promote and progress women's empowerment on further actions that shall come to pass on their rights in the fields of social, economic and political. To ECOSOC for follow-up the recommendations as well as outcomes of each session are forwarded.

2.2 STATUS OF WOMEN

Especially in our traditional society, the women have been several decades and centuries controlled by male-dominant because of households in which male privilege and dominant.¹ Even anti dowry laws since the 1960s, on the other hand, the practice of dowry also remains, especially in the land of India widespread. In the process of marriage, because, verifying her chastity is a critical step, and households or families are cautious to regulate all aspects of their (beloved/burdensome) daughters' lives, and in the same manner dominating or controlling where they go as well as what they have to do from the very youth. Girls in the land of India from the very youth are explained and told that their right place is in the home where she abide from the beginning finishing as well as fulfilling household duties; and in the same way attending to the significant needs of me, on the other hand, whereas males are learnt that they are greater for women and must have dominion over them entire the life.

And, it is clean and clear that these social needy infrastructures as well as arrangements serve the interests of men in the land of India. Female youth (virgins) are inadequately equipped to penetrate into the adult roles even in the 21st century with the qualitative and quantitative and skills they are in need to be successful adults roles. Primarily women are of centre of power, but they are having in the busy schedule of households works in all manners. "After the manner of World Economic Forum's Global Gender Gap Index 2019-20 measuring in educational obtaining, political empowerment, health as well as survival and economic participation the most significant of gender based gap. According to this report, from 2018 India fell four places to gain the 112thrank .and in the same way, out of 153 countries, India's Excellency is dismissal in the performance of Health as well as survival parameter. And alsoto the Global ranking, India got ranked 112th having addressed only 66.8 percent of the gap. But, Iceland reached the top rankings in the gender parity gap with 87.7 percent." ² (Ref: WEF Report, 2019-20).

¹ India Today: Indian women: yesterday, today and tomorrow, updated April 30, 2015.

² World Economic Forum, Global Gender Gap, 2020.

Table 1: World Economic Forum’s Global Gender Gap Index: 2019-20.³

“Nation		Gap Closed 2020 (%)	Position- (2020)
Iceland	0	87.7	1
Bangladesh	(-2)	72.6	50
Nepal	(-4)	68.0	101
Srilanka	(-2)	68.0	102
China	(-3)	67.6	106
India	(-4)	66.8	112
Mynamar	(-26)	66.5	114
Pakistan	(-4)	56.4	151
Yemen	(-3)	49.4	153”

2.2.1 United Nations and women:

“In the ancient time, a woman was the gharka rani, the centre of the family; but, now one tenth of working has been in the furnace of afflictions and face sexual harassment in their workplace. And, most of women do not have any internal complaint committees. In many states, most of women are turned into domestic workers in the name of marriage, especially in the states of Jharkhand, Haryana and Chhattisgarh. According to UN, Violence against girls as well as women is a human rights violation; on account of this, women are affected by mental, physically as well as sexually and finally it leads to death. On account of this, women’s general well-being and prevents women from completely engaging and participating in society even in the technological world. Violence against women and girls finally, it impacts on their families, community and the country called mother land at large. In the face of the earth, terrorism, violent extremism, war as well as violent conflict has been devastating consequences for girls as well as women for many years; but there is no place for women to confederate for, in all manners because they are excluded from negotiations and peace confederates.” (Ref: Radhika kapur, University of Delhi).

³Economic woes: Barring the economic participation index, all sub-indices witnessed marginal improvement globally compared to 2018.

2.2.2 Women and Industry:

There was a significant role played by women in diverse sectors, especially electronics, information technology and food processing and agro industry and textiles that has been crucial to the development of these sectors. “They would be given comprehensive support in terms of labour legislation, social security and other support services to participate in various industrial sectors. 5.7 Women at present cannot work in night shift in factories even if they wish to. Suitable measures will be taken to enable women to work on the night shift in factories.” This will be accompanied with support services for security, transportation etc.

2.2.3 Women and Economic progress:

After the manner of the Observer Research Foundation (ORF) 2019: There has been the most significant economic progress in recent decades in the land of India, including increasing Gross Domestic Product (GDP) per capita from US\$375 to US\$1,572 in the years of 1990 and 2015. Such economic growth, however, has not been matched by exaltation towards the female’s equal participation in the field of economy.

“The country’s female labour force participation rate (FLFPR) stands at just 27%, compared to 96% of men. By the process of methodological differences have resulted in varied estimates by different sources, including government agencies and academic researchers. Even so, there is a labour force or workforce evident in the land of India given the global average of 49 percent, female’s under-participation. As the matter of fact, as the digital economy grows, and new jobs requiring new skills are emerged, women and girls will be left behind without concentrated investments in increasing their education in future-proof industries and occupations.” (Ref: Janga Babu Rao, *Quest Journal*).

2.2.4 Reasons for the skills gap:

Socio-cultural: Of what a woman can and should do, aspirations are designed or shaped by socio-cultural norms and perceptions.

Informational: Men and women pertaining to education, skills, and jobs that have been traditionally male-dominated do not have access to the same amount of information and opportunities.

Institutional: Factors such as time constraints, safety and transportation considerations that hinder women's entry and progress in training programs and jobs are not adequately addressed.

2.2.6 Reducing the Wage Gap

Despite having legislation similar to India's, no country in fully clearing the gender pay gap has been successful although some have narrowed it considerably. For instance, in the year of 2018, there was a country which became the first country in the face of the earth to press or mandate industries "to prove that they do not have a gender and ethnicity-based pay gap. Under the Equal Pay Standard legislation, companies with over 25 employees must have their accounts audited every three years to obtain a government certification. While more regulation could seem daunting, in the absence of an organic progress in eradicating the gender pay gap, this is a legitimate solution."

In the past, there were a liberty and freedom for Vedic women in the land of India. But, female rights were very much constrained and in the same manner limited to possess possession or wealth. A married daughter had no share in her father's property. As a wife, a woman had no direct share in her husband's property. Constitution to women has given some privileges and rights, but practically are in vain. And, Vivekananda is emphasizing in India, adult women's primary role is as homemaker with low numbers in gainful employment that has been further declining during a period of high economic growth.

2.3 WOMEN AND EMPLOYMENT

Across the world women in employment there is an anomaly in the labourforce that is female numbers continuing to slide in the land of India. During the period 2015-16 mere 27 percent of working age female were working in the event of paid jobs while in the midst of 2004-05; this share was 43 percent, the same as in the year of 1993-94. But the slide has been much worse

in the land of rural India as agriculture fails to absorb them. After the manner of the Global Gender Report (GGR) in the year of 2015, India got 136th rank in the midst or amongst 144 countries upon the opportunities index as well as economic participation. In the aspect of our society something is detained and wrongly somewhere that restrains women from working. ⁴As for to Luis Andress and his companions has focused and reviewed on the recent World Bank policy that none can express and explain in the systematic manner the righteous phenomenon. They observed and found after analyzing data of NSSO that in the space of the years 1993 and 211, the participation of women in working rate which is dipped by over 13 percentage points in rural areas; but there was a raise in school enrolment only 5 percent points in the context of school going girls by 3.2 percent points was more matched evenly according to a raise in enrolment of 2.3 pct points.

In the years of 2001 and 2011, per year, there was a dismal in 2 percent growth rate of jobs while in during the period of 2011-2015, this had further decreased and declined to just 1.23 percent in the every year. Primarily, after the manner of their observations, women of all kinds, whether they are married or not, whether illiterate or illiterate or whether they are Adivasi, Dalit or Higherarchial Castes were not focusing and in the same manner were working. Because they do not have sufficient jobs and large scale or small scale sectors are being deteriorated. The jobs that are available are low-paying, marginal as well as low-paying and in the same way backbreaking and secure less like construction in the recent past. So the absence of facilities like crèches or for women there are issues of protection, safety and shield. The issues that are having forced to female not obtaining and possessing jobs that are paid said Thomas, Likewise patriarchal values too come into a role and decide in the face of the earth as well as in the land of India.⁵

⁴Subodh Varma, Why Indian women are out of work? TNN, Updated: Sep 19, 2017, 14: 27 IST

⁵ Subodh Varma, Why Indian women are out of work? TNN, Updated: Sep 19, 2017, 14: 27 IST

2.4 WOMEN IN INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

“ICT industry in the state of Telangana consists of Business Processing Organizations (BPOs) and in the same manner Knowledge Processing Organizations (KPOs) to providing the professional services across the world. Primarily the state of Telangana ICT services is oriented towards foreign markets as well as contributes vastly to India’s IT exports. Hyderabad, in the process of time, has become a premier worldly destination for IT and ITeS industry of India, next only to Bengaluru which is one of the greatest hubs in the globe for decades. In the state of the Telangana IT industry has grown up by leaps and bounds in the recent years. Primarily in the state of Telangana, there are around 1,300 IT units having nearly 3.7 lakh professionals.” *(Ref: IT Electronics and Communication Department, Govt. of Telangana).*

Service sector is the primary source of the growth of the state economy even in the 21st century. At present, only 23 percent of the total workforce including rural and urban in the state is employed in service sector having contributed about 61 percent to State’s GVA. “In this regard, there is an increase in employment share of this sector. And in the same manner, infrastructure, highly skilled and educated professionals has helped the state with a cost advantage to manage and maintain double digit growth in the sector. The state of Telangana has focused for many years to increase the employability of students whether they are male or female by imparting skills needed for the industry.”

T-Hub located in the city of “Hyderabad extending as well as elaborating to various fields like agri-tech, smart cities, financial technology, life sciences, IoT, clean technology etc, the startup community in Hyderabad has prevailed their keen interest in being a part of T-Hub. Constantly as well as primarily the project aims at building upon Hyderabad’s natural strengths in IT & entrepreneurship and intends to nurture a vibrant innovation eco-system by providing job growth and wealth creation even for young girls.”⁶ *(Ref: Telangana State Portal Information Technology, Government of Telangana).*

⁶ Socio economic 2016, Hyderabad, Telangana.

Till the setting up of industrial establishments by the British companies in 1600 and later on other nationals, it is said that India flourished with rural cottage industries though agriculture being primary vocation for large number of families. The education was largely confined to certain privileged sections of the society and that too mostly to the men. Though it is believed that women have enjoyed better social status during the Vedic period, the post-Vedic period and medieval period witnessed lower status compared to men. Despite the fact that women participated in all cottage industries as well as agricultural activities they remained lower to men in social realm. They did not inherit the properties; remained under the control of men before or even after the marriage. The process of urbanization followed by establishment of modern industries began with the colonial government. Schools were opened for lower castes and women as well. However, the peak stage was achieved only after the independence.

Women's education in large scale started during the colonial period with active engagement of social reformers and Indian nationalists apart from the Christian missionaries.⁷ Today, in the Indian workforce, fewer women are participating compared to one score ago or twenty years from the Ministry of Labour and Employment. And, there was a decline in the organized workforce, in the years of 2001 and 2011 after rising in the previous two decades. In the year of 2001, the work participation rate for women was 25.6 percent that fell to 21.9 percent during the space of 2011-12, as per the 68th Round of the National Sample Survey. There was a rise in the worker participation rate for female from 19.7 percent in the year 1981 to 22.3 percent in the year of 1991.⁸

2.5 INFLUENCE OF SOCIAL AND RELIGIOUS REFORMERS

When we observe in the modern era no doubt there is made a significant progress of gender equality in the workplace; but gender difference and in the same manner disparity is still a long way off. And, that's especially true for one particular segment of the population of working women, the 18% who work in majority-male companies.

⁷ Encyclopaedia Britannica, The East India Company (English trading company), updated: on 28th of June, 2019

⁸ Government of India, Minister of Labour & Employment.

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2.6 WOMEN AND BARRIERS:

- "In the ancient time, woman was the ghar ka rani, the centre of the family; but, now one tenth of working have been in the furnace of afflictions and face sexual harassment at their workplace. And, most of women do not have any internal complaint committees."⁹
- In many states, most of women are turned into domestic workers in the name marriage especially in the states of Jharkhand, Haryana and Chhattisgarh."¹⁰

⁹ Handbook on Sexual harassment of women at workplace, Act, 2013.

¹⁰ Persisting servitude and gradual shift towards recognition and dignity of labour, ILO.

- “According to UN, Violence against girls as well as women is a human rights violation; on account of this, women are affected by mental, physically as well as sexually and finally it leads to death. On account of this, women’s general well-being and prevents women from completely engaging and participating in society even in the technological world.¹¹
- Violence against women and girls Finally it impacts on their families, community and the country called mother land at large.
- In the face of the earth, terrorism, violent extremism, war as well as violent conflict have been devastating consequences for girls as well as women for many years; but there is no place for women to confederate for, in all manners because they are excluded from negations and peace confederates.”¹² (Ref: UN women).

2.7 WOMEN AND CLASSIFICATION:

Sex refers to one’s biological classification, whereas gender refers to the social definitions and expectations associated with being female or male.¹³ As far as women concerned, her freedom was curtailed. Women were treated as burdens and liabilities than human beings. In the traditional Indian society, unmarried woman or daughter was under the strict supervision of her parents right from childhood to adulthood. They had no decision-making powers and no independent identity.¹⁴ And, they had no freedom in doing things as they wish and wanted.¹⁵

Gender status of women across the world found to be low when comparing to that of the men. It is perceived to be at the lowest ebb in India. Religious and traditional reasons are found to be responsible for the low-status of feminine gender. While all types of freedoms, rights and choices were given to men; they are all restricted and restrained to the women.

¹¹ United Nations.

¹² women at work, Geneva, 2016, ILO.

¹³ WHO

¹⁴ The making of the National Movement: 1870-1947.

¹⁵ Statistics Canada, 2011.

As a result, there was a massive spurge of women across the globe for their equal status at par with men. The contribution of feminist and civil rights movements is immense in demanding the equal status for the feminine gender. The multinational companies established in India since late 1990s, particularly in Hyderabad which has become one of the hubs of software industries in the land of India.¹⁶

2.8 UDHR:

Universal Declaration of Human Rights (UDHR) is a milestone of document in the history of the world, especially in the history of Human Rights. The declaration was proclaimed by the General Assembly in the city of Paris, the capital of France on December in the year of 1948 with 217 A a resolution of General Assembly as a common standard of progress and achievement for all.¹⁷

Despite the increase in women's participation in many economic activities, there has been no integration of the women's needs problem agenda in the decision making process. Most women work in the informal sector (unorganized). Women only enjoyed limited results from development because the quality of their human resources is still low. This is because women's opportunities for education and training are still limited compared to their male colleagues. Working women, in the government or the private sector, are often passed by for training opportunities. This is generally because the is not aware of women's concerns, and conclude that naturally women are less interested in-self improvement, or not willing to give up their household duties.¹⁸

2.9 WOMEN AND POPULATION

In the face of the earth, the people of the land make use resources that are existed and are themselves resource and amenities with varying significant quality. Until the people were able to find out as well as to invent technology to obtain it and make it a resource, Coal is but a piece of rock that is available anywhere in the world. The events, whether it is calamity or events like famine, flood of water or Tsunami which happens under pressure of the seas becomes a heavy flood and disaster when only they affect a multitude hamlet or town.

¹⁶ N, Karmali, Forbes, the United States.

¹⁷ Audiovisual Library of International Law, UDHR, 1948.

¹⁸ Peace, dignity and equality on a healthy planet, United Nations, 2020.

Therefore, the population which is a pivotal element in the field of social studies in the present world. It is noted that the point of reference from which that are all other elements are identified with clear observation and from which they derive meaning significantly. Disasters, calamities, and resources all are understandable as well as meaningful in terms of human beings or flesh according to the word of God that Germanic. Therefore, their growth, distribution, resources, as well as characteristics or quality of life which leads to peaceably in the face of the earth provide the basic background for understanding in an appreciation manner having all aspects of the environmental procedure.

From the foundation of the earth, human beings are consumers and producers of the face of the earth's resources, in all manners as the LORD created and made all these things for the men and women's sake but in vain. Many things that were made and created are not understandable in terms of resources that are not utilized in the proper manner.

Concerning the population, we are majorly related with three greater arguments and questions in the face of the earth:

- Population size and distribution: Present population and their locality
- Population growth and change: Population growth and change of time
- Qualities of the population: Age, composition, sex, occupational structure, literacy levels and health situations.¹⁹

2.9.1 Distribution and Population size

India's Population Size and Distribution by Numbers, on March 2001 stood at 1,028 million, which is accounted for 16.7 percent of the global population. "These 1.02 billion people are unevenly distributed over our country's vast area of 3.28 million square km, that is also calculated or accounted for 2.4 percent of the world's area (Figure 6.1).

¹⁹ The Bible, KJV

The 2001 Census data proclaims that the state of Uttar Pradesh with a population size of 166 million people is the most populous state of India.” (Ref: NSSO Report.) The state of Uttar Pradesh shows accounts for about 16 percent of the country’s population.²⁰After the manner of population, these are Uttar Pradesh, West Bengal, Maharashtra, Bihar and the state of Andhra Pradesh. Amongst all these states, the state of Rajasthan, the major state in terms of area, has only 5.5 percent of the total population of India.²¹

2.9.2 By density India’ Population distribution

The population density provides a better image of the uneven distribution. It depends upon the number of persons per unit area. The province of Indian territory is one of the most densely populated land in the history of the world. In the year of 2001, the population of density of India was 324 persons per square Km. “In the same manner, in the state of West Bengal densities vary from 904 persons per sq km to only 13 persons per sq km in the state of Arunachal Pradesh. The figuring shows and explains that the pattern of uneven distribution of population densities at the state level in the Indian context. In these areas, the Indian states having with population densities below 250 persons per sq.km. Rugged terrain and unfavourable climatic conditions are primarily significant responsible for sparse population.” (Ref: 2011 Census).

And, the demographic observation most of the peninsular states and the state of Assam have latest and having a different kind of moderate population in terms of densities. Because less fertile soils have in these areas influenced population densities. And, in the same manner hilly moderate to rainfall, shall fertile. As usual in the state of Kerala and the Northern plains which are in the southern land of India to have been vast population densities because of the area which is flat plains according to the demography with fertile soils in abundance. When clearly observing these three states of that are in the part of the Northern Plains with greater population densities.

²⁰ Census, India 2011.

²¹ United Nations World Fact Book, 2019 (SRS Bulletin, 2011)

2.9.3 Change in the land of India & Population

In the land of India, population is a systematic and dynamic phenomenon because of the distribution and numbers as well as the composition of the population are constantly transforming. Primarily it depends upon the influence of the interaction having three methods, according to their names that are: migrations, births and deaths.

2.9.4 The process of the change of population

As for the demography, there are three significant procedures of change of population not only in the land of India but also in the face of the earth; primarily that is: birth rates, death rates and migration. Birth rate mainly explains that the number of births that are alive in the face of the ground per thousand persons in the period of one year. As in the land of India, it is a significant part of growth, but present period, which is called the technological world, birth rates had always been higher in the context of numerology than death rates.²²

The Table: 2 shows the position of birth rate and death rate of India in the last 100 years

S.No.	Year	Birth Rate	Death Rate	Growth Rate
1	1901-1910	49.2	42.6	6.6
2	1911-1920	48.1	47.2	0.9
3	1921-1930	46.3	36.3	10.0
4	1931-1940	45.2	31.2	14.0
5	1941-1950	39.9	27.4	12.5
6	1951-1960	41.7	22.8	18.9
7	1961-1970	41.2	19.0	22.2
8	1971-1980	37.2	15.0	22.2
9	1981-1990	32.5	15.0	21.2
10	1990-1991	29.5	9.8	19.7
11	1995-1996	28.3	9.0	19.3
12	1991-2001	25.8	8.0	17.1

²² Census, India, 2011 provisional data

2.10 WOMEN AND PARTICIPATION

2.10.1 Women in social movements

Like the most socio-economic movements, the women's movement in the land of India is made up of strands which vary and differ on the relative primacy of challenges and issues as well as strategies of forms and of mobilization of collective action. Especially in the face of the earth, there has been a certain and broad decision and consensus within the movement over what constitute transformatory change for women in the modern world. For ensample, in the context of general it is really acceptable and agreed; concerning women that collective action round about issues has to be directed against in the various forms of layers as well as stages of domination, likely ideology, class, culture, caste and in the same manner consist of non-institutionalized political action and in the same way action for change through and within institutions.

Women in the 19th centuries, "the nature and content of the debates that are around stree-swadhinata (women's self-determination) were determined largely by the colonial condition; at the time of the colonial government especially, faced with a struggle for national self-determination was experiencing a growing crisis of legitimacy." (*Ref: The UNICEF*).

Primarily the foundation for stree-swadhinata and equality in all manners was laid down through reforms in the field of education as well as child-marriage, sati purdah system, resistance to widow marriages, removal of practices or seclusion. However, all these reforms were under the hands of patriarchal ideology where women were seen, worked out by male reformers on their behalf, as passive recipients of the measurements of the improvements.

In the year of 1926, the first all India women's organizations came into force or existence in the form of setting up of the National Council for Women in India (NCWI). It's primarily aimed at, through social reforms as well as women's and in the same manner children's welfare, securing women's rights in the land of India. In the year of 1927, the All India Women's Conference (AIWC) was set up in Poona in the state of Maharashtra. But the members of their women were upper middle and upper classes and castes. With the inspiration of Lady Irwin College for women which was set up in the year of 1932 in Delhi, the Capital of India, the AIWC rose and took up the question of women's education.

Thus, there was a major organization to pursue for handicraft centres as well as literacy schools which helped from the oppressed and poor families in learning basic skills in order to gain and earn and be relatively independent in the context of economic especially. On account of these struggles, the result was framed and the Act was passed in the year of 1929 determining and fixing the age of marriage at 18 for boys and 14 for girls.

On account of this result, as well as under pressure from the women's movement and progressive nationalists especially the AIWC and in the same manner women's regional organizations like Women's Self Defence League in the state of Punjab, the MahilaAtmaraksh Samiti in the state of West Bengal and Andhra Mahila Sangam in the state of Andhra Pradesh all of them that was led by the Communist women. The Hindu Code Bill was passed, in the year of 1956, after getting Independence.

In accordance with the state of Telangana, women participated and played a significant role against zamindars and landlords in the struggle of peasants in the state of Hyderabad. And, there was a great participation in the years of 1947 and 1946-47 in the Telangana struggle against Nizam of Hyderabad and in the same way against north Bengal for the Tebhaga movement or struggle which is very printed in the minds of the men.²³

²³ Anupama Roy, The Women's Movement, Oxford University Press.

2.10.2 Women in politics

Women have in the land of India been significant key actors in the non-governmental organizations and in the numerous social movements which underlie India's vibrant civil society. In Indian politics, the place of women projects and reflects the constraints and in the same way beneficiary opportunities which are mingled with its democracy. If contrary, India's most effective and influential Prime minister was Smt. Indira Gandhi and her daughter-in-law Smt. Sonia Gandhi is the major force within the Congress party today while several state leaders have been women. And, Mayawati who was elected and served four times as a chief minister of Uttar Pradesh and likewise Pratibha Patil who served as a president of India is women.

The BJP as a political party is advised and guided by an electoral logic which has identified and entailed, even various contradictions in different positions, extending its base from the position of upper-class women and upper-caste men to lower class men and women to incorporate the lower class groups in all manners. Therefore Women organizations are established and affiliated by the BJP and RSS as well as VHP like Rashtriya Sevika Samiti, Mahila Morcha etc.²⁴

2.10.3 Women in elections

There was an increase in women's voting rates from 37 percent in the year of 1952 to a raise of 68 percent; in the year of 1991, they fell to 47 percent women, however, are under-represented in higher-level decision making bodies and in parliament. "Gender difference and parity stands, in the Global context, at 68.6 percent and ten countries at the bottom have closed just 40 percent of the gender gap. In accordance with the political empowerment scores are very low level and poor. But in terms of parliamentary representation, women have gained and have got secured just 25 percent of available positions and a figure that slips to 21 percent at a ministerial level. 85 states have had no female head of the state in the past 50 years in the face of the earth." *Ref: Global Gender Gap Report, 2020*.²⁵

²⁴ Amrita Basu, *Gender and Politics*, Oxford University Press, page no: 169.

²⁵ Global Gender Gap Report, 2020

There has not been much increase in women representation from the 4.4 percent (or 22 women) in the initial or the very first parliament (1952-57) to 8.8 percent (48 women) in the year of 1998 elections, to 8.3 percent (45 women) in the year of 2004. even the women's movement was highly active and strong but the political parties have nominated utterly low to move and run for office in the years of 1980s and 1990s.

In the year of 2004 elections, out of 5435 contestants women constituted 3541. For political office, party nominations of women were consistent with former years. According to these calculations, women corporate and formed 8.24 percent (39 out of 334) of BJP candidates, and of Congress candidates 10.79 (45 of 372) and in the same manner 11.59 percent (8 of 61) of CPM candidates in the land of India. Even the Congress party nominated more women in every elections, but their performance has been very less impressive. However, a larger proportion of women candidates were elected from the BJP than from the Congress in the context of political completion. However from the two parties, this figure masks diverse rates of electoral success among women in the significant manner.

"As for the 2011 census out of a total population of 1,21,01,93,422 persons 62,37,24,248 are males and 58,64,69,174 females. As per this, the sex ratio of India is 940. The sex ratio at the National level has risen by seven points since the last Census in 2001. This is the highest since 1971. The sex ration in India has been historically negative or in other words, unfavourable to females. The sex ration consistently up to 1951 when it rose marginally. In the post independence period, the trend continued and the sex ratio slipped down for two consecutive decades after 1951 to reach 930 in 1971. During 1961-71 a steep fall in the sex ratio. After 1971 Census, trends were not consistent, showing increase in one decade and decline in the next." However, it was hovering around 930. The sex ratio as per provisional results is the highest since 1971 a below the level of 1961.

World trends: "The composition of population by gender is not uniform and shows diverse patterns across different countries. It has been estimated that around the year 2011, the world will have 984 females against 1000 males. As is evident from the statement, USA, Russian Federation, Japan and Brazil females outnumber males, in another six countries the balance is tilted towards the males. When compared to the previous decade, China, Indonesia, Nigeria, and USA have a shown decline in the sex ration in the present decade. The decline has been particularly sharp in Nigeria and Indonesia. The sex ratio USA, Russian Federation and Japan have always remained above unity despite minor variations." (Ref: *Census of India, 2011*).²⁶

2.11 WOMEN AND DIVERSE PERIOD

In the past, the status of women in Indian in the practical life was inferior to man. But according to the scriptures, women were considered to be the most significant persons in the history of the world. According to the Government of India as per the 2011 census , females are 933 for every 1000 males in the land of India.²⁷ Even they have been treated the secondary citizens as well as trampled under the soles of Hindu traditions and customs for several centuries.

As a matter of fact, no religious rite can be performed in the land of India with significant perfection by a man without the participation of his wife (woman). Thus wives are called 'Ardhanagani' (helpmeet/betterhalf). It is signified that they are given not only essential, but equal position with men. But afterwards, the position of women due to some traditions and due to Muslim influence went forth utterly abating and deteriorating day by day. They were oppressed and deprived of their rights, during the time of the Muslim period, equality with men. At present time also even in some Islamic countries, women are not allowed to move as well as go out freely because of their traditions, for example Pakistan and Iran as well some Muslim countries. And in the same manner, in India the Muslim women are far more backward than their Sikh, Christian and Hindu counterparts.²⁸

²⁶ Census of India, 2011

²⁷ Sujata Mainwal, Asst. Professor, Changing Status of Women in Modern India: A Sociological Study, *IJEMR*, Pg nos: 288-290

²⁸ Dr. (MS) Rekha Singh, Status of Women Indian Society,

“The status of women, in India today, social, economic as well as medieval periods are much and more higher than in the medieval and in the ancient periods. Despite the status of women is raised in the presence of the law, but it is still much far from equality with males. According to the history, 1750 AD is called or known as the modern period. However, the condition of women theoretically was significant higher, but practically it was very low and least in all manners.” (Dr. Rekha Singh, *Status of Women in Indian Society*).

The result of the Indian Constitution, women has been given a significant priority and equal status with men. Therefore, there is no disparity, there is no discrimination and there is no difference in the face of the earth, especially in India. All professions are equal and open to both of them whether they are male or female. Moreover, in the wake of Raja Ram Mohan Roy’s movement and British influence and Mahatma Gandhi’s call and finally DR BR Ambedkar’s dedication towards women and women’s rights. As a result, most of Indian women have distinguished themselves in diverse aspects of life as doctors, lawyers, engineers, diplomats, politicians and also administrations within the country and without the country. But many a time they are treated secondary citizens, even in the present time.

2.11.1 Women in Modern Period

After the matter of fact, in the land of India, as well as throughout the world, 50 percent of women population is incorporated and constituted. There is a certain decreased ration of women on the basis of sex abortions and other aspects. Thus, in the land of India sex ratio of Indian women is decreased abnormally day by day, But in western and European countries, on the other hand, female’s in factuality and in the same manner in reality is equal with men in all manners. As for our culture and traditions, we do treat women as goddesses in the form diverse images, it is evident fact especially in the land of India; but the very next step and movement against them all the illegal and heinous threats and offences being committed like kidnapping, sexual harassment, to look after lust, fornication, murder, abusing, sexual oppression as well as exploitation and in the same manner threatening in various forms and the most significant think is at present days Female Foeticide’. And also she is considered and treated a slave that work without having any wages.²⁹

²⁹ DR. Bir Pal Singh, National Law Institute University, Bhopal, India.

Even Mahatma Gandhi began a national movement for liberalization of woman in the 20th century, but Indian women have faced many struggles and oppression and are in the furnace of afflictions and trials even in the 21st century to gain this equal opportunity in all manners in the face of India. When we have observed in the space of the ancient era, the entire period has been seemed inequality towards women; for example, Draupadi, wife of Pandavas was treated and regarded of them on the dice like trading goods as well images. And in the same manner, women would be used to please kings and other principalities for dance; they did not have any right to raise their voice or lift up their tongue at homes as well as public places at all. Even she did not have right to incorporate liberally as well freely in any matters or in any activities like: social, political and in the same manner on economic aspects.

At the present time, our Constitution provides equal status of woman in the context of equally principles. And in the same way, Rajaram Mohan Roy and Iswarachandra as well as many other social reformers and workers have begun a movement to educate for woman, restrain of polygamy and prevention of sati system etc 18.³⁰ Therefore, our Indian parliament enacted laws for Sati prevention, Restrain of child marriages 19,³¹ Dowry prohibition 20,³² Equal rights of woman 21,³³ in the property and remarriages of widow 22,³⁴ etc.

2.11.2 Status of women after Independence

In this time, the status of women in the land of India has been taken by rapid and significant revolutionary changes. In diverse areas and fields, the significant structural as well as cultural changes abate oppression of women and in the same manner exploitation of women to a great extent and provide equal opportunities for female in all manners. At present she is in various fields, leaving her family like in the battlefield for the sake of the country, in strange countries and completely shield with their understanding, talent and wisdom.

Moreover, female activists untied also over various issues and things as women's health, gender bias, literacy, women's safety and female infanticide. As there is no arena that remained in the face of the earth unconquered of Indian women present days. Let us see some changes have been taken place after independence until now as follows.

³⁰ The prevention of Sati Act, 1829.

³¹ The child marriage restraint Act, 1929

³² The dowry prohibition Act, 1961

³³ The woman property right Act, 1955

³⁴ The Hindu marriage Act, 1836.

- Now a days, women in India that are modern possessing all kinds of jobs/professions like politics, medicine, engineering and teaching, etc. They are entering present days in vast numbers in colleges as well as universities. India in fact has the most significant population of working women in the globe, and in the same manner has much and more numbers of Surgeons, Professors and Doctors than the other countries especially than the United States of America.
- Grants in the year of 1990s from strange/foreign donor agencies enabled the association of new women oriented NGOs. In the advancement of women's status in India, NGOs, Self Help Groups as self Employed Women's Association (SEWA) have played a more significant role.
- The National Policy for the Empowerment of women was also enacted in the year of 2001. And, the Government of India pronounces d or declared 2001 as the year of women's Empowerment.³⁵
- In the face of the earth, especially in the land of India, many famous women have emerged as leaders of local or domestic movements, for ensample, Medha Patkar of the Narmada BachanAndolan.³⁶

2.11. 3 Women and British Rule

The United Kingdom after the downfall of Mughal empire established and firmed their dominion over the people of India in the land of India. There were diverse changes formed or made during the reign of British social as well as economic structures of society in the face of India. Between men and women some significant attainment was exceeded in driving out inequalities, despite the most significant life of women during the time remained nearly the same. Women have been in the furnace of afflictions several decades and ages. But many women reformers such as Dr. Annie Besant, Pandita Rambai, Aruna Asaf Ali, Sarojini Naidu as well as Vijayalakshmi Pandit fight for the disparities and disabilities of women.

³⁵SEWA

³⁶Politics, Oxford University Press

For example, over 4 million children according to the 2011 census in India aged between 5 and 14 work in diverse occupations including dangerous or hazardous ones. Parliament in the year of 2016, amended the Child Labour whether they male or female (Prohibition and Regulation Act, 1986, restraining the employment of the children below the age of 14 years in all occupations as well as adolescents (14-18 years) in the field of processes and in the same way hazardous works or occupations. Therefore it made possessing these children to work for or adolescents a cognizable offence. If there was a finding violating the orders or ban must be prosecuted and penalized with a sever punishment ranging from a jail term of six months to two years and/or fine of Rs. 20, 000 to Rs. 50, 000. The Central government has ordered state governments to develop plans to protect and rescue and rehabilitate children that are working in various sectors as well as diverse fields in the land of India.

Moreover, social evils such as Devadasi system, Child marriage, Pardah pratha, widow marriages etc. that were the most significant obstacles in the way of women's achievement as well as progress in all manners, especially in the land of India because of Hindu traditions and customs rooted from the foundation of the cultures. The most notable reformers like Raja Ram Mohan Roy and in the same way Vidya Sagar proclaimed against the system of traditions that are primarily obstacles to the progress of women.³⁷

2.11.4 Women and Ancient Period

As for to Preeti Sudan, says, saying that women empowerment begins from the womb of our mothers! And she says that preventing sex selection and restrained to stop sex selective elimination is the initial and primary step towards empowerment of women especially in the land of India.³⁸

Every single day, delivering multiple roles, women are the backbone undoubtedly any system and any society. In many parts of the world they have been utterly ignored factor until the 21st century from the very beginning. In the land of India, rural women, yet remain a disadvantaged segment even in the technological world. According to the statistics females are engaged in the field of agrarian sector around 86.1 percent; while the figure of the male is 74 percent. In the globe from the gender perspective equal pay for equal work is one of the cornerstones which is thrown out of the gender equality.³⁹

After to the point of Ancient women in India over the centuries as well as ages has gone through enormous changes. She has been regarded and considered to be a privileged status as mother, sister and finally wife. Thus she has been goddess to us until now from the ages. The role of womanhood in the Vedic period had two main ideals that are of: Brahnavadini and that of Satyovadu. A role of Satyovadu was a domestic sacrificing and dedicating herself to the welfare of her family as well as devoting herself for her domestic duties. Many Sathyovadhus, just as many Brahnavadinis were married, were of a spiritual nature and strove for spiritual realization in the midst of their domestic duties.

After the manner of Rig Veda, the highest social status was given to women in the former days.

³⁷ Prevention of dedication Act, 1947

³⁸ Secretary, Ministry of Health & Family Welfare, Government of India, Yojana, October 2018, Pg no 11.

³⁹ Sameera Surabh, Kurukshetra, January 2018

And, while Ramayyana and Mahabharata the two epics have several ensamples of the two kinds of Indian women like Savithri, Sathyabhama, Sakunthala, Kunti, Damayanti as well as Draupadi. They are regarded highly reputed women in the ancient period. And, in the Vedic period, girls were married at a fairly advanced age.

We identify the references to polygamy, in the time of Vedic, despite monogamy seems to have been the references to polygamy. To have more than one wife it was an accepted norm for a man in the ancient times, but in the context of woman, the woman was not supposed to have more than one husband. Even in the 21st century also it is followed, especially in the Indian society in the manner of man.⁴⁰

In the ancient traditional as well as cultural system in India, the Grihya sutras says that the Brahmins should be initiated after he was born or conceived in her mother's womb in the year of 7th or 8th year; and while towards Kshyatriyas and Vaisyas , they make the same rules, but only extending the age limit for them. When we observe this system in the period of initiation, Brahmana, Kshyatriyas and Vaisyas the sutra-karas meant clearly that both the virgin/girl and the boy of these castes are to be initiated. The gender is here also not identified as well as intended to designate the masculine alone, as in the context of Svarga-kamo-Yajeta.

Therefore, it is clearly meant that the Brahmana should not be assassinated and in the same manner Brahmani also should not be murdered according to the rule of *Brahmanonahantavya*. In this regard, in terms of *Maranadhramaman* is mortal while woman also is mortal.

Here there are two kinds of women are seemed: the initial type has the right to initiation, the Vedic studies, establishment of fire for the porch and observance of asking or begging alms in their own houses where they have dwelt. Soon after the second is initiated and married. In the ancient period, Yama says that the tying of the girdle is prescribed for virgins/girls as well as teaching in the Vedas and the utterance of Savitri (which is mediated or spoken). They are restrained to learn from others, but they are only learnt of her father, uncle and in the same manner her brother.

⁴⁰Simmi Jain, Encyclopedia of Indian Women through ages, Kalpaz Publications, Delhi, 2003, pgs 11 and 12, ISBN: 81-7835-116-1 (Set); ISBN: 81-7835-172-2 (Vol. 1).

And, within the limit of her house for her, the vow of begging alms is identified and prescribes according this system in the land of India. Here there are several ensamples such where the wife or wives use sacred fundamentals and formulas restricted for women. For instance: 1. the wife in the Agnistoma entering by the door of south, she anoints the axles of the Soma-cart with the remnant of the clarified butter, which is left after Savitri-homa with the utterance of the fundamental or formula. 2. Towards sacred thread even In the modern age also, the bride is also made to put on or wear during the marriage the sacred thread of the bride groom.

And in the same manner towards women knowledge, *Katyayana* says in the system of karma-pradipa that in accordance with the seniority in caste and age, the respected and honest wives ought to stir the flame of fire. In this manner, the husband should not be willing to appoint a Shudra wife, in stirring the flame of fire a vicious or uncontrollable one. Therefore the best and strongest women have the right to do so that are learnt. This exemplifies that the imitation for studies not only, condition and necessary, but essential in this context for having household as well as preferential treatment in the method of the religious system.⁴¹

Hence, women's studies and Indian history primarily to throw light on the broad terminology of women's status, have a tendency, which has concentrated and focused on set of queries that are restricted. And, their parameters and in the same manner these queries seek to identify and explore, in the systematic method and manner, women's positions and roles in various methods that are socio-cultural, economic and while political spheres of the land of India (Sharma 2014). Apart from that, these parameters have been tended by the societal structure to form a great lacuna in our attitudes and perceptions which had majored to image as well as to shape gender positions and roles in the former India.

⁴¹Simmi Jain, Encyclopedia of Indian Women through ages, Kalpaz Publications, Delhi, 2003, pgs 93, 94, 95 and 106, ISBN: 81-7835-116-1 (Set); ISBN: 81-7835-172-2 (Vol. 1).

Especially in the context of socio-cultural systems and traditions, the great and major influence of Indian society on gender has been differentiated and varied broadly in all manner over space and time due to the disparities and differences (Chakravarti & Roy 1988). According to the former Indian as well as Asian continental texts and manuscripts like the 1. The Moses' Laws (14th -13th Century BCE)⁴² and Bible, the holy book 2. Dharmasastras (200 BC-647 AD) 3. Vedas (1500 BC-1000BC) 4. Epics 5. Manu Smritis (200 BC-647 AD) 6. Puranas 7. Ramayana 8. Mahabharata and the Buddhist texts (600 BC-200 BC) have shown and determined as well as defined the structure of women and in the same manner status of women in general in the history of the world and women in particular in the land of India.

In India, the Dharmasastras are part of Hindu culture, tradition as well as Hindu discourse and its time is regarded and considered to be from the beginning of 600 BC until 200 AD. Like Jainism and Buddhism also flourished in the land of India during the same time and space. From this time onwards, the status and position of women began to deteriorate and decline in the age of 200 BC with the codification of Manu of societal structure and legislation which is framed by Manu (Manusmriti). Thus, in ancient civilization, to avoid an overlap of periods and to highlight women's status, irrespective of religious disparity and bias the periods of Jainism and Buddhism and in the same manner the space of Dharmasastras and Manusmriti are regarded and identified systematically and differentially as 600 BC to 200 BC as well 200 BC to 647 AD like this manner and respectively in the ancient India towards women's status.⁴³

2.11.5 Women Today, Yesterday and Tomorrow:

In the past, the status of women in Indian in the practical life was inferior to man. But according to the scriptures, women were considered to be the most significant persons in the history of the world. According to the Government of India as per the 2011 census, females are 933 for every 1000 males in the land of India. Even they have been treated the secondary citizens as well as trampled under the soles of Hindu traditions and customs for several centuries; even in the 21st century called technological world.

⁴² Dewey M. Beegle, the Emeritus professor of Old testament, Moses Hebrew prophet, Washington DC, (Retrieved from Encyclopedia Britannica through online dated on 6/30/2020).

⁴³ Bhaswati Pal, the Saga of Women's status in ancient Indian civilization, published by Sciendo dated: 2019-07-31, Miscellanea Geographica, (Retrieved from online dated on: 30-06-2020), Volume 23, Issue 3, Page No 1, ISSN: 2084-6118.

After independence in India, the women's question was reframed in the context of widespread discontent with the expansion and development policies of the government. In the process of time, Development planning in India after getting India's independence, yet continued to show disrespect and disregard for women's productive conditions as well as functions putting women in atavistic roles as a symbol of cohesion and continuity in the midst of the turbulent flux of modernity. Especially in India, the sexual difference inherent in the context of welfare and in the same manner development envisioned for women did not dismantle sexual hierarchies as well as structural disparities and inequalities within society and public institutions.⁴⁴

"The Status of Women in India towards equality the report of the committee set up in the year of 1971 to focus and study the impact of development and nation-building for women, draw attention to the unequal as well as the hierarch zed status of women after three decades of planned development. Towards equality, shattering the complacency which had accompanied the nationalist resolution of the women's question drew on massive data to reveal the-substantial erosion of women's social, economic and political status after independence, in particular the increasing marginalization of rural and poor women."⁴⁵ (Ref: *Equality Report committee: 1974-75*).

2.12 WOMEN AND TRANSFORMATORY STATUS

In India, the IT industry expanded in the early 1960s, for example, cloud, investments in digital, cyber security and other emerging technologies is considered to be growing potentially and in the same manner exponentially.⁴⁶

⁴⁴ India Today, Indian Women: Yesterday, Today and Tomorrow, 28th April, 2005

⁴⁵ CAG Report, 2016.

⁴⁶ 24th Annual CEO survey report, 2021.

In this regard, there is a change of the status of women in the recent years and an increase in employment share of this sector. And in the same manner, infrastructure, highly skilled and educated professionals has helped the state with a cost advantage to manage and maintain double digit growth in the sector.⁴⁷ In India, especially the state of Telangana has focused for many years to increase the employability of female students, by imparting skills needed for the industry. Because of the total revenue, IT Services account for 51 percent with BFSI which is the key vertical (Banking, Financial Services and Insurance).⁴⁸ The Indian services are worth a fraction around 20% of what they worth in the USA. Thus, it causes India the most significant and preferred destiny for the source of Information Technology. According to the world services sourcing business, India accounts for nearly 55% market share of the United States US\$ 200-250 billion.⁴⁹

⁴⁷ India skill report, 2020

⁴⁸ Indian software industry report

⁴⁹ IT sector analysis report, 2020.

CHAPTER 3: LEGAL PROVISIONS FOR WOMEN

3.1 INTRODUCTION:

The concept of rights in the history of the world, occupies a significant role and place in the social sciences in general and particular in political science. Over many decades, the rights are the essential part of our lives and in the same manner significant conditions of life. Truly these rights are regarded and identified as instruments or tools of the social welfare of the present society. Especially in terms of society and state, the citizens require rights for the overall enhancement as well as development of their personality in all manners. H J Laski figured out that every state is known by the rights it maintains. Rights are normally shield and protected by the diverse laws of the state. Rights and Duties are indispensable for the comprehensive achievement of the individuals. Social theorists or contractualists like John Locke, Hobbes and Rousseau defined that people have natural rights even prior to the origin of society and state in the history of the world.⁵⁰

Finally in spite of its shortcomings and critics of this theory (like Prof. Laski says, “A legal theory of rights will explain us what in fact the character of a state is; it will not tell us save by judgment we express upon a particular state whether the rights there recognized are the rights which need recognition” *A Grammar of Politics*, p. 91) cannot be cancelled and dismissed in the light manner. In a democratic set up country, all right ought to win legal consideration and recognition in all manners. According to TH Green, a right has both a legal and moral reference.

The first function and prime function of a Constitution is to provide a set of basic rules. “A constitution is a body of fundamental laws and principles according to which a state is constituted or governed in the systematic manner. For ensample, In the Indian constitution, it is specified that in most instances, Parliament gets to decide laws and policies and that Parliament itself be organized in a systematic manner with very specific in the land of India. What the law in any given society is before identifying we have to identify who has the power and authority to enact it. There must be a law which bestows this power and authority on Parliament if Parliament has the authority to enact laws in the initial or first place.” (*Ref. G. Austin*,

⁵⁰TSBIE, Political Science, Telugu Academy, Hyderabad.

The Indian Constitution, Oxford) Whether it is a democratic country or non-democratic, this is the function of the Constitution.

And in the same manner, the second function of a constitution is to specify that has authority and power to make decisions in a society which is originated from the very beginning. Likewise the third function of a constitution, on its citizens, is to set orders and limits according to the social order on what a government can impose in the society with specified principles. And, according to the fourth order of the constitution for a perfect and a just society is to enable the government to fulfill the desires as well as the aspirations of a society. When we observe the constitutions, whether it is written or un-written and or rigid or flexible, are not only regulations and rules as well as statutes and commandments controlling the powers of the government; but, are given powers by them for pursuing collective just and good of the society. In the planet of the earth, there are different rights laid down from the foundation of the earth and of the society for the protection of human beings.⁵¹

3.2 EXCLUSIVE SOCIETY AND LEGAL PROVISIONS

3.2.1 Exclusive society

In the History of the world, naturally social exclusion as the most significant procedure of progressive multidimensional rupturing of the social bond at all levels that are individual as well as collective modes. According to procedure, it is effective and innately vibrant and in the same manner temporal aspects into consideration. According to the history of social exclusion, social bond said, saying that confederations, associations, social institutions as well as that belong to illusory identities of social integration and in the same way solidarity or cohesion after the manner of Silver, 2010. Social exclusion originated in the land of France that rules out a clear participation that are identified in the normal activities which restrains access to identity, sociability, access to information, recognition, resources, lowering capabilities to realize the effective objectives and abating or diminishing self-respect. "People might be at a point and particular time located that are on the face of the earth on progressing to inclusion in some or the other manner, a multidimensional continuum, extensive social rupture as well as shift towards a state of cumulative as per historical order." (Ref: Durpez, Procacci).⁵²

⁵¹ Granville Austin, *The Indian Constitution*, Oxford University Press,

⁵² Durpez, Procacci.

As for Duprez (1996), in the midst of other similar terms, “this process has been termed as social disaffiliation. And in the same manner (Procacci, 1998), due to the significant fact, this is primarily that there are only a few of human beings that can survive beyond the society as their wish and desire. Pertaining disadvantages, irrespective of certain methodological trails to assess collective aspects, no researcher have considered an agreeable or accepted threshold for formal social exclusion, something to the line of poverty as per the same.” (Ref: Durpez, Procacci).

Social exclusion as compared to the notion of poverty is not much ambiguous according to the manner of that said of Aasland and Flotten (2001). During the space of the 1970s, the most significant authors said, saying that within the land of France at the time of application of this notion, it had been taken into consideration. Moreover, the individuals that were not in the position of seat to accommodate themselves on the whole with the society of the world.⁵³

3.2.2 Inclusive society

It has been said that according to the basis of a clear look into the literature which is existed that social inclusion’s idea or concept is devoid of an exclusive meaning or definition of its own according to Rawal in the year of 1970. In the nature of society, it has been identified with clear wisdom as well as understanding that within the literatures which have conceptions as well as conceptualized exclusion relating to inclusion which are rather as well as inherent un problematized. And, there have several arguments as a matter fact that social inclusion has been identified as well as defined with regard to social exclusion in the history of the world originated in the 20th century. To the on-going discussions as well as debate which is related to inclusion there have been nevertheless a few remarkable contributions such as (O’ Reilly in the year of 2005; and Drucza in the year of 2008).⁵⁴ It is the significant that however, that in a major as well as a large chunk of literature in the history of social exclusion and inclusive policy which incorporates of exclusion, nature of social exclusion as well as the significant meaning is simply approved or asserted or implied according to Cameron in the year of 2006.⁵⁵

⁵³ Aasland and Flotten, 2001

⁵⁴ Drucza, 2008

⁵⁵ Cameron, 2006.

According to his literature, in the even as the matter of fact only that the question which arise of what significantly makes up inclusion is effectively tackled and in the same manner dealt, then the shall come to pass which makes up exclusion might be raised a question according the matter of literature in all manners. In this regard, questions that are both are dependent on one another with mutual understanding.

Moreover, as a matter of fact that on the basis of such methods as well as procedures some meaning tends to obtain much and more pertinence while others are interested in suffering from restrains or restrictions. In the year of 2011, Chamberlain says that it is the most significant concept and the most effective that regard to contributed with an absence of mutual understanding that says to be socially incorporated as well as requisite conditions to realize social exclusion as a matter of fact in the history of social exclusion and social inclusion. And, here there are various names that termed like social closure, and social cohesion, social capital, horizontal inequalities as well as social justice and judgment that is necessarily required to explain social inclusion as practice in the history of the world.

As a matter of fact, according to Wiener in the ear of 2009, social inclusion taking into consideration, it is useful as well as utilized effectively or extensively throughout diverse platforms that corporate of official treaties, policies, law as well as academic literature. And. It as a norm could be deemed which is in the international manner.⁵⁶

And, moreover, as the matter of fact, the goals of sustainable development in a remarkable manner have changed or converted into a buzzword for effective development as well as goal 16 warrants the much necessary and need to enhance institutions at every level that are much and more inclusive. And, with regard to basic values, norms might or could be ideas of various steps of abstraction as well as specification the set of procedures which are organizing certain principles according to Wiener, 2009.

Moreover, it has been said as well as argued that after the manner of True (2010), Zwingel (2012) which worldly norms tend to alter the meaning of understanding when it is applied with the essential as well as effective manner and in the same manner various domestic contexts.⁵⁷

⁵⁶ Weiner, 2009

⁵⁷ True and Zwingel (2009 and 2010)

3.3 PROTECTIONS FOR WOMEN:

3.3.1 Constitutional safeguards

“The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.” (Ref: G. Austin, *Indian Constitution*).

India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. “Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993. The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the UNGA Session on Gender Equality and Development & Peace for the 21st century, titled Further actions and initiatives to implement the Beijing Declaration and the Platform for Action have been unreservedly endorsed by India for appropriate follow up.” (Ref: *Shramshakti Report, 1988*). The Policy also takes note of the commitments of the Ninth Five Year Plan and the other Sectoral Policies relating to empowerment of Women.⁵⁸

“The women’s movement and a wide-spread network of non-Government Organisations which have strong grass-roots presence and deep insight into women’s concerns have contributed in inspiring initiatives for the empowerment of women. However, there still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans, programmes, and related mechanisms on the one hand and the situational reality of the status of women in India, on the other hand, this has been analyzed extensively in the Report of the Committee on the Status of Women in India, Towards Equality 1974 and highlighted in the National Perspective Plan for Women, 1988-2000, and the Platform for Action, Five Years After- An assessment.” (Ref: *Shramshakti Report, 1988*)⁵⁹

⁵⁸CEDAW Report, 1993

⁵⁹ Shramshakti Report, 1988.

3.3.2 Five Policies towards work policy:

1. Flexible work timings: who desire to have full control of work life balance it will also nurture the entrepreneurial spirit of them that are new age workers.
2. Work from Home: Recently IT and ITes have shown a keen interest to increase their job market. Therefore much and more organizations embrace the benefits.
3. “Women friendly policies with workshops to create safety awareness: 34% of India’s IT BPM industry constitutes of women workers. Although the ratio is slowly increasing, Thus, to encourage more women, policies and in the same manner programmes are being entertained recently.” (Ref: Namrata, the Print, 2020).
4. Open door policy to encourage employees to share their thoughts and ideas: The “new-age workers need to be heard. Open channels and easy accessibility empowers these agile millennials with insights to the organization's vision and allows them to proactively align theirs and therefore deliver on the bottom-line.” (Ref: Grow up Group Blog, 2021).
5. Training and up skilling workshops: In software industry, In the current scenario, 52% of employers plan to up skill their current workforce unlike 21% in 2011.⁶⁰

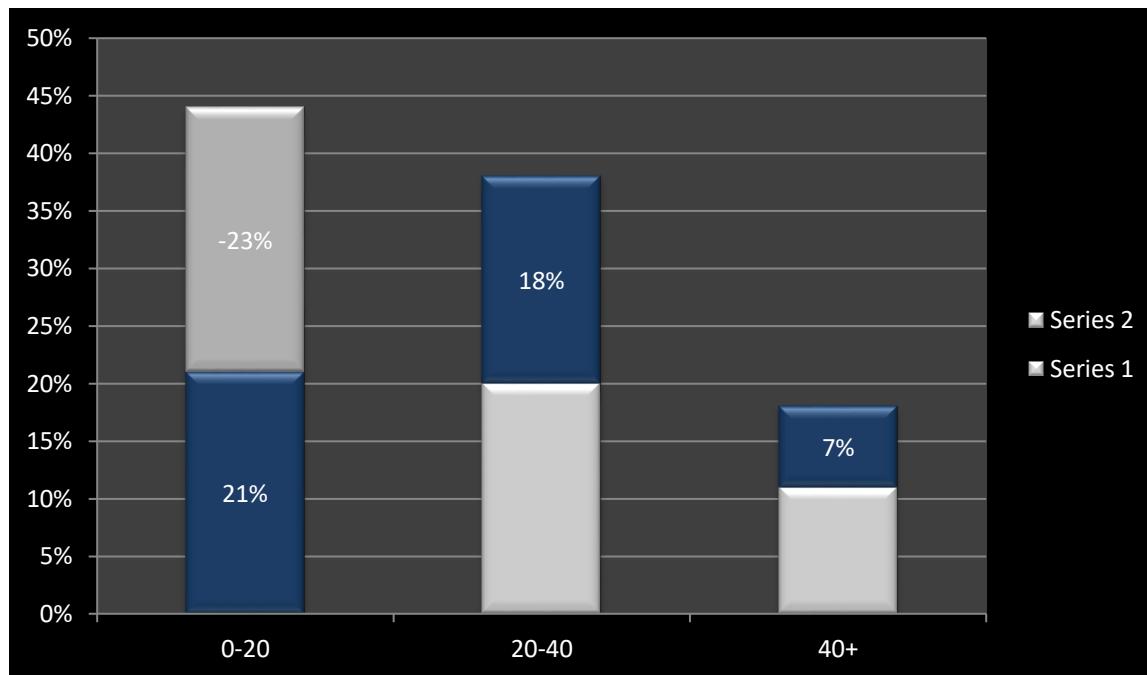
3.3.3 Policies of the corporate in relation to the women employees:

“The majority of the respondents that the companies maintain proper records with significant needs in government approved form as well as agreed on the fact that these companies followed the policy of employing at least five percent of people with special needs in their organizations. Moreover, the results from the frequency analysis prevailed that most of the participants agreed on the fact that companies provide good amenities with respect to employment opportunities and vacancies in their companies for suitable jobs in all manners according to the findings of this current research in software industry/organization.” (Ref: International Labour Organization, 2020).⁶¹

⁶⁰ India Today web desk, 13th November, 2019.

⁶¹ ILO, 2020

Figure 1: Percentage of C-Suite who are women, 201-17.



3.3.4 ILO

The female labour force participation in the land of India is a driver of growth; and, therefore, participation rates signifies the potential to grow much and more rapidly for a country. The relationship, however, between women's engagement in the labour market as well as wider development outcomes is complex. Across developing countries and emerging economies, the participation of women in the labour force differs considerably far more than in the case of men. "And, while the proportion draws nearly two-third in East Asia and Sub-Saharan Africa, in the South Asia, North Africa as well as the Middle East less than one-third of women of working age participates. Including economic growth, raising educational attainment, this difference or variation is cast down to the ground by a broad variety of economic as well as social factors falling down fertility rates and social norms." (Ref: International Labour Organization, 2020). Moreover, in developing countries labour market gender gaps are much and more pronounced and in the same manner discrimination and disparity is the most significant greatest in the South Asian countries.⁶²

⁶²ILO, 2020

3.3.5 Legal Provisions

The Universal Declaration of Human Rights possessed and adopted by the UN General Assembly on the 10th December in the year of 1948 aftermath of the second world war and was the result of the experience of war. For the International community decided take the decision and an vow that would never happen repeatedly to allow conflicts that had occurred as before in the face of the earth. As a result, the UNDHR took the first session of the General Assembly in the year of 1946.

“All ministries and departments in the government of India have constituted ICCs, the ministry of women and child development told the Lok Sabha in this December 2016 reply. The ministry of corporate affairs—along with industry bodies ASSOCHAM, FICCI, Confederation of Indian Industry, Chamber of Commerce & Industry, and National Association of Software and Services Companies—was requested to ensure its effective execution in the private sector. The law imposes a penalty of uptoRs50,000 on employers who do not implement the Act in the workplace or even fail to constitute an ICC. But, the number of employers who do not fully comply with the law indicates that there is little monitoring of their Redressal machinery.” (Ref: Ministry of Women and Child Development, GoI).⁶³

Afterwards, the General Assembly viewed the draft Declaration on the concept of Fundamental Rights and Freedoms with clear understanding as well as the in the systematic manner in all directions to deal with. And, in the year of 1947, the Commission authorized a term named a preliminary draft International Bill of Human Rights. The UDHR with the two covenants together: the name of the one is the International Covenant for Civil and Political Rights and the name of the other is the International Covenant for Economic, Social and Cultural Rights –make up the International Bill of Rights.⁶⁴

According to Euripides says:

“This is true liberty when free-born men.
Having to advise the public, may speak free.”

⁶³<https://wcd.nic.in/>

⁶⁴UNO and UDHR

Human rights are not proceeded and granted by the state; but these universal rights are possessed and inherent to all of us regardless of color, religion, sex, ethnic, language, nationality or any other status that formed by the materialistic ideology in the face of the earth.

Among all the rights, right to life is the most fundamental right is considered by them and to those which makes life worth living, such as right to work, education, health, liberty and food as well as liberty.⁶⁵

3.3.6 After Independence:

Moreover, female activists untied also over various issues and things as women's health, gender bias, literacy, women's safety and female infanticide. As there is no arena that remained in the face of the earth unconquered of Indian women present days. Let us see some changes have been taken place after independence until now as follows.

- Now a days, women in India that are modern possessing all kinds of jobs/professions like politics, medicine, engineering and teaching etc. They are entering present days in vast numbers in colleges as well as universities. India in fact has the most significant population of working women in the globe, and in the same manner has much and more numbers of Surgeons, Professors and Doctors than the other countries especially than the United States of America.
- Grants in the year of 1990s from strange/foreign donor agencies enabled the association of new women oriented NGOs. In the advancement of women's status in India, NGOs, Self Help Groups as self Employed Women's Association (SEWA) have played a most significant role.
- The National Policy for the Empowerment of women was also enacted in the year of 2001. And, the Government of India pronounces d or declared 2001 as the year of women's Empowerment.
- In the face of the earth, especially in the land of India, many famous women have emerged as leaders of local or domestic movements, for ensample, Medha Patkar of the Narmada Bachan Andolan.

Despite on one hand women are ascending the heavens; but on the other hand they are in the furnace of afflictions as India is especially male-dominated structure and society. According to the furnace side:

⁶⁵ Sujata Mainwal, Asst. Professor, Changing Status of Women in Modern India: A Sociological Study, *IJEMR*, Pg nos: 288-290

- According to the report of Government of India, in the year of 2011, lost 30 Lakh girl-child.
- The girl child was killed before or after death in rural villages and in the same manner in cities.
- In the year of 2011, the National Crime Records Bureau stated that: 8,618 dowry deaths in the land of India.
- And, due to dowry after the report of 1997, each year more or less 5, 000 women in the land of India has lost their lives.
- Before the right or legal age of 18, according to UNICEF's State of the World Children-2009 47 percent of India's women aged 20-24 got married, exceeding to 56 percent in villages.
- In the land of India, Common Indian sayings like, Be blessed with hundred sons represent the less or low status of women in India.
- For every year, 11, 332 women and girls are getting trafficked.
- 70 percent of women are victims of domestic violence in the land of India according to the report of Renuka Chowdhary, the ex Union Minister of Women and Child Development.
- Acid attacks in the land of India on females that have dared to resist the proposal of friendship or marriage.
- According to Radha Kumar Rape in India has been proclaimed or described as one of India's most common crimes against women that are desolate.⁶⁶

Despite having had diverse achievements, but they are all in vain even in the 21st century. Government of India has made the significant efforts toward women in the land of India especially socially, economically as well as politically yet they are ever effective to bring a remarkable change in all manners in the moment of the situation. Therefore, they have to move and travel as matter of fact abroad with a great speed and constant. Thus the Government of India has enacted diverse legislative measures in the land of India to enhance and exceed the status of women . some of them follow:⁶⁷

- a. 2006, The Prohibition of Child Marriage Act.
- b. 2005, The protection of Women from Domestic Violence Act.
- c. 2005, The Hindu Succession Act, 1956 with amendment in the year of 2005.
- d. 1987, Commission of Sati Act (the prevention)
- e. 1986, The factories (Amendment) Act

⁶⁶ Sujata Mainwal, Asst. Professor, Changing Status of Women in Modern India: A Sociological Study, *IJEMR*, Pg nos: 288-290

⁶⁷ The Indian Express, 26th June, 2020.

- f. 1983, The Criminal Law (Amendment) Act
- g. 1976, The equal Remuneration Act
- h. 1971, the Medical Termination of Pregnancy Act
- i. 1961, Dowry Prohibition Act
- j. 1961, The Maternity Benefit Act (Amended in the year of 1995)
- k. 1956, Immoral Traffice (Prevention)
- l. 1955, The Hindu Marriage Act
- m. 1954, The Special Marriage Act
- n. 1954, The Family Courts Act
- o. 1951, The Plantation of Labour Act
- p. 1948, The Employees State Insurance Act

A various welfare programmes and schemes have been initiated both at state and central levels through various departments as well as ministries as follows:

- 2010, National Mission for Empowerment of Women (NMEW)
- 2010, Sabla Scheme
- 2008, Dhanalakshmi
- 2007, Ujjawala
- 2003, Training and Empowerment Programme for Women (STEP)
- SBIs Stree Shakti Schemes
- Women Development Corporation Schemes (WDCS)
- 1995, Swadhar
- 1993, MahilaSamridi Yojana (MSY)
- 1993, Indira MahilaYogana
- Integrated Rural Development Programme⁶⁸

⁶⁸ Sujata Mainwal, Asst. Professor, Changing Status of Women in Modern India: A Sociological Study, *IJEMR*, Pg nos: 288-290.

3.4 WOMEN'S RIGHTS POLICY IN INTERNATIONAL SCENARIO

According to world scenario, transitional solidarities have been ever and forever a part of feminist history. While Indian women for example played a part in the suffrage movement that took place in the land of Britain. In funding the initial organization to ask for the right of Indian women to cast the vote, as well as the women's Indian Association, British women (Dora-sani or white women) in the land of India were the most effective instrumental. In the League of Nations (1919) women played the most significant role across the globe as well as that role enlarged in the space of the San Francisco conference that UNO was established in the year of 1945. In the national economy, easier travel and in the same manner developed communication have elaborated at the time of internet to merge more women beyond elite circles.

As a matter of fact, the annual confederations on the status of women to strengthen as well as empower the women in all manners in the face of the earth. And, civil society in the decades that is almost present observe the official meetings with keen interest and in the same manner have their own parallel programmes and as has become the significant norm with United Nations gatherings. This year is the milestone of CSW meeting for women status; and against women, almost 40 years of the Convention of the Elimination of all forms of Disparity and Discrimination. On account of this 25 years after the Beijing Declaration as well as Platform for Action against Women was possessed or adopted (CEDAW). Moreover, 1325 which is Security Council Resolution after 20 years as well as five years since the Sustainable Development Goals

were emerged. Women's rights activists In this congregation across the globe and at national and local that gathered together arose a question: How far we are and today what are our significant pressing which is concerned. As a result, in the congregation the gender equality's idea to get is commendable. And, makes a the most effective and significant remarkable historical moment which gives the effective social change as matter fact. Among all the reports like progress reports and government reports the shadow reports are the most powerful and the highly rich source of information. The United Nations as the matter of fact to be frank and fair spends the effective deaf of potential energy in the matter of fashioning consultative processes, but inevitably there remains.

What is the relation between these mammoth incidents that happened in the abroad and our daily lives? According to this question that these international conventions are so essential in the present world because these are highlights the gender equality and also acts like Universal Declaration of Human Rights. For ensample, Domestic violence against women in India which draws on Article 23 of CEDAW's General Recommendation 19, 1992 which addresses violence against women that happens in diverse methods specially. Over decades of the twentieth century in the land of India, women's right activists and trans-national networks have also been played a significant source of mutual co-operation and in the same manner learning.

As a matter of fact, transitional networks and women's right activists have been a significant source of mutual support and learning; for over the recent decades of the 20th century labour activists as well as women peace activists have focused to do work on in concert. Moreover, by European socialists to protect and secure the origins of International Women's Day focuses and lie in the campaigns decent wages and work. And, over decades, than national governments the League of Nations and in the same manner United Nations have been significant accessible to women's movements. On account of this, on key facts if women are willing and able to focus the thought at the UN over time, their advocacy in the face of the earth and at home becomes easier than others.

3.4.1 Significance of Women's Day

In the history of the world, for over a century, the International Women's Day has been celebrated which is symbolic of journey on the day of 8 in the month of March. It is originated in the year of 1911 and led by Clara Zetkin who is trained teacher in the land of Germany. And it was incorporated with Social Democratic Party (SPD). She was the most effective and significant women in the history of the world as she led various movements as well as played a effective and significant role in the formation of the Socialist International.

Moreover, she was a part of both the women's movement as well as the labour movement in the face of the earth when anti-socialist laws were enacted and enforced in the year of 1880s in German's Wiederau. Where challenge conceives change will automatically be there.

3.4.2 Women's Access to Justice

With regard to revising laws, the effective achievement as well as progress has been made globally that discriminate against women and drafting constitutions which merge guarantees of equality and in the same manner non-discrimination. At the national level, a constitutional and legal framework that guarantees women's rights is fundamental for women to access justice. Discriminatory laws, however, in various countries remain an issue as well as implementation of laws even more so. For the advancement of women, Laws that are seemingly gender-neutral can have in practice discriminatory effects and in the same way laws between men and women that guarantee equality. Moreover, women are not preserved and shield by the law that suffer violence in the formal sector. And, for example, the protection of the law which is extending sexual as well as gender-based violence, migrant women and that work in the formal sector is the most significant factor. The obligation of states on women's lives to ensure which laws are applied and that have an significant impact is also essential to emphasize in the context of world scenario. The systems of justice including those that disadvantage women reflect society's power imbalances.

In the face of the earth, to justice and judgment both institutional as well as social obstacles inhibit women's access. And, on male relatives for resources as well assistance, social obstacles include the lack of knowledge of their rights, lack of information and illiteracy. Moreover, to ensure access to justice for rural, minority or women that are indigenous with disabilities, Institutional obstacles or barriers such as suitable facilities and geographical distance, language as well as infrastructure have to be taken into account for. And, women face apart from these significant troubles and tribulations, they discriminate gender or indifference bias as well as stereotyping by State authorities such as the judiciary and police that shall come to pass to searching or investigating crimes that are committed against them.⁶⁹

⁶⁹UN Women and CEDAW, 1992

3.5 WOMEN RIGHTS POLICY IN THE LAND OF INDIA:

“In India, The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Apex also said saying that the real empowerment would be achieved by women, which would lead to their well-being facilitating enjoyment of rights guaranteed to them only if there is an economic empowerment of women as well. And, public employment would naturally lead to empowerment of women, which is the need of the hour,” (Ref: G. Austin, *Indian Constitution*).

3.5.1 Plan of Action, the Mexico (1975)

Despite women have certain rights and acts in the land of India, in practical they are all imaginary things in the presence of the law towards implementation as well as execution. And in the same manner, violation rights very common in the land of India, even women primarily have suffered from the foundation the society in the face of the earth that are:

- a. Sexual violence or harassment
- b. Physical torture
- c. Mental harassment

Women, in the land of India, rights parted into two parts:

- 1. Constitutional rights
- 2. Legal Rights

According to these certain rights that are motioned above guaranteed by the Constitution, there is no disparity, discrimination and difference towards women in the face of the earth especially in the land of India.

3.5.2 Constitutional Rights:

1. Right to Protect or Secure adequate means of livelihood
2. Right to Equality
3. There is disparity and discrimination in employment on the grounds of sex
4. In all manners Equal wages for labour
5. Preserving as well as securing just and humane conditions of work and in the same way maternity relief etc.

3.5.3 On the other hand, the Legal Rights are:

1. Domestic Violence Act: To preserve and shield women in India from diverse types of domestic violence, a comprehensive legislation is significant essential that gives shield for women to constant sexual, mental, physical, emotional violence as well as verbal.
2. Immoral Traffic (Prevention) Act: For the purpose of adultery or prostitution as an organized means of living in the present world, it gives a need and help in preserving as well as protecting women from trafficking in all manners.
3. Indecent Representation of Women (Prohibition) Act: Towards publications or in any advertisement, paintings, figures, writings as well as other divers manners, it stops and restrained as well as prevents improper representation of women.
4. Dowry Prohibition Act: after getting marriage from women, it detains and prohibits the giving or receiving of dowry at or before or in any time of space.
5. Maternity Benefit Act: To maternity as well as other various benefits, this gives assurance that women laboring or working in the field of establishments for decided the time of space (both before after childbirth) are entitled for women's sake in all manners.
6. Medical Termination of Pregnancy: By registered physicians or doctors on medical as well as humanitarian grounds, it permits the elimination of certain cases of pregnancies.

7. Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act: This, before or after a woman conceives, will protect and prevent of sex selection and also will abase illegal and undesired abortions in the country.
8. Equal Remuneration Act: To both men and women labourers or employees, this gives assured payment of equal wages for the same toil of their hands of a similar nature. There will be no disparity, difference and also discrimination on the basis of gender in the context of interview or recruitment.
9. Family Courts Act:for speedy justice, judgment and in the same way fast settlement of family disputes, it facilitates as well as provides for the establishment of Family in the face of the earth especially in the land of India.
10. Legal Services Authorities Act: To women that are in the land of India, this facilitates for free legal services.
11. Hindu Marriage Act: In introducing monogamy and also permitted divorcee of letter on certain accepted and specified grounds has been instrumental. Surely it is helped by the law to bring forth Indian woman and man on the same platform in terms of marriage as well as divorce of letter.
12. Hindu Succession Act: This act is recognized by the right of women to posses parental wealth with men in all manners in the context of inheritance.
13. Minimum Wages Act: Whether they are male or female, it does not permit to allow disparity as well as discrimination in any manner.
14. Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act: This, at work places both in the fields of private sector and also at public sector, shall make proficiency provisions that there in so sexual harassment against women.

Indian legal rights, **(IPC)** ensures and deals with the rape, abduction, dowry deaths, cruelty as well as other various offences in the land of India; but in the same way, **(CrPC)** has detailed as well as certain safeguards such as arrest of a woman by female cops and obligation of a man to maintain his spouse etc. Many a time the both Indian Penal Code (IPC) as well as Code of Criminal Procedure (CrPC) have certain provisions to protect and preserve women in all manners in the land of India.⁷⁰ In SG's bulletin, disparity as well as sexual harassment are found out and defined, which is ST/SGB/2008/5.

"According to United Nations (UN Women), Disparity, discrimination as well as difference is any unspeakable and unfair treatment in the face of the earth on the basis of a person's sex, race, nationality, sexual orientation, age, language, social origin, religion, ethnic origin, or other diverse status. The event influencing or affecting one person or a group of persons similarly situated or might prevail and manifest itself through the process of abuse of authority or harassment." (Ref: United Nations Women).⁷¹

In the face of the earth, students are the dynamic as well as the most powerful resource for better achievement and development in all manners. There are most significant laws in the Indian constitution, despite there is no significant as well as special rights in the land of India to students. But every student and scholar ought to know four significant laws incorporated in the Indian constitution that are dedicated to them and in the same manner must clearly understand the Indian Penal Code.

1. Right to Information (Article 19 (1) (a): For the citizens that are in the land of India, Right to Information (RTI) is a one of the most significant acts of the Indian Parliament making the right to information a fundamental right.

Any citizen of India under the RTI Act, can plead and possess the information from any office with an authority according to the RTI information rules and regulations within a month of the year. On the basis of emergency, the information has to be provided within the space of forty eight hours if the matter involving a petitioner's liberty and life as the matter of fact.

⁷⁰The Statesman, 14 legal rights women in India

⁷¹ UN Women

2. Right to Equality (Article 14): In the sight of the law within the province of India, Right to equality (Article 14) of the Indian constitution give equality in all manner in the land of India. Consisting as well as including an Indian citizen, foreigners and in the same manner corporations, this law is surely applicable to everyone that are in the Indian territory.
3. Right to Education (Article 21 A): According to Article 21 (a) of the Indian constitution, this law explains the significance of free as well as compulsory education for children for children between six and fourteen years. Right to Education (Article 21 A) is an act of the Indian Parliament making on 4th August in the year of 2009. Under this article, 25% of seats to children are reserved by all private sector schools. It is part of the public-private partnership-plan in the land of India.
4. Right to Life (Under Article 21): Under this article, including the Government, all are equal in the presence of this Article which means no one has to authority to end your life in any manner. According to this article, the Government has to take appropriate steps as well as measures to preserve and protect the life of your life even which is at risk at any cost.⁷²

3.6 THE WORKING OF DEMOCRACY POLICY IN INDIA

In the land of India, the working of democracy could be observed from two right directions or angels namely: the name of the first one is the Constitutional and the name of the other Operational. According to the Constitutional angle, Democracy is said to be functioning well, but it is not fully successesfully in any process or method on account of divers reasons like communalism, Casteism, regionalism, nepotism, profit motive and the violence of destruction as well as corruption in public life. But finally India broke the chains is bonds attained and got independence on the day of 15th August in the year of 1947. It possessed a unique democratic and republican constitution to fulfill her desires even having a large majority of Indians are uneducated and illiterate

⁷²India Today, 26th March, 2020

3.6.1 The Idea of Democracy

Initially in the ancient Greece, the idea or thought of democracy had its sprouts and later it grew in various directions throughout the world. In ancient Roman Empire, the thought of sound administration and good government were exceedingly much given priority. But during the space of time, the democratic element was given less priority while there was no space for democratic elements in the middle ages. But during the time of Republican period, it was nonexistent in many kingdoms and provinces that are called provincial states. And in the same manner in the medieval ages, a few significant factors and things like kinds and feudal lords, dominance of faith over politics and of extinct quality over idle or dead liberty made democratic institutions and over democracy a far lamentation in the in the whole space of the medieval ages. When we observe and according to the theorists the present structure and form of democracy in the west, Renaissance and Reformation movement laid and paved for.

In the land of England, the Magna Carta raised its voice for some of the liberties and freedoms. And the Bill of Rights detained and restrained the absolute power of the kings while the Glorious Revolution that had happened in the land of England followed by the Bill of Rights cut minimize and short the vast powers of the rulers.

Consequently The American and the French opinions as well as Revolutions determined and emphasized on the rights of man towards *Liberty, Equality and Fraternity in both the lands*. And, since *the time of 17th Century*, the Democratic institutions began to flourish in the land of England. And moreover, Democracy as a concept of government gained currency, from the standards and writings of J.S. Mill. Rousseau and John Locke while Thomas Paine, with the decline of absolute monarchy which was existing over face of the earth that time.

After the liberal democratic globe of the western countries in their freely ethos and in the same manner liberal ethos, the democracy was a latter part. And, moreover in view of equality, in the Socialist- Marxist world order was welfarism first, while the participation comes next as well as control later part. These three styles of democracy, in the developing countries that are called societies, were adopted and introduced at the space of time. To the gaining of national sovereignty, all of them were penetrated and incorporated in their constitution.

Over the planet of the earth, when we observed with keen observation of the past, in the year of 1970s, Democratic waves swept across the globe. But in the year of 1980s, the representative elements of democracy were instituted at the latter part of Eastern Europe, Central as well as Southern. While in the years of 1990s and 2000s, African States, Southeast Asia, South Korea, much of Latin America drawn unto the greater liberal democracy. In the year of 1900, over the face of the earth, an certain analysis by Freedom House argues that there was not a single liberal democracy with universal suffrage. According to the UNO established in the year of 1945, in the year of 2000, the democracy was adopted by the world nations 120 out of 192.⁷³

As for Prof. Laski, injustice and tyranny are inexcusable and of unworthy of human existence in the face of the earth and especially such kind of kingdoms or states. His views about such right that is an extreme and very often restrictions are imposed. Moreover some of those limitations are exemplified by the Indian Constitution concerning Article 19. In the freedom of speech and freedom of expressions are incorporated the freedom of press.

The right to freedom of speech and of expression, however, does not imply the right to scandalize others as well as the right to freedom of public meeting and association ought to be guaranteed to the people that are in the territory. As man is a social animal because his life be overwhelmed with the life of others in the face of the earth.

⁷³TSBIE, Political Science, Telugu Academy, Hyderabad, pg nos. 117 -119

According to the theory of Kant and Hegel called Metaphysical, Kant says: when I am so connected, a thing is rightfully mine with it that any that uses it without my permission and consent does me an injury.

And in the same way, according to Rousseau, The first man (?) who enclosed a piece of land and said, 'This is mine,' was the real founder of civil society.'⁷⁴

3.6.2 Political Rights

To participate and part in the affairs of the state, the citizen that is in the territorial ground ought to be given an opportunity. For on the surface of the earth, no democratic land whether it is India or USA, without the active support and participation of the citizens, is able to do so in any manner in the democratic system. When we observe with this method and with a keen interest, all citizens must have "the right to vote." In the case of elections, the right ought to be given and it is must to the central legislature, to the state legislatures and finally to the local bodies. In the face of the earth, political rights are given and entrusted to the citizens in all manners like right to vote,⁷⁵ right to become members of legislatures, to become ministers and in the same manner to become the presidents of the states. Because it is the essential part of life to the citizens to decide to whom should be given the power and authority to reign over them in the time of life or in the next few years.

In the beginning of the 19th Century, the Catholics of Ireland were entrusted and given the right to vote, but they could not get the right to sit in the British Parliament. Therefore, the right to vote is not sufficient alone itself but it makes the citizens to have the right and to become members of legislatures in the certain lands. Moreover, in whom they have no trust and faith the right of voting and of using becomes uncertain as well as meaningless if the voters are forced to send the legislatures.

⁷⁴V.D. Mahajan, political theory, S. Chand & Company, New Delhi, ISBN-81-219-0369-6, Pg nos: 322 and 324.

⁷⁵The Britannica, Catholic Emancipation (British and Irish History)

And one more thing, in the democratic set-up countries, the precious right is the right to petition.⁷⁶ In this method and process, to send the plead and supplications as well as petitions either individually or collectively every citizen must be given the right to the competent officials or authorities for the redress of her or his troubles and tribulations and grievances. As in the democratic system, the people are the powerful and are the ultimate sovereign. That's why Abraham Lincoln says, "By the people, for the people and to the people" who was/is the 16th president of the United States.⁷⁷

Article 32 of the Indian Constitution guarantees to every Indian citizen the right to move the Supreme Court of India for the enforcement of his rights that are of fundamental rights. "And in the same way, the High Court is also entrusted to the authorities and powers according to the Article 226 of the Constitution. Especially these kinds of rights will be enforced by the courts with the certain directions, writs as well as orders in the name of a). Habeas Corpus (*means: produce the body*) b). Mandamus (*a judicial writ issued as a command to inferior court*) c). Prohibition (*directing sub-ordinate to stop something the law prohibits*) d). Quo Warranto (*a writ or legal action requiring a person to show by what warrant an office*) and e). Certiorari (*a writ or order by which a higher court reviews a case tried in a lower court*)." If they conflict with the fundamental rights or are otherwise the Constitution Courts also can declare laws illegal and invalid. But when the emergence is prevailed and proclaimed in the country these rights are not available in any manner.

3.6.3 Economic Rights

In the post modern times, the economic right has been recognized with a great importance in the present world. When observe this in the systematic manner, without this rights political right as well as civil rights are meaningless. In the present modern world, especially economic rights are three in number: a). the right to work b). The right to adequate wages 3). The right to reasonable hours of work. Among all these economic rights, "the right to work is given the first priority as it is only a person has been entrusted to do something that he gets an opportunity to show his toil and worth.

⁷⁶India Today, The Democracy Watch dog Freedom house.

⁷⁷The White House, Abraham Lincoln, the 16th President of the United States in the year of 1861.

In this process, every citizen to get adequate wages is essential part of his or her life. In the sense, the person who has personality finds expression in his capacity and of his work. And moreover, he has the right to possess equal wages in all manners for the toil of his hands. However, does not mean that according to the right to work that a citizen has a right to any particular sort of work in the face of the earth. The right to work meant that the right to be possessed but not of merely in producing a part of those things whether they are commodities or goods are essential part and of useful for society.

According to the right to have adequate wages, the wages of a toiler or worker must be satisfied and be sufficient in all manners to enable him to sustain and to live in the well manner in the face of the ground. Because no person is allowed to be starved in which he has made his contribution to feed himself.

And, moreover, every citizen who has lived on the face of the ground has right to reasonable hours to finish the work. Concerning this thing, no individual for long hours ought to be made to do his work as was the case it came to pass during in the 19th Century in the land of England as well as other lands. In the sense, that the amount of work which does not exhaust him clearly and completely what is considered and required is that every individual ought to be asked to put in and thereby in all manners make him unfit to fulfill his aspirations and in the same manner his desires and duties as a citizen. And having some leisure to take and to look on after himself is the essential thing in the affairs of his community or locality whether it is political matter or civil issues or economic matters.⁷⁸

⁷⁸ In the modern times during the time of Reformation and Renaissance is incorporated as well as associated with the theory of individualism. On account of the emergence of a new socio-economic and political rights, the demand for rights prevailed and arose and of then it was in need for the progressive capitalist class. Having had diverse theories arised in the time of different phases, the essential as well as primary theories are the theory of natural rights, historical theory of rights, legal theory of rights, social welfare theory of rights, and in the same way idealist theory of rights , Laski's theory of rights and as well Marxist theory of rights.

3.6.4 Historical theory of Rights

When we observe in the process of time, rights are the result of historical evolution. In the ancient times, rights were depended and based on usage and in the same manner custom. But in the modern period whether it is post or pre-modern, rights are supported and recognized by law. In the space of time as well as in course of ages from the very beginning, human beings evolved certain traditions, customs as well as certain usages for the welfare and of the common good and those have become (became) the basis of rights of individuals in the face of the earth in all manners.

This theory says that this is the correct explanation of historical evolution in the history of the world. In the beginning according to the theorists, human beings might have had or must have had certain privileged traditions and customs in the beginning of the state evolution which provided a basis for the written law of the state. Only some rights, however, are the result of historical evolution; but it cannot be acceptable process and method that all rights are the result of well established customs in the face of the earth and of in the history of the world. For ensample, in the time of Greece, Slavery was recognized institution, but there is no support from the governments that Slavery as a right in the modern periods.

And in the same way, Devadasi, Sati as well as Untouchability are not considered or recognized as rights today. Present day, these traditions are opposed and of are based on deprivation and injustice in//as the matter facts. According to Hocking, History cannot be ignored, but history cannot be relied on alone.⁷⁹

3.6.5 Legal theory of Rights

With the help of the British written or drafted a constitution for India in the years from the month of December 1496 to December in the year of 1949, the Constituent Assembly, drawn into being by the will of the Indian people and, in the last position or scene of the last act. In terms of India, the Constitution was so foster according to the theory of legal rights the achievement of several goals.⁸⁰

⁷⁹ Law & Rights

⁸⁰ CAD (Constituent Assembly Debates)

In the context of legal rights theory, all rights of the people whether they are citizens or non-citizens based on the affairs of the state for their very existence in the face of the earth. In the sense, there is no proper right on the surface of the earth unless it is considered as well as recognized by the state. Especially the Rights are possessed and related to the law of the land with space and time.

The legal theory was expounded and propounded by Hobbes in the very first; as he observed and established the distinction between authority and rights and also explained that there should be no rights in the face of the earth at all without having authority. In the process of time, this theory finally explored and developed by Bentham and his companions Salmond, Austin and Ritchie. In terms of the theory of legal rights, Bentham was a great champion. As result, he opposed and refused the theory of natural rights as ill-founded and unreal in all manners. In the year of 1789, in his Principles of Legislation. Bentham writes in his writing Rights, properly so-called the creatures of law; they are a metaphor that defines and derives its centre of origin from another metaphor----what there is natural in man is means.

With regard to rights, the legal theory of rights entrusts three functions to the state. One is to define and determine, and the function of the second one is to define the scope of rights as well and in the third form of right is to remove hindrances. It simply explains that there are no rights without proper protection and recognition by the state.⁸¹

Over many decades in the face of the earth the beginning or origin of Legal rights has been significant subject of discourse and debate. According to Salmond, *where every right has interests but all interests cannot be rights*. Truly, as the matter of fact, this is the right as well as perfect sense unless a right is considered and recognized by the state it would not have got any reliable or validity to be imposed upon others in the present world.

⁸¹V.D. Mahajan, political theory, S. Chand & Company, New Delhi, ISBN-81-219-0369-6, Pg nos: 322 and 324.

In the case of *State of Rajasthan v. Union of India*, Supreme Court of India clearly mentioned that, legal rights are correlatives of legal duties and are defined as interests whom the law protects by imposing corresponding duties on others; but the word 'right' in a generic sense is used to mean an immunity from the legal power of another, immunity is exemption from the power of another in the same way as liberty is exemption from the right of another, Immunity, in short sense, is no subjection.

After the theory of Salmond, every legal right has five fundamentals that are essentials:

- The person who is the possessor of the right or the person entitled.
- The person against whom the right is there or the person who is to fulfil the deed or act on desire of the person who has a right.
- The clear meaning or content of the right.
- As the matter of fact, the act or omission of something also phrased as the subject-matter of the right.
- By reason of them that certain truthful facts or events the right has become incorporated and vested in its power.⁸²

⁸²Aamar Bashir, Origin of Legal Rights-Legal Jurisprudence, accessed from the website: <http://expertlegalreview.com/legal-rights-jurisprudence> on 11/04/2020.

3.7 CRIME AGAINST WOMEN

Table 1:

S No.	CRIME	No. of cases in year				
		2010 - 11	2011-12	2012-13	2013-14	2014-15
1	Rape (Sec. 376 IPC)	1,582	1,962	2,058	2,940	2,945
2	Homicide for dowry deaths (Sec. 302/304-B IPC)	2817	2865	2869	3116	3119
3	Torture-both mental & physical (Sec. 498/-A IPC)	7302	6540	7155	8902	9476
4	Assault on women to outrage (Sec. 354 IPC)	2989	3430	4106	7092	7972
5	Insult the modesty of women (Sec. 509 IPC)	1	2	14	33	25
6	Importation of girls from foreign (Sec. 366-B IPC under 21 age)	1	2	1	0	1
7	Kidnapping and abduction of girls/women (Sec. IPC 363-373)	5145	6678	7057	8510	8964
8	Dowry Prohibiton Act, 1961	940	887	1189	1092	1100
9	Indecent Representation of women (Prohibition Act 1986)	154	197	173	86	49
10	The Immoral (Prevention Act 1956)	3	10	7	7	11
11	The Commission of Sati (Prevention Act, 1987)	0	0	0	0	0
12	The child marriage restrained Act, 1976	0	0	1	1	0
13	The medical termination of Pregnancy Act, 1971	0	0	0	0	0
14	PC-PNDT (Prohibition of sex selection) Act, 1994	0	0	4	0	0
15	The Equal Remuneration Act , 1976	0	0	0	0	
16	Feticide (Sec. 315-316 IPC)	4	4	1	2	1
17	Procuration of minor girl (Sec. 366-A IPC)	13	8	17	29	31
18	Buying of girls for prostitution (Sec. 373 IPC)	0	0	0	0	0
19	Selling of girls for prostitution (Sec. 372 IPC)	0	0	0	0	0

Table 2: Major crimes⁸³

S. No	Year	Rape	Homicide deaths	Torture	Assault	Kidnap	Dowry	Others
1	2010-11	1582	2817	7302	2989	5145	940	176
2	2011-12	1962	2865	6540	3430	6678	887	223
3	2012-13	2058	2869	7155	4106	7057	1189	218
4	2013-14	2940	3116	8902	7092	8510	1092	158
5	2014-15	2945	3119	9476	7972	8964	1100	118
	Total	11487	14786	39375	25589	36354	5208	893

⁸³ CAG Report, Crime against women.

3.8 WOMEN, SEXUAL HARASSEMENT

“Women around the world are beginning to tell their stories and expose the pervasiveness of sexual harassment in their societies. A 1992 International Labor Organization survey of 23 countries revealed what women already know: that sexual harassment is a major problem for women all over the world. Sexual harassment affects women's mental and physical health as well as their social and economic status. The level of tolerance for sexual harassment varies from culture to culture. For information on the incidence of and remedies for sexual harassment in a variety of countries, see *Shockwaves: The Global Impact of Sexual Harassment* by Susan Webb Master Media Limited, New York, 1994.

In addition to these international movements, many groups in the United States have been inspired by the successes of the American civil rights movement to fight for government protections, with varying degrees of success. Most notably, women, having gained the right to vote in 1920 via constitutional amendment, also have made many gains in the area of employment rights. The women's movement has thus far been stopped short of passage of the Equal Rights Amendment, which would have codified equal rights for women in the U.S. Constitution. Since its failure to be ratified in 1982, women have seen many gains in court decisions that ruled against sex discrimination and have seen the passing of legislation such as the Civil Rights Act of 1991, which established a commission designed to investigate the persistence of the glass ceiling that has prevented women from advancing to top management positions in the workplace.

Ignoring problems of sexual harassment can cost the average company up to \$6.7 million a year in low productivity, low morale, and employee turnover and absenteeism, not including litigation or other legal costs. Following clear and proactive formal policies against sexual harassment in the workplace is one way to prevent lawsuits and drops in productivity and efficiency.” (Ref: Janga Babu Rao, *Role of Government Agencies in Protection of Civil Rights in the Land of India and the USA, 2018, IJMT, Harvard*).

“Sexual harassment in schools is illegal under Title IX of the 1972 Education Act. This law applies to schools, colleges, and universities that receive any amount of federal funding. Title IX allows the U.S. Department of Education to investigate complaints, order remedies, and withhold funding from educational institutions in violation of Title IX. Enforcement of Title IX is administered by the Department of Education's Office of Civil Rights.

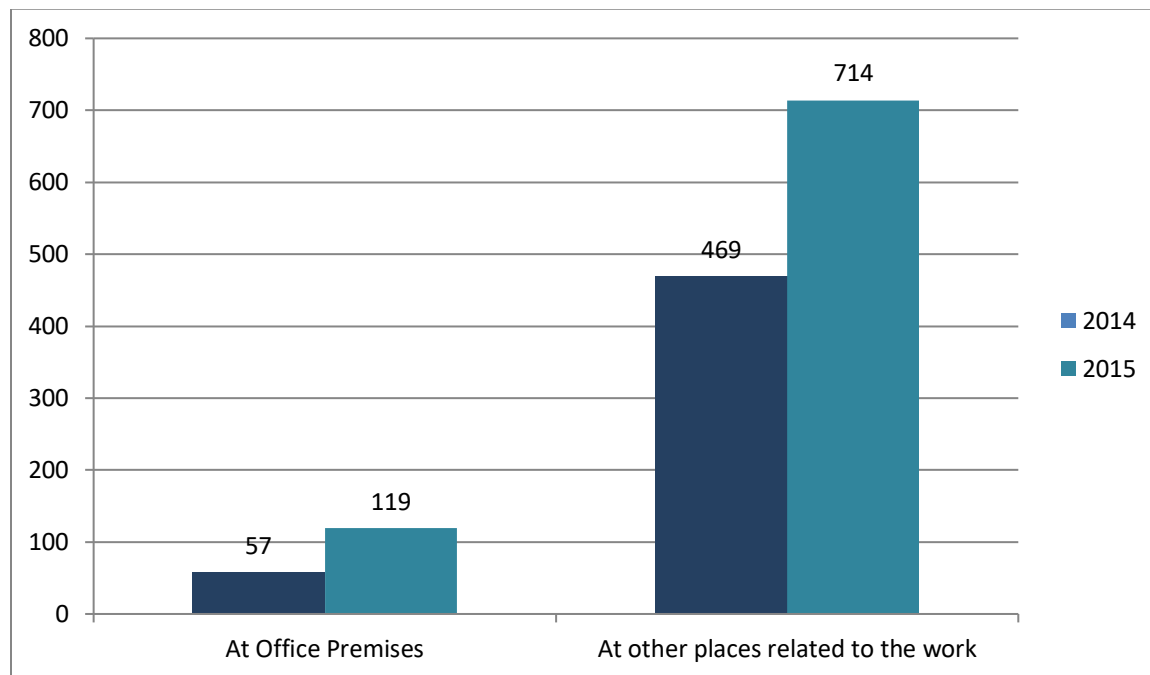
In 1992, Christine Franklin, a high school student from a Georgia school district, became the first to win a Supreme Court case for sexual harassment under Title IX. She claimed to have been sexually harassed by her male science teacher for two years. The harassment culminated in rape on three occasions.

Equity in education is compromised and jeopardized by the existence of sexual harassment in educational institutions. In the 1993 American Association of University Women (AAUW) study "Hostile Hallways", 85% of all girls and 76% of boys reported having been sexually harassed at school. But, says Anne Bryant, former director of AAUW, "The impact on girls is far more devastating". Many more girls than boys said that, as a result of the harassment, they were afraid in school or less confident about themselves.

Every Indian woman the Guardian spoke to, that harassment was part of their everyday lives. Mahanta revealed that she always carries chili powder in her handbag if she ever has to take public transport and needed to throw it in the face of anyone with wandering hands. Deepika Patar, 24, a journalist at the Seven Sisters newspaper in Assam, says city buses were notorious for gropers. If women are standing up because there are no seats, men often press up against them, or touch their breasts or bottom, she explains.” (Ref: Janga Babu Rao, *Role of Government Agencies in Protection of Civil Rights in the Land of India and the USA*, 2018, IJMT, Harvard).⁸⁴

⁸⁴Janga Babu Rao, Sreepati Ramudu, Raj Mohan Rao, *Role of Government Agencies in Protection of Civil Rights in the Land of India and the USA*, 2018, IJMT, Harvard.

Figure 2: Cases of Insult to Modesty of Women⁸⁵



Source: *Crime in India 2014 and 2015 National crime Records Bureau*

3.9 THE NEED & RIGHTS

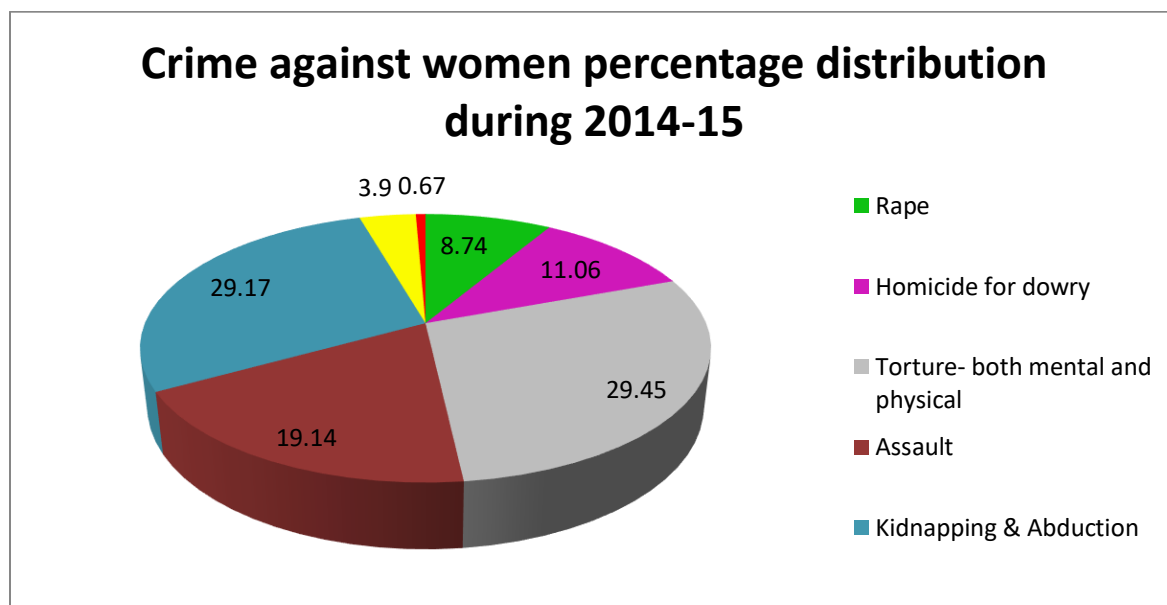
“World Trade Center: On September 11, 2001, at 8:45 a.m. on a clear Tuesday morning, an American Airlines Boeing 767 loaded with 20,000 gallons of jet fuel crashed into the north tower of the World Trade Center in New York City. As the evacuation of the tower and its twin got underway, television cameras broadcasted live images of what initially appeared to be a freak accident. Then, 18 minutes after the first plane hit, a second Boeing 767-United Airlines Flight 175-appeared out of the sky, turned sharply toward the World Trade Center and sliced into the south tower near the 60th floor.” (Ref: Janga Babu Rao, *Role of Government Agencies in Protection of Civil Rights in the Land of India and the USA, 2018, IJMT, Harvard*).

⁸⁵Crime in India 2014 and 2015 National crime Records Bureau

“The collision caused a massive explosion that showered burning debris over surrounding buildings and onto the streets below. It immediately became clear that America was under attack. September 11, 2001, was the deadliest day in history for New York City firefighters: 343 were killed. The attackers were Islamic terrorists from Saudi Arabia and several other Arab nations. Reportedly financed by the al-Qaeda terrorist organization of Saudi fugitive Osama bin Laden, the Gang Leader they were allegedly acting in retaliation for America's support of Israel, its involvement in the Persian Gulf War and its continued military presence in the Middle East.

The Bombay Riots: The Bombay Riots usually refers to the riots in Mumbai, in December 1992 and January 1993, in which around 900 people died. The riots were mainly due to escalations of hostilities after large-scale protests (initially peaceful then turned violent) by Muslims in reaction to the 1992 Babri Masjid Demolition by Hindu Karsevaks in Ayodhya. The riots were followed by a retaliatory 12 March 1993 Bombay Bombings, perpetrated by criminal groups with the alleged help of ganglord Dawood Ibrahim and his D-Company syndicate, in which more than 300 people were killed. Sadly, the world has come to this that even gangsters are featured on a list by Forbes, which classifies them according to their deadlines. We are today talking about the gangster who tops India's personal list.” (Ref: Janga Babu Rao, *Role of Government Agencies in Protection of Civil Rights in the Land of India and the USA*, 2018, IJMT, Harvard).⁸⁶

Figure 3⁸⁷: Crime against women



⁸⁶Janga Babu Rao, Sreepati Ramudu, Raj Mohan Rao, *Role of Government Agencies in Protection of Civil Rights in the Land of India and the USA*, 2018, IJMT, Harvard.

⁸⁷ CAG Report, National Bureau records: 2014-15

CHAPTER 4: WOMEN WORK FORCE

4.1 INTRODUCTION

Amartya Sen: *“Empowerment can accelerate development. From, whichever direction the issue is looked into, it provides justification for giving economic empowerment to women.”*⁸⁸

The women in India are more suppressed, marginalized as well as utterly oppressed without having possession of wealth, and any income. The former president explained clearly in his speech, saying that “Government is concerned with equal manner at the raising rate of violent crimes against women in the globe denoting towards especially in the land of India.⁸⁹ It is inexcusable that women in India do not feel as secure and safe as they should. A greater emphasis on early sensitization of children and youth in schools and institutions of higher learning would help inculcate due respect for the female gender.⁹⁰ This should be taken up through appropriate measures in our rural and urban populations and through well-convinced and coherent Government programs.” Furthermore, he concentrated as well as focused on the full government commitment to fully ensure the participation of women in development and in the same manner in democracy.⁹¹ Moreover, the Prime minister of India on the same occasion and the very time also with great spirit and enthusiastic appreciation, dedication as well as commitment of *Nari Shakthi* (the power of women). According to his statement said, saying that the progress of civilization is incomplete without the empowerment of women and the issue is no longer women development but women-led development.

And, Supreme court the Apex said, saying that in a verdict “it is now realized that the real empowerment would be achieved by women, which would lead to their well-being facilitating enjoyment of rights guaranteed to them, only if there is an economic empowerment of women as well. And, public employment would naturally lead to empowerment of women, which is the need of the hour.” According these statements, empowerment women can make a strong contribution to the economic well-being of the family as well as communities in all manners.⁹²

⁸⁸Amartya sen, Richa Misra vs State of Chhattisgarh & Ors, 18th February, 2016.

⁸⁹WHO, 2017 & UNDOCS, 2019

⁹⁰ CARE International, 2018

⁹¹World Bank, 2019

⁹² Janga Babu Rao, University of Hyderabad, The women position and workforce in industry, quest journals, 2021.

With 71.2%, the majority of population abides in the rural areas in the land of India.⁹³ And, as compared to urban counterparts, the persecutions as well as challenges for women that abide in rural India are more critical and in the same manner severe. The gender disparity as well as difference in rural communities and societies abates economic opportunities especially for young women and girls.⁹⁴ And, the severe poverty causes to many women that abide in Indian rural to pursue jobs in the informal industry where they find themselves employment to low skilled jobs as well as low income potential with unidentified hours. Many women have in the furnace of afflictions for several decades and centuries; for bias as well as deprivation, cultural norms cause many girls from families that are utterly poor and needy into childbearing and in the same manner early marriage. In this reason, many women are effected by diverse challenges with mental and physical like sexual violence, HIV, physical exploitation in all manners.⁹⁵

4.2 A BRIEF HISTORY OF WOMEN WORK FORCE

Empowerment of women across the globe is a engulfing issue especially in developing countries including India. The Constitution of India according to Article 14 and 15 guarantees equality as well as equal protection of law for both women and men prohibits gender discrimination. Moreover, India has ratified the Convention on Elimination of All forms of differences as well as Discrimination against women (CEDAW) in the year of 1993.⁹⁶ And, the directive principles of state policy in Article 39 of the Constitution had also require the state to execute and direct its policies towards providing sufficient means of livelihood equality for women and men and ensure equal pay for equal work.⁹⁷

⁹³ Business standard

⁹⁴ UN Women watch, United Nations.

⁹⁵WHO

⁹⁶CEDAW, 1993

⁹⁷ G. Austin, The Indian Constitution, Oxford university press, 1999.

Indian women continue to face disparity and discrimination in economic as well as social and in the same manner other social spheres that affect adversely their security and confidence, despite the Constitutional provisions given by the Indian constitution and ratifying the International convention. As matter of fact, 21 percent in the globe India has one of the lowest participation rates as well as Indian women with 79 percent (aged 15 years and above) do not even pursue or seek work to do for.

And, Discrimination against women finally causes in illiteracy, high female mortality rate, adverse sex ratio, wage differences and disparities that seriously and in the same way other economic, social and cultural malpractices that leads to marginalization and exploitation of women. Moreover, India ranked 108 out of 145 countries in the form of Gender Gap Index¹ rankings in World Economic Forum in the year of 2015 as well as even utterly below our neighboring countries that are China as well as Sri Lanka 91 and 84.⁹⁸

LFPR does not take an account systematically or accurately that the participation of women in the field of economy in the land of India.⁹⁹Moreover here there are two extremes namely women that work outside their homes for a remuneration and that who are exclusively involved within their homes (nurse the babies) of their own violation in India. As the matter of fact, the women that involvement in economic work lies in a good zone or prosperous (activities standard and within boundaries of the System of National Accounts counted as GDP which is measured or as economic activities calculated by the national income). Therefore, the women's contribution where she has done at their homes is missed by the formal survey which measure LFPR because women work would not be considered or not be paid by her family nor by herself in the land of India. In such a incident she would not be seen as a labourer or worker.

Moreover, there are other and diverse factors such as violence against women as well as social norms holding them back from joining the labour force. And also another truth that urban female LFPR was pretty ever and forever low; but as the matter of fact by fewer women the dip has been reasoned in rural India which is taken into account as part of the labour force.¹⁰⁰

⁹⁸Gender Gap Index: WEF, 2015

⁹⁹Mitali, Asst. Director of School of Economics and Commerce, Adamas University, Kolkata, 2019

¹⁰⁰ Udit Misra, Explain speaking: Why India so country for working women, 30th March, 2021, Indian Express

Women achievement or development across the globe is an engulfing matter especially developing lands like the land of India where gender disparity, discrimination and difference over centuries against women persist. The Constitution of India drafted and chaired by Dr. BR Ambedkar guarantees equal protection of law and in the same manner equality without any decimation for both female and male. Moreover, India in the year of 1993 has also ratified the convention on Elimination of All forms of Disparity and Discrimination in the land of India.

The women in India continue to face difference as well as disparity in economic, social and also religious and in the same manner diverse spheres adversely that affect their enhancement and exaltation, security and confidence despite these facilities and provisions as well as ratifying international conventions.

“As for the World Economic Forum, India placed 108 out of 145 countries in Gender Gap Index Rankings. Moreover, after the report of Census 2011, sex ratio of only 908 women per 1000 men. Among all the states that are in the land of India, Uttar Pradesh has also been performing utterly in driving out gender discrimination and difference. There were between male and female broad wage differences and also as a matter of fact, in the land of India, the occurrence of crime against female is the highest.

And, maternal mortality rate (292 per 100000 live births) of the state was much above the all India average (178) and nearly three times higher than the UN Millennium Development Goals 2015 (109). And also, every second babe in the state is undernourished and 52 percent of pregnant female were anemic after the data which is executed and maintained by State Nutrition Mission.” (*CAG Report of India*).¹⁰¹

¹⁰¹CAG Report of India, Govt. of Uttar Pradesh, 3 of 2016

Table 1: Participation of Women

S No	Specified Activities	Rural (per 1000 females)			Urban (per 1000 females)		
		With SS Work*	Without SS Work**	All ***	With SS Work*	Without SS Work**	All***
1	Maintenance of kitchen garden etc.	239	232	233	95	77	78
2	Work in hh. Poultry, dairy, etc.	378	183	215	141	19	24
3	Free collection of fish, etc.	221	182	188	51	16	18
4	Free collection of fire wood, etc	580	407	435	175	48	53
5	Husking of paddy (own produce)	71	51	54	12	2	3
6	Grinding food grain (own produce)	45	41	41	9	5	3
7	Preparation of gur (own produce)	0	2	2	0	0	0
8	Preservation of meat (own produce)	6	8	7	0	1	1
9	Making basket, etc. (own produce)	22	16	17	8	2	2
10	Husking of paddy (acquired)	26	41	39	15	14	14
11	Grinding food grain (acquired)	44	47	46	30	23	23
12	Preparation of gur (acquired)	17	28	27	10	10	10
13	Preservation of meat etc. (acquired)	25	34	32	16	13	13
14	Making basket, etc. (acquired)	23	34	32	16	14	14
15	Preparing cow dung cakes	558	379	409	204	40	46
16	Sewing, tailoring, etc.	280	272	273	378	229	235
17	Free tutoring of own/others' children	51	72	68	123	120	120
18	Bringing water from outside hh. Premises	402	287	306	191	92	96"

*: females engaged in domestic duties but were workers in subsidiary status.

**: females engaged in domestic duties but were not workers in subsidiary status

***: all females engaged in domestic duties irrespective of whether they were workers in subsidiary status or not

(Ref: NSS Report No. 559: Participation of Women in Specified Activities along with Domestic).¹⁰²

¹⁰²Utsav Kumar Singh, Digvijay Singh, Skill & Entrepreneurship: Empowering Rural Women, Kurukshetra, September 2017.

4.2.2 Table: 2 NSSO 68th Round¹⁰³

	"Type of work acceptable	Rural	Urban
1	Dairy	735	645
2	Poultry	529	557
3	Other animal husbandry	655	711
4	Food processing	543	514
5	Spinning	546	612
6	Manufacturing in wood and cane product	483	239
7	Tailoring	465	574
8	Leather goods manufacturing	400	433
9	Others	358	449
10	All	536	544"

(Ref Janga Babu Rao, University of Hyderabad, *The Women Position and Work Force in Industry in the land of India*, Quest Journals, Volume 9, Issue 2, JRHSC, ISSN: 2321-9467), Online).

4.2.3 The Development of Skills:

As for 2011 Census, in Indian rural areas, there has been continuing down fall to the ground in the workforce participation rate of women from 33.3 percent unto 26.5 percent, even women have capacity to enter the economic growth if they get participation. There is an increase gender sensitivity in the work place where they do labour shall have effect which is catalytic on productivity and in the same manner be a smart economic decision which is the most effective and significant factor for women.¹⁰⁴

¹⁰³Janga Babu Rao, University of Hyderabad, *The Women Position and Work Force in Industry in the land of India*, Quest Journals, Volume 9, Issue 2, JRHSC, ISSN: 2321-9467

¹⁰⁴Census, 2011.

4.3 WOMEN AND TRNASFORMATION

In the space of time, woman's life in the face of the earth has undergone the most significant changes and transformation; because the 21st century called modern woman is no longer restrained as well as confined at all to the four corner of the house. The women both in rural and urban India in almost have utterly thrown down the obstacles and have broken the barrier every field likely sports, forces, technology as well as space science. In the present universe every fifth woman is an entrepreneur.

However, this is only one side of the image. The present even scenario, women do not have any right to raise their voice in the proper manner in their own lives and they have left the decisions (several decades and even ages) to their male-dominated families. Their desires and aspirations were not regarded as well as considered essential enough to be encouraged within and without homes. Moreover, they had been subject to the men in all manners and aspects in their lives; and were confined to the four walls in their responsibilities as daughter, as wife and also as mother and also mother of mothers.

But, especially according to the Indian context, woman is centre of the circle who is origin of family life as well as society. In Indian culture since time past, 'Naari Shakti' is a concept existed in Indian tradition and culture. She has been performed and worshipped in diverse forms from the time past until this time in different names in every corner of India. Moreover, as the epitome of power (Shakti) who is able to finish as well as accomplish that man cannot. And in the same way, woman within her is the power to nurture, form and create and finally transform. In the present also women are realizing their capacity as well as worth in every path of life and denouncing justice, judgment and gender equality both the places where she abide in the workplace as well as at home.

On account of this, in the present days, the Indian Government also has shown and played the most effective and significant role in drawing of this worthy transition. And, for the government of India, empowering women in all manners through the process of her journey to motherhood is the most significant agenda at present and in the time of life until they are reached certain and standard stages. Therefore, number of initiatives has been taken place to make them mighty and powerful. Among all these things, right from the beginning and recognizing the need to preserve and to protect the girl child in the womb of her mother in their work place.¹⁰⁵

4.4 THE WOMEN AND GOVERNMENT INITIATION

In the most present times toward women, the Government of India has taken number of initiatives as well as has played the most effective and significant role in enhancing women in all manners in the work place and at home. The Programmes that are executed likely Beti Padhao programme, Beti Bachao and protect the girl child from preserving her from female feticide to helping her education as well as financial assurance in the time of life.

“Moreover, schemes like the PM Matru Vandana Yojana give financial attention and protection to women during the space of their pregnancy as well as lactation period. Among all these things (programmes and schemes) the most significant draw is the modification of the Maternity Benefit Act that allows working women 26 weeks of paid maternity leave.”(Ref: *Minister of Women and Child Development, GOI, New Delhi*).¹⁰⁶

4.4.1 Government of India Agenda

The first agenda recognized by the Government of India is women at high places and at all places to be safety and secure as well as empowerment. In this regard, the Indian government has taken several steps to protect women from all evildoers and evil things in the face of the earth especially in the land of India. The following things are as follows:

¹⁰⁵The Chief editor's Desh, Yojana, Women- Led Development, October, 2018.

¹⁰⁶Minister of Women and Child Development, GOI, New Delhi.

- 181 women help lines
- The online complaint system
- The Sexual Harassment of Women at workplace Act
- One Stop Centers as well as panic buttons to shield women in their journey towards empowerment

4.4.2 Triple Talaq

Especially the Indian women have been facing troubles and persecutions for several decades and centuries because of Triple Talaq. In the progress and empower of Muslim women, Triple Talaq has been a great thistle and thorn in the planet of the earth, especially in the land of India.

4.4.3 The Apex pronounced that practice is unconstitutional in the year of 2017:

It is well known as Triple talaq allows a husband to divorce his wife by repeating his voice which proceeds out of his mouth three times in any form of the direction, whether it is email or text message.

The bill was passed by the Parliament with 99 to 84 votes, even the primary opposition Congress party against the bill. Moreover, in the year of 2017, the Supreme Court, the Apex said, saying that the practice which is existed in the land of India is unconstitutional . The bill was tabled before the upper house of parliament where some MP s pronounced it vain and unfair. But, the bill was passed and PM *Modi said it as a victory of gender justice.*

4.4.4 The bill so controversial

The Congress party and others have pointed out the finger showing that the practice which is existed in the land of India has already been outlawed by the Apex. Moreover, over the bill, political parties and campaigners as well as Muslim women have pointed out that the bill is uncommon and unusual to criminalise divorce.¹⁰⁷

¹⁰⁷BBC News, Triple Talaq: Indian Criminalizes Muslim 'Instant Divorce' 30th July 2019

4.5 NIKAH HALALA

Highlights:

- The Upper House has passed the triple talaq bill with 99 to 84 votes
- And, the Lower House had declared to pass for the bill while the Congress walked out
- Triple talaq bill makes instant triple talaq with unsounded mind a crime for three years in jail.

14 members at least including Arun Jaitly of the BJP, Oscar Fernandes of the Congress and Sharad Pawar as well as Praful of the NCP were absent in the Upper House which draws down to the ground the most significant strength of the Upper House to 2016.¹⁰⁸ Both sides in the space of the end, the Opposition and the treasury polled less than number of votes that were expected because of the AIADMK and the ruling alliance as well as restrained JDU. Moreover, among them Non-NDA non-UPA parties and in the same manner TRS would not take part concerning voting.

According to the tradition of Muslim, Nikah halala signifies to practice under that a divorced Muslim woman has to another man and consummate the marriage and get a divorce.

- PM said that the medieval practice has been confined to the dustbin which is in the history of the world
- Protection of rights of marriage
- The police officer has power to arrest the offender without requiring warrant;
- The bill was passed in the year of 2017;
- Triple talaq which is crime three years of jail
- Even the bill is passed where the house lacks majority.¹⁰⁹

¹⁰⁸India Today, History made, triple talaq bill passed by parliament, 30th July 2019

¹⁰⁹Prabhash K Dutta, Triple talaq bill in Rajya Sabha: Do you know why it is controversial, New Delhi, 30th July, 2019.

4.6 THE PLACE OF WOMEN & INDIA

“The place of women in the land of India reflects the opportunities and constraints that are associated with its democracy. Women have been from the very beginning actors in the numerous whether it is movements or organizations as well as sectors that underlie India’s vibrant civil society. According to Harriss-White estimates that 83% approximately of the population work totally as well as wholly in the field of in-formal sector; and in the same way, Rina Agarwala calculates that as a whole only the 7% percent of the labour force or 18% percent of the non-agricultural labour force is in-formal, in protecting employment” (2006:422).

According to these calculations by her, 45% of India’s non-agricultural labour force is mingled or incorporated by those that are self-employed or are micro entrepreneurs and in the same manner the rest of the 38% are of part of the informal workers that are called the informal proletariats such as: regular laborers and casual workers in the field of informal enterprises. Surely and clearly there is a great deal of disparity as well as variation in the conditions of life and worker of the Indian working class or work force and in the context of political consciousness, it cannot be imagined and expected that could be achieved or exceeded at all in the easiest manner in the land of India.

When we have observed over many decades after getting Independence, mainly India is still an agrarian society. It has prevailed and exhibited for a long time a significant class differentiation. And in the same way, a peasant society in which, what we may be seen as an ambiguous class order or position, vast numbers of people hold having over means of production at once some possessing rights or ownership rights as well as also being workers; on the other hand, there have been for a long also landless laborers. And in the same manner, dominant peasants and landless lords that have employed their work force or labour power on the other.¹¹⁰

¹¹⁰Niraja Gopal Jayal and Pratap Bhanu Mehta, *Politics in India*, Oxford University Press.

In rural India, the rural women comprise a vast proportion of population; and in rural households, the poverty of is acute especially for women that abide. Moreover, women poverty is related to autonomy as well as in the absence of economic opportunities.¹¹¹

In the land of India, education levels (whether technical or non-technical faster than that of men) are in the recent past potentially raising as well as while the part or share of agrarian work has abased for both women and men; in other sectors men have been able to find out jobs. But, for women this is not the cause or case.

A man can be in the land of India a truck driver or a mechanic or be a postal carrier with his low level education; but to women these facilities and opportunities are not open to enter and penetrate. Therefore, for women it is not as matter of fact surprising that tertiary education/education is incorporated or associated with lower WPR.

4.6.1 Rural women workforce in India:

The rural women in India to the most significant and to a much and more large extent than men are in the agrarian sector. There was a women contribution in farming with nearly 60 percent of India's population to around 70-80 percent of tiller of the ground or of farming activities. "But, they are neither socially nor legally recognized as farmers in the field of agricultural sector. Rural women that comprise 66 percent of total labour in livestock related activities as well as in farm production have got a little bit of role in selection of either livestock or their crop and in the same manner in marketing;" (Ref: SECC, 2011 India& ILO).

In the era of globalization, the market economy fashion or trend have broaden in the further position of gap between technological as well as educational benefits that are the significant available for rural women in the land of India.

¹¹¹Rakesh Srivastava, Empowering Rural Women: The way forward, Kurukshetra, January, 2018.

4.6.2 Gap between rural and urban women:

According to 2011, there is a vast gap between rural women and urban women. As compared to the work participation rate of only 15.4 percent in urban areas according to Census, the rate of female workers concerning work in rural areas was the most significant higher that stood at 30 percent. And, most of the rural women are mingled in the unorganized sector, microenterprises, agrarian & related and allied activities. There was an observation that these kinds of activities are low income and drudgery based. Moreover, as compared to urban women in the land of India, the Digital technologies have in the deep or beneath of the earth this gap because of the poor digital literacy among rural women.

4.6.3 Gender segment:

Women contribute to nearly 70-80 percent of farming activities, even in the 21st century there is a lot of disparity and discrimination as well as gender segment; for there is no recognition in agriculture as indentified farmer. And, women are seen as major as well as principal support to men in agricultural; but there is no ownership at all and neither control over the wealth and possession. Still there has been a general decline in the proportion of men and in the same manner in agrarian sector in rural areas in the land of India.¹¹²

4.7 RURAL WOMEN & ECONOMIC ACTIVITY

The Indian workforce, according to the Census 2001, is nearly 40 Crores (400 million) strong that comprises 39.1 percent of the total population of the land of India. The study report, the major workers are constituted 77.8 percent of the entire workers, while the remnants are the marginal. The male and female workers ration was 76.6 percent and 23.3 percent respectively.

¹¹²India Census of India, 2001

In terms of proportion, in the event of Census calculations, 31.6 percent of the workers are female as well as 68.4 percent workers are males. This meant that 25.6 percent of the total females as well as 51.7 percent of the total male are workers. Thus this report says, the number of female workers is approximately less than half the number of male workers. When we observe this report, the majority of female workers in the urban areas are entrusted or engaged in the field of Households as well as other work. And, in the same manner, this illustrates that of male workers that might be due to their being employed majorly in the field of activities like agrarian labor and in the same manner cultivation.¹¹³

Table: 3 Census of India ¹¹⁴

Category	Persons	Males	Females
"Total Population	1,028,610	532,157	496,453
Total workers	402,235	275,015	127,220
Main workers	313,005	240,148	72,857
Marginal workers	89,230	34,867	54,363
Non-workers	626,376	257,142	369,234
Cultivation	127,313	85,417	41,896
Agrarian laborers	106,957	57,329	49,446
Household Industry workers	16,957	8744	8,213
Other workers	151,190	123,525	27,665"

(Ref Janga Babu Rao, University of Hyderabad, The Women Position and Work Force in Industry in the land of India, Quest Journals, Volume 9, Issue 2, JRHSC), ISSN: 2321-9467).

The National Industrial Classification in the year of 1998, the workers have been divided or classified into nine broad categories. Industrial category illustrates that agrarian sector still employs major number of workers.

¹¹³ Census, 2001

¹¹⁴Janga Babu Rao, University of Hyderabad, The Women Position and Work Force in Industry in the land of India, Quest Journals, Volume 9, Issue 2, JRHSC), ISSN: 2321-9467

Classification report says, 313 million major or main workers have depended on the agrarian sector which brought out the fact in the land of India; and in the same manner, 166 million people engaging are Agrarian and allied activities. Following this order, approximately 42 million people (13.4%) engaged in the field of manufacturing. And the remnant is in the service sector by 10% engaging retail and trade, repair work, Hotel and restaurant as well as Wholesale.¹¹⁵

Table 4: Industrial Classification data¹¹⁶

Industrial Category	Main workers (000s)	Percentage (%)
Total Main workers	312,972	100.0
Agrarian and allied workers	176,979	56.6
Mining & quarrying	1,908	0.6
Manufacturing	41,848	13.4
Electricity, Gas and Water supply	1,546	0.5
Construction	11,583	3.7
Wholesale, retail trade & repair and Hotel restaurants	29,333	9.4
Transport, storage and communication	12,535	4.0
Financial intermediation, Real estate and business activities	6,109	2.0
Other services	31,131	10.0

(Ref Janga Babu Rao, University of Hyderabad, *The Women Position and Work Force in Industry in the land of India*, Quest Journals, Volume 9, Issue 2, JRHSC, ISSN: 2321-9467), Online).

¹¹⁵ The National Industrial Classification Report, 1998

¹¹⁶ Janga Babu Rao, University of Hyderabad, *The Women Position and Work Force in Industry in the land of India*, Quest Journals, Volume 9, Issue 2, JRHSC, ISSN: 2321-9467

Table 5: Women workforce in Public and Private Sectors.

Year	Public Sector			Private Sector			Total		
	Women	Total	% of Women	Women	Total	% of Women	Women	Total	% of Women
1992	2467.0	19209.6	12.8	1522.7	7846.1	19.4	3889.8	27055.7	14.4
1993	2476.7	19326.1	12.8	1549.7	7850.5	19.7	4026.3	27176.6	14.8
1994	2564.6	19444.9	13.2	1589.3	7929.9	20.0	4153.9	27374.8	15.2
1995	2600.4	19466.3	13.4	1627.5	8058.5	20.2	4227.9	27524.7	15.4
1996	2634.5	19429.3	13.6	1791.9	8511.6	21.1	4426.4	27940.9	15.8
1997	2727.6	19559.1	14.0	1909.4	8685.5	22.0	4637.0	28244.5	16.4
1998	2762.7	19417.8	14.2	2010.9	8747.9	23.0	4773.6	28165.8	17.0
1999	2810.7	19414.8	14.5	2018.4	8698.2	23.2	4829.2	28113.1	17.2
2000	2857.0	19313.7	14.8	2065.8	8646.0	23.9	4922.8	27959.7	17.6

The table 5 explains the significance of rural working women in the working population of India. However, urban women workers that are offered with infrastructural as well technological, rural working women comprise a wide range majority of the female working force in the land of India. Into examine women rural work force, the evidence which is empirical establishing the preponderance of work participation of rural women is certified as well as directed.

4.7.1 Stereotyping of gender wage gaps:

During a space of great and high economic growth, adult women's major role in the land of India is as homemaker with less numbers in gainful employment that has been further falling. To full citizenship according to (Kessler-Harris, 2003), segregation of women's labour force as well as gender remuneration or wage gaps in the land of India or no access to productive resources raises economic disparity and inequality. India could draw or add USD 700 billion by the time of 2025 in supporting as well as improving women's participation by 10 percent age points. Incorporating initiatives by the stakeholders and in the same manner government, focusing on women's access to the labour market which is also low disparity and discriminatory, this not in India reiterates the facts which is stylized of female employment.

Table: 6: Gender Wise Distribution of Work force in India.

Gender	Work force in million		
	Rural	Urban	Total
Female	121.834467 (81.29) [35.3]	28.042914 (18.71) [21.5]	149.8774
Male	226.763068 (68.33) [64.7]	105.102862 (31.67) [78.5]	331.8659
Total	348.597535 (72.36)	133.145776 (27.64)	481.7433

Index: % in () refers to % row wise

% in [] refers to % column wise

4.7.2 Facts for India towards female work force:

“In the land of India, the less female labour force participation rate (FLFPR) is already deteriorating as well as declining as compared to other region which is in the globe. The prime status of male unemployment rate has remained nearly 2-3 percent (3-4 percent) in rural (urban while female present regular status of unemployment rate are approximately 3-4 percent in rural and difference between 7-9 percent in urban. When we observe the FLFPR, the wage gap in male-female rates less as well as stagnant urban rates and declining rural rates, loss of women in all sectors and regions from labour market are the main features. Ludhiana has the most significant participation rate with 83 percent but a mere 12 percent FLFPR. Moreover, Delhi has gained 17 percent FLFPR with 24 percent in other metros while.” (Ref Janga Babu Rao, University of Hyderabad, *The Women Position and Work Force in Industry in the land of India*, Quest Journals, Volume 9, Issue 2, JRHSC, ISSN: 2321-9467).

Table: 7 Labour force in Million

Gender	Main workers	Marginal workers	Main workers seeking	Marginal workers seeking	Total
Female	67.77309 (41.3) [27.6]	54.13299 (32.9) [52.6]	195.30039 (11.9) [40.5]	22.883195 (13.9) [59.9]	164.3193 [48.6]
Male	178.095330 (65.7) [72.4]	48.741683 (17.9) [47.4]	28.802771 (10.6) [59.5]	15.370813 (5.67) [40.1]	271.0106 [51.4]
Total	245.8684	102.8747	48.33281	38.25401	833.7489

Index: Percentage in () refers to row percentage¹¹⁷

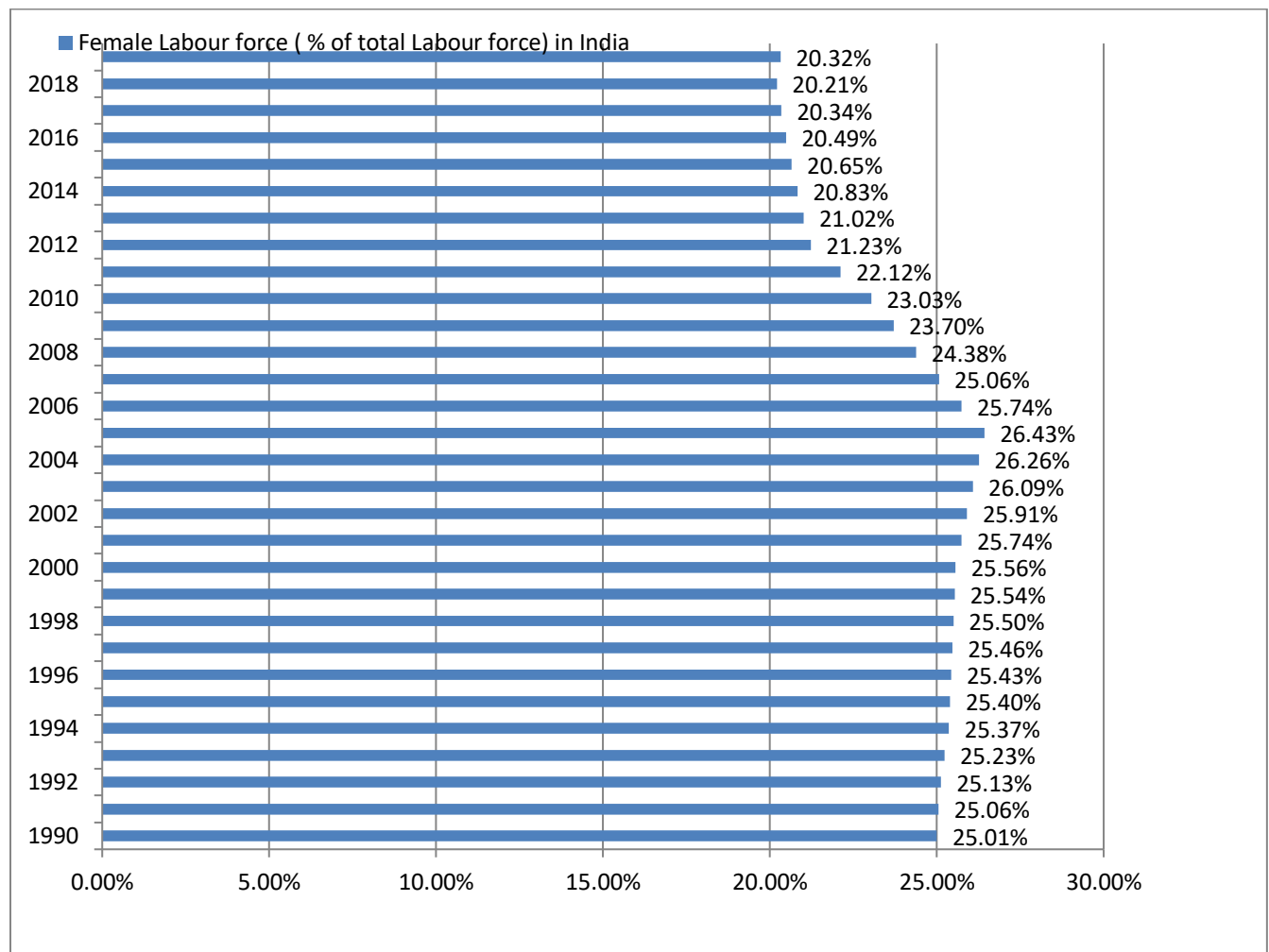
Percentage in [] refers to column percentage ; (Source: Census, 2011).

4.7.3 Aspirations for work:

The Human Development Survey (IHDS) for the years of 2011 and 2012 show that both family as well as individual constraints exist for labour market work in the land of India. More women as an essential cause for this are available for report augmenting income and for additional toil. Among women with unemployment rates being greater than men, need for jobs and in the same manner desires are still the significant high according to the report.

¹¹⁷ Census, 2011.

Figure 1: The Report of the World Bank: Female Labour Force (% of total labour force)-INDIA¹¹⁸



4.7.4 Disparity in employment

The most significant women in both rural as well as urban are subsidiary status employment; and they predominate especially in the agrarian sector in the land of India. Moreover, types, sectors of industry and across regions are varied by the nature of employment. Compared to Southern states women in Northern have lesser or lower FWPR. And in the same manner, the most effective and significant is in public services where the state is main employer which is followed by one segment of manufacturing companies for example the textile sector and so on. In this view societal norms as well as family roles and also cultural factors impact FWPR.

¹¹⁸ The Report of World Bank in Female Labour Force, India: 1990-2018.

4.7.5 Female Work Participation Rate (FWPR)

“The studies have denounced that with domestic help or informal help and support which is presence from other family members draws as well improves FWPR in all manners in the land of India. But, the limited time spent by men and the role of care giving in sharing the household works are major factors suppressing the Female work participation rate. According to the report in rural areas where an expansion of transportation facilities is noted by the state; there is a raise or an increase in non- agrarian jobs is observed in women participating. But it is also in the community as well as household contingent upon gender norms.” *(ILO, Geneva, 2016).*¹¹⁹

In the field of government jobs in some states, 30 percent reservation was not effected and seemed to have the most effective and significant impact with public jobs that are shrinking as well as wrinkling, for ensample Tamilnadu, Maharashtra, Karnataka, Assam and Gujarat. On the other side, from 2013, India instituted quotas for women in the board as part of all over the world corporate governance policies. Surely this could be affected in family firms by the nature of control.

4.7.6The state support for women

Recent days, the government of India and of the state is focusing and concentrating against sexual harassment and crime rates. Therefore most of women have come out and left of their families and homes to do work for improving their economic status in all manners. “Moreover, the responsiveness of the state to sexual and crime laws extending night working hours for women with incentives. Therefore, in workforce for women chances are raises in regions where there is major reported confidence in judiciary as well as police and in the same manner lower crimes that are reported.” *(Ref: ILO, Geneva).*

4.8 POLITICAL REPRESENTATION PAVES THE PATH

4.8.1 Legal provisions in strengthening women work force:

Dr. BR Ambedkar says: “I measure the progress of a community by the degree of the progress which woman have achieved.”

¹¹⁹ ILO, Geneva, 2016.

Every citizen that are in the born in the land of India is subject unto the same set of laws, criminal as well as civil, the only exception being personal laws. For the holistic progress and gain of the nation, exalting and empowering women especially in India to make their own decisions as well as treating them at par with men without any restrictions and limitations is essential and in the same manner imperative in the 21st century.¹²⁰

And, the Constitution Bench of the Supreme Court of India in the present days has played the most significant role in identifying as well as examining the laws that have become archaic, most of which are provisions of the IPC, 1860 incorporating section 376 dealing with rape, 377 dealing with Sodomy as well as sexual relationship that happens between homosexuals and in the same way Section 497 which examines with fornication or adultery. On account of these discussions and pronouncements are of the present interest especially women's sake along with Fundamental rights and Directive principles.

42nd Law report recommended the definition of to make it gender neutral have failed to materialize under the report recommendations. "According to 1860 under section 497 prosecutes and penalizes any man that has illicit relations with the wife of another man without the consent of that man called whoredom which is gender biased in the extreme manner provision and is violate of both under Article 14 and 15 of the Indian constitution. It considers initially a woman like the possession of her husband; if such an act is made and done with the consent or wish of the husband, it is not at all an offence. And, secondly the offence is said to be committed of the man having illicit relations with the wife of another man and in this matter the wife is not accepted to be punishable as even as an abettor she is regarded and treated like a victim." (Ref: G. Austin, *The Indian Constitution*, Oxford).

¹²⁰Legal Service India.com, retrieved from the website on the day of 11th February, 2021;<http://www.legalservicesindia.com/article/1611/Dr.-B.R.-Ambedkar%E2%80%99s-Role-In-Women-Empowerment.html>

And, the thirdly, if a man outside the marriage has illicit relations neither woman nor him with whom he has such relations can be interrogated and prosecuted to be sent into the jail under punishment. Since it was first drafted in the year of 1860 by Macaulay, this section has processed as well as continued without any progressive amendment in the Indian Constitution drafted by DR BR Ambedkar. However, under section 497, 1860 emphasizing “on the moral sanctity of marriage in the land of India, the stand of the Centre has been that section safeguards and support the institution of marriage and if it is struck down; it shall prove to be detrimental to the inherent Indian spirit that gives the uttermost priority to the institution of marriage.” (Ref: G. Austin, *The Indian Constitution*, Oxford).¹²¹

“And, Hindu marriage act, 1955, what is significant and peculiar is that whoredom or adultery or fornication is the only ground for dissolution of marriage under this act, that has been formed or made a criminal offence in certain grounds in the land of India. The Muslim Women in the year of 2017 (Protection of Rights on Marriage) Bill was introduced in the Lower House which sought to make Instant Triple talaq a cognizable as well as non-bail able offence. It is, however, pending in the Upper House; but, it has been passed by the Lok Sabha.”¹²²

4.8.2 India’s progress over the last decade

India has made significant as well as considerable progress over the last decade or so, in exceeding penetrate “to education for girls as raising numbers of women or working ages are reported in secondary schools in the land of India in all manners. In large numbers in sectors, nevertheless, that the nature of economic growth in the land of India has meant that jobs were not formed or created which could absorb readily women, for those in rural areas especially as well as significantly. When we observe according to the report of ILO, women’s work tends to be under reported; as much of their work is not accounted or documented or reported for in official statistics.”¹²³ (Ref: *International Labour Organization*, Geneva).

¹²¹G. Austin, *The Indian Constitution*, Oxford University Press, 1999

¹²²The Act has been extended to Dadra and Nagar Haveli (w.e.f. 1-7-1965) by Reg. 6 of 1963, s. 2 and Schedule I and to Pondicherry (w.e.f 1-10-1963) with modifications by Reg. 7 of 1963, s. 3 and the Schedule I.

¹²³ILO, Geneva

A substantially high proportion of females, in the land of India, report their activity status as attending to domestic works or duties where they abide. In the land of India, in the year of 2011-12, 35.3% of all rural households and 46.1% of all urban families were attending to domestic duties, whereas in the year of 1993-94, the rates were 29% and 42% respectively. In the participation rate, therefore, mismatch calculations or measurement might not only affect the grade or level but also the trend according to the report.

As for Azad Foundation on the day of International Women's on Sunday the seventh day of the week said that in the year of 2006, the women work force in the land of India had fallen in the years of 2006 and 2019 consisting 37 percent and 18 percent. And moreover, after the World Economic Forum's Global Gender Gap Report explained that on economic participation as well opportunity at current year ranks placed in India at 149th position out of 153 countries. Organization appealing and said unto Prime Minister Narendra Modi to pursue create gender-sensitive infrastructure.

4.9 POPULATION & OTHER ACTIVITIES:

In the month of July, 2020 the land of India more or less 1, 326, 093, 247 occupied the second place in the world. India's population, in the year of 2050 that shall come to pass will rise exceedingly to an estimated 1.66 billion total people, surpassing China the Republic as the globe's most and significant populous nation in the face of the earth.

The gender population gap as well as workforce and Religion and Education as well as Labour Force: according to the report, out of 100 boys, 91 girls are born.

- According to the population, women are constituted by 48.1%.
- There are, as of the year of 2020, 50, 337, 879 fewer women than men throughout or across India.
- Compared to 38.5 years old in the land of the United States of America, India has a vast dynamic and youth population with a median age of 28.7 years old.
- But, in terms of India, nearly one- quarter of India' population with 26.3 percent is very young to 15 years old.
- And, when we observe the India's population with 6.7 percent is greater than 65.
- The Constitution of India, has clearly declared that caste disparity and discrimination for jobs and access to education, but not of the caste system itself.
- According to 2011 Census, Christians: 2.3 percent; Sikh: 1.7 percent; Muslim: 14.2 percent; Hindus: 79.8 percent and finally others as well as unspecified: 2.0 percent.
- In the year of 201-19, women graduates are represented:
 - a. Ph.Ds: 41.8 percent
 - b. M.Phil. degrees: 69.9 percent
 - c. Undergraduate degrees: 53 percent.
- In the land of India, women work force is only 19.9 percent of total labor force.
- Rural women at a faster rate are leaving India's workforce than urban women.
- On account of Covid-19, recent job stagnation as well as ascending unemployment rates for women also keep women out of the labour force.
- On account of, the automation, the agrarian sector employs around 60 percent of working women in the land of India but is expected largely to be effected and impacted by job losses.
- By 2030, 1.2 Crores of women may be scattered abroad which leads to equivalent more or less to 10 percent of women' jobs in the land of India.
- Women earn on the basis of hourly earnings, on average 65.5 percent what the male companions get and earn for the same performing jobs or works in the land of India.

In the recent period, ILO and the world of work both have been upside-down on account of pandemic. And in the same manner according to the Policy Brief on the World of Work and COVID-19 which was developed by the ILO Employment Policy Department in cooperation with the UN Secretary General and Several UN organizations, the entire the system has drastically dropped down to the ground like families, businesses as well as effect on the jobs throughout the world which means every corner of the world. In terms of earnings in the first month of the year, the some twenty lakhs people who toil of the hands in the formal economy-often without rights at work and social shield and protections disguised a 60 percent deteriorate as well as decline in the face of the earth. 94% of the global workers by the space of mid-may were in the lands with various type of workplace closure. There was a prediction for the 2nd quarter of 2020 that massive losses in working hours that are equivalent to 305 million full-time employment and in the same manner in major risk sectors, 38% of the workforce –like some 1.25 billion workers is engaged in the field of employment.”¹²⁴(Ref: UN Policy Brief: The World of Work and COVID-19, The ILO, accessed on the date of 15th November, 2020).

4.10 WOMEN & TRANSFORMATORY CHANGE IN THE WORK FORCE

“India has emerged as one of the destinations of multi-national companies, for she provides best human resource having millions of technocrats, both men and women, who can provide service at cheaper rates. Indian women are no longer confined to homes or traditional agriculture related works and other traditional occupations, but with the phenomenal increase of literacy rates over the years they have entered all fields such as education, medical and engineering and so on more or less in equal proportion with me.

¹²⁴UN Policy Brief: The World of Work and COVID-19, The ILO, accessed on the date of 15th November, 2020.

“Five decades ago, no one could have predicted that software would become an indispensable technology for future that shall come to pass. Moreover, while the software industry has expanded throughout the globe, the urban and English educated have found an edge over others.¹²⁵ Many lower middle class families coming from small towns did find their lives significantly got impacted by the employment in the software sector.”¹²⁶ (Ref: Janga Babu Rao, *Quest Journal*).

¹²⁵Janga Babu Rao, University of Hyderabad, The Women Position and Work Force in Industry in the land of India, *Quest Journals*, Volume 9, Issue 2, JRHSC, ISSN: 2321-9467.

¹²⁶ Digital Economy Report, 2019.

CHAPTER 5: GENDER STATUS OF WOMEN IN THE SOFTWARE INDUSTRY

5.1. INTRODUCTION

In the present technological world, the science and technology in the workplace are moving to rapid pace which diverse latest opportunities. However, in the context of women are in danger of being left behind as the matter of attitudes but not of aptitudes. According to Claude Akpokavie, the Bureau of Workers' Activities from ILO, the women, in the field of social sciences and humanities, tend to be overspread and also overrepresented, but underrepresented in the matter of science and technology.¹²⁷

In the year of 1995, the Beijing declaration platform for action that had taken place in the land of China brought out the Fourth World Conference on women to the emerging global communications network, the attitudes of behaviour of individuals and its impact on public policies.¹²⁸

Moreover, a strategic objective: increase the participation and access of women to expression and decision-making in and through the media and new technologies of communication. "And, the twenty-third special session of the General Assemble, took place in the month of June in the year of 2000 to review progress in implementation of the platform for Action recognized that ICT had created new opportunities for women to knowledge sharing," (Ref: UNESCO) based on experience as well as knowledge that had emerged in the last five years.¹²⁹

¹²⁷ILO, The women and technology gap-the attitude gap,

¹²⁸ Declaration, 1995

¹²⁹UNESCO

Akpokavie has explained in his writing manual evaluating explaining that promoting gender equality as well as empowering women are needy measures to be put in the place to redress his imbalance. Moreover, in view of ILO's Bureau for Gender Equality saying that the gender gap between men and women is mingled in the context of this field to pervasive attitudes and in the same manner gender roles that exalt and encourage girls to follow 'softer' subjects. In the prospered and prospering globe this is apparent in terms of education.¹³⁰

However, the field study examines the Gender status of women in the software industry. Primarily in this chapter researcher focused on software women that work in the IT sector.¹³¹ It discusses with an attempt the relative advantageous as well as disadvantageous position of the persons with women in information technology (IT) and in the same manner enabled services companies (ITes).¹³²

5.1.2. ICT as a Tool:

Over present years, the role of Information and Communication Technology (ICT) as a tool for the significant achievement and development has attracted the sustained attention of the United Nations.¹³³ As a result with donors, working groups, and task forces as well as the private sector and civil society, the most significant and strategic partnership have been developed as well as task forces have been established to raise up the collaboration which is interagency across the United Nations system.

And, in the context of a knowledge based economy in the year of "2000 the Economic and Social Council adopted a Ministerial Declaration on the role of ICT. And, the Secretary General established in the year of 2001, the most high position level Information and Communication Technologies Task Force to facilitate and provide overall leadership to the United Nations on the formulation of strategies to keep IC at the service of progress" and in the same manner development in all manners. (Ref: Terry Brown, 2020, *The Importance of ICT*).¹³⁴

¹³⁰Gender, Equality, Diversity and Inclusion Branch (GEDI), ILO

¹³¹Nirmala Padmanabhan, Understanding gender equality in the software industry of Kerala, EPW.

¹³² Ministry of Electronics and IT Technology, (OGD 2012-2015)

¹³³Department of Economic and Social affairs, United Nations, 2005

¹³⁴Terry Brown, *The Importance of ICT*, 2020

5.1.3. Women in Business:

Towards women, globally transform in gender per caption with much as well as more expectations; therefore the role of women in the field of business underlies a relentless progress. As a matter of fact, to transform the perspective of women that are successful generally as well as professionally. In industries or companies, a great and much attentions is paid to the gender balance. In this regard, in the business sector, women have been gained and moved to higher position in the land of India.¹³⁵

As for diverse studies say that reaching the top position the women is much harder than men. Because, there is a lot disparity, difference and discrimination towards women in the face of the earth from one position to another and in the same manner from one country to country. Moreover, there is a vast disparity between men and women. As a matter of fact, by cultural disparities that are related to economic development of the land, it can be justified. According to study, it is fact that there is the most effective and significant disparity in the status of women between developing countries as well as USA and European countries. However, the women workforce in the recent past has been raised with all manners in the software industry, despite having obstacles and barriers since the decade of 1960-70s.

5.2 SCOPE

The present study is carried out of an urban area which is in the city of Hyderabad. Majorly the current study concentrating as well as focusing on women software employees working in software companies had been done by using online as well as offline mode that is in the companies of Infosys, Google, InfoTech, Accenture, TCS, Amazon, Wipro, Oracle, Tech-Mahindra and Gen-pact.

¹³⁵High level committee on the status on women, 2005

5.3 METHODOLOGY

It was the most effective and significant in order to examine with clear understanding to have a decent sample size. In this regard, I expected the maximum number of participants to be a hundred using the snowball technique.

5.3.1 DATA COLLECTION

Primary data: The primary data, the data by researcher which was collected through the process of qualitative and quantitative. And, Primary data was also focused on from colleagues and in the same manner managers from industry. Moreover, the Data was gathered together with the process of semi structured questionnaire.

Secondary data: Secondary data was/were gained from diverse sources for the purpose of research take the Ministry of Women and Child Development (2001), National Policy for Women, National, Commission for Women (NCW), UNICEF, Global Gender Gap Report/World Economic Forum, Women's Human Rights, Amnesty International, Ministry of Statics/Government of India, India's 2011 Census and diverse articles and in the same manner books.

5.4.A STUDY OF THE PROBLEM

“Women were given secondary status in all spheres of life in the world. They are denied of all sorts of rights including right to life in certain traditional and social order. They are seen as burdens and liabilities than human beings. Many social reformers and humanitarians have been demanding for the elevation in the pathetic conditions of women for a long time. There have been several feminist movements demanding for the equal gender status for the feminine gender. All these struggles have led to the incorporation of rights of women into the constitutions of different countries. But the fact of reality in that their rights have been confined to the constitutions only and this hardly found to be put in practice.”

“But the emergence of software industry and it’s work setup seem to have been paving the way in a considerable degree for the improvement of gender status of women. The rules and regulations for equal gender status and their implementations seemed to be encouraging for the advancement of women. Several observations found that women working in software industry are much more observations and independent compare to women working in other sectors. They established that the rules and regulations for gender equality work atmosphere and the postmodern outlook exist their quite supportive for the advancement of women.”

In view of this, the present study becomes essential to explore the changing gender status of women contributed by the software industry if any.

5.5. THE OUTCOME OF STUDY DATA:

According to the research study of the participants, the chapter prevails that the statistical outcomes that affect data from the software industry. And, the descriptive statistics as well as the percentage analysis are used to search out the information of the participants. Because the software industry in the land of India is such a significant source of jobs for young Indian professionals, the median age of IT BPO employees in India, especially in the city of Hyderabad.

Table: 1, Gender Frequency:

Gender	Frequency	Percentage (0%)
Male	Nil	0.00
Female	100	100
Total	100	100.00

Table 1, Above data explains that 100 percentage of the respondents are female and null of the respondents are male which depicts the gender of the respondents.

Figure 1: Gender Percentage

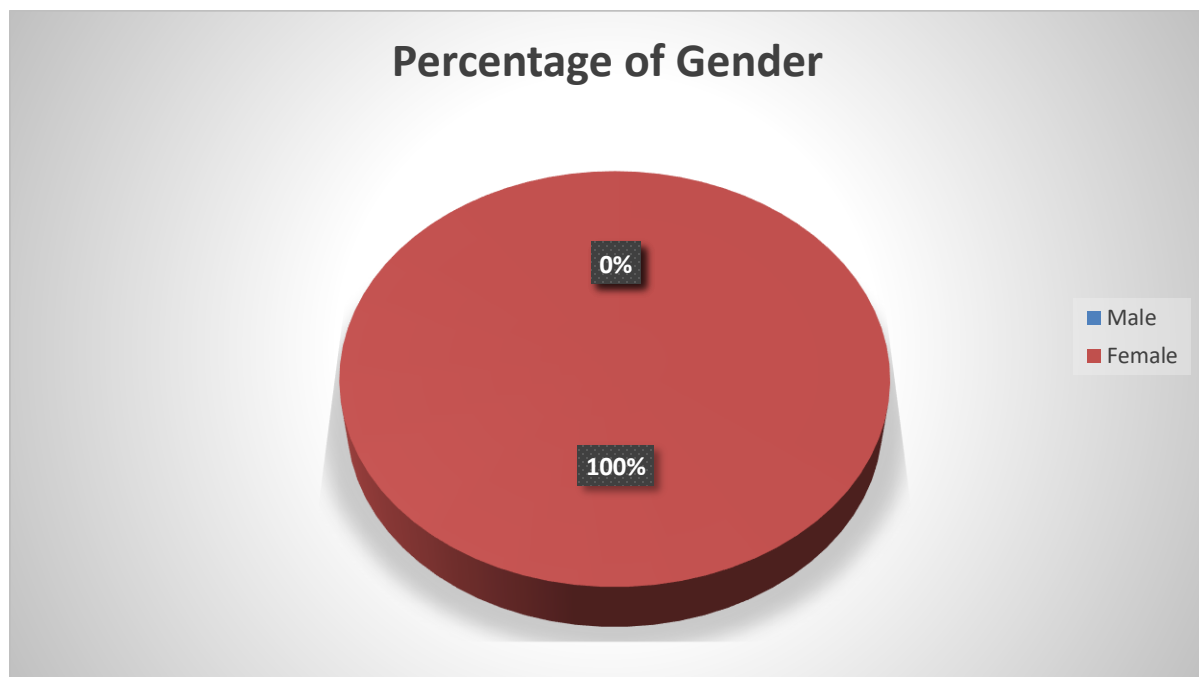


Table 2: Frequency of Age group:

Table 2: Age and Sex of the Respondents

S.No.	Age	Gender		Total (%)
		Male	Female	
1	18-23	Nil	46	46
2	24-29	Nil	28	28
3	30-35	Nil	22	22
4	36-above	Nil	4	4
5	Total	Nil	100	100.0

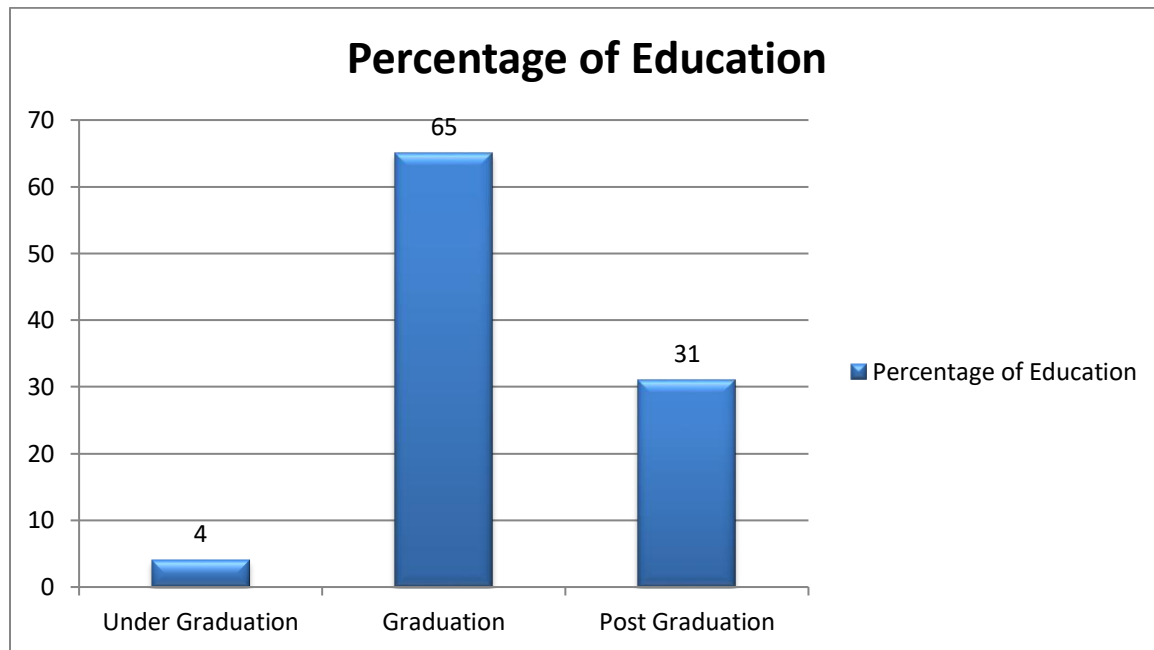
While in the software industry, since 1991 the women workforce in the software industry have been raised in India, especially in the city of Hyderabad. Most female are of very youngsters. According to the table above age wise, 46 percentage of the respondents are of age between eighteen and twenty three, 28 percentage of respondents are from twenty four and twenty nine, and 2 percentage of respondents, and in the same manner 4 percent of employees are of thirty six above and of more.

Table 3 Educational Frequency

S. No	Educational ground		Frequency		Percentage (%)
1	UG		4		4
2	Graduates		65		65
3	PG		31		31
	Total		100		100.0

According to the table 3, which is above describe the respondents that are educated. Among the respondents, the majority, 65 percent of the respondents has finished graduation followed by, 31 of the respondents have got post-graduate degrees and the remnant have got cleared undergraduate.

Figure 2: Percentage of Education



S.No	Experience	Frequency	Percentage (%)
1	Less than 5 years	25	46.3
2	6 to 10 years	22	40.7
3	10 years and above	7	13.0
Total		54	100.0

Table 4

Table 4, The Experience of the Respondents: According to the above table 4, describe the percentage of the respondents. The majority, 46.3 percent of the respondents have got significant experience followed by, and in the same manner 40.7 of the as well as of 12.9 percentages.

Figure 3: Percentage of the experience according to the respondents.

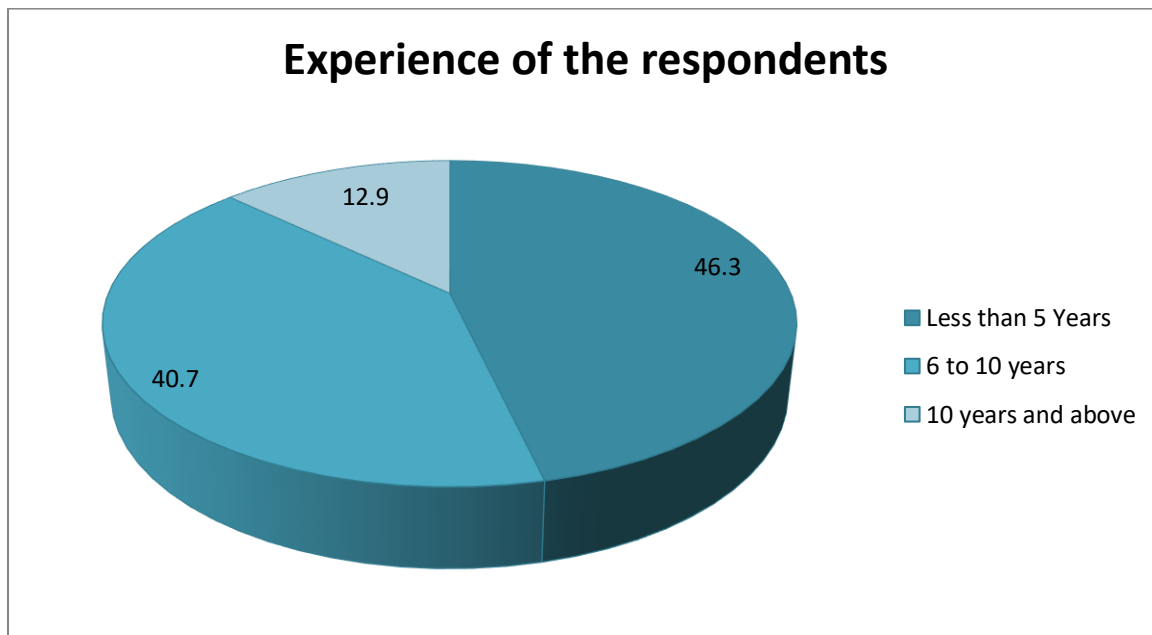


Table 5: Availability of Secure measures in Software industry

Response	Frequency	Percent
YES	78	78
NO	22	22
Total	100	100

According to the above table 5, describe the percentage of the respondents. The majority, 46.3 percent of the respondents have got significant experience followed by, and in the same manner 40.7 of the as well as of 12.9 percentages.

Table 6: Having friendship with male

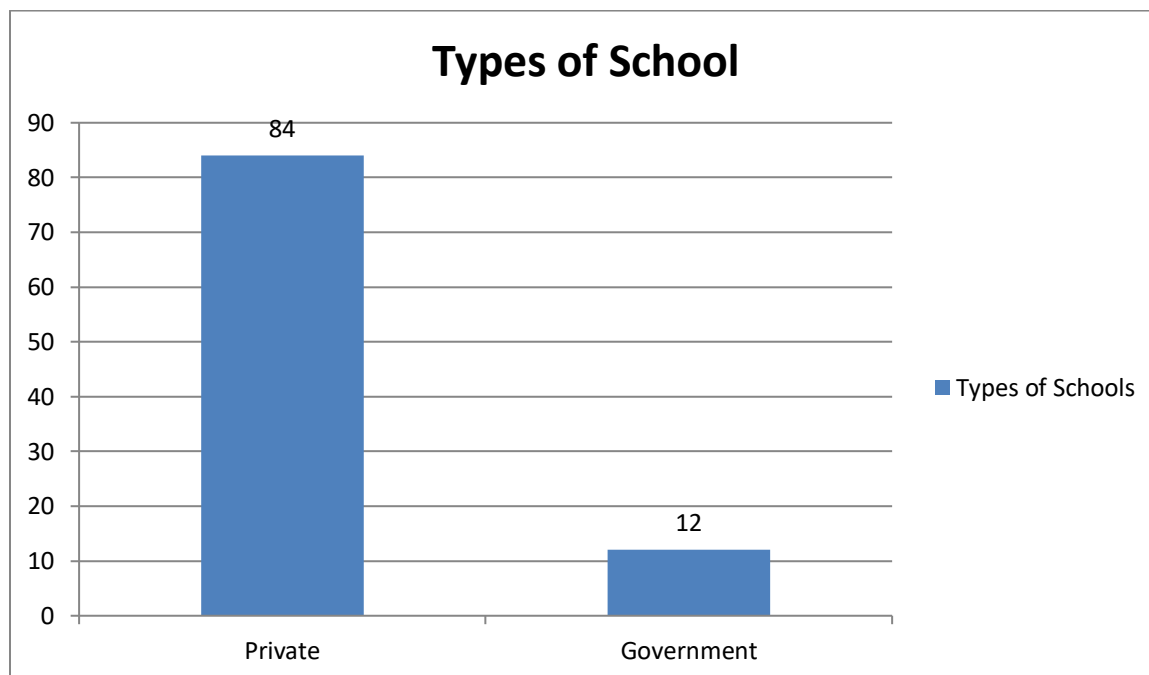
Response	Frequency	Percent
YES	32	32
NO	68	68
Total	100	100

Table 7: Availability of separate travel arrangements

Response	Frequency	Percent
YES	74	74
NO	26	26
Total	100	100

According to the above table 7, describe the percentage of the respondents. The majority, 46.3 percent of the respondents have got significant experience followed by, and in the same manner 40.7 of the as well as of 12.9 percentages.

Figure 4:



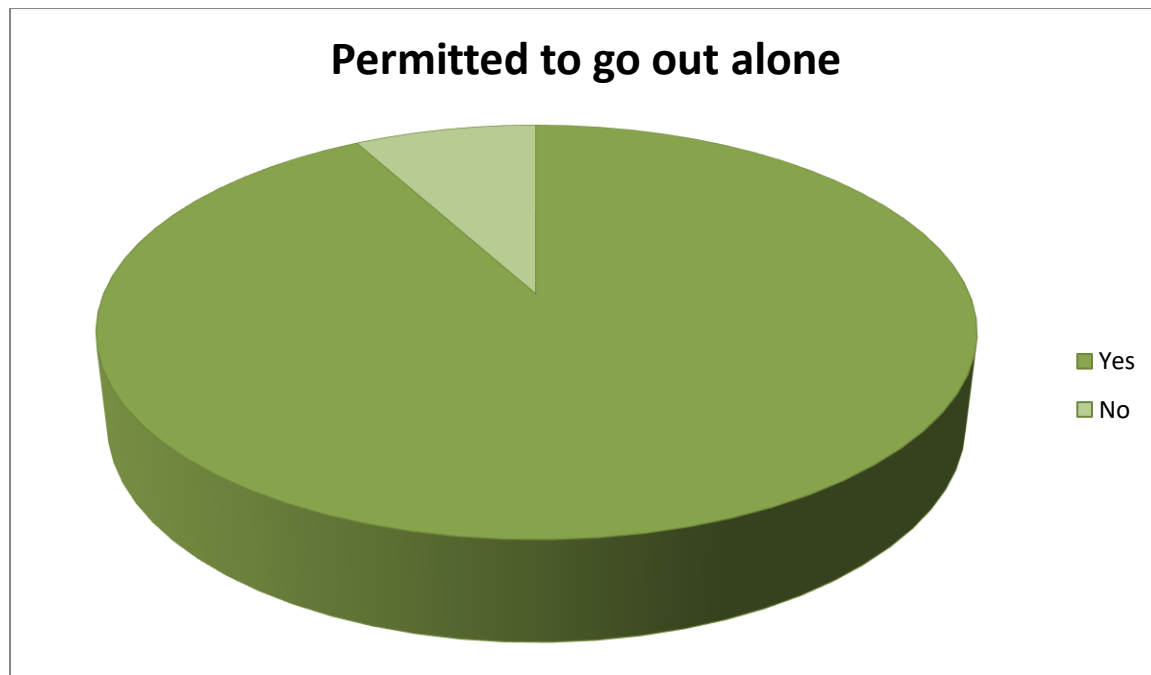
According to the above figure 4, depicts the percentage of the respondents. The majority, 84 percent of the respondents said saying that they had got educated or studied in private schools that are recognized by the states; but the rest of the respondents with 12 percent responded that they had finished their education in government schools.

After the study report that private schools are more efficient than state schools called Government in that it may deliver greater achievements as well as test scores higher earnings. Despite having low salaries, teachers their learning outcomes are significant better than government schools. Even government schools are in the recent years providing mid-day meals, books as well as uniforms but in vain because of proper implementation. And, private schools are doing good jobs in all manners. Nearly 47 percent students be sent into private schools over decades because of these things. Therefore, most women are enrolled in private schools because of high quality as well as international standards English. Most families and parents also have decided to send their children into private schools over two to three decades because of quality education and international standards.

But as the matter of fact, according the study, in class V 60 percent of rural private school students cannot do three digit division; moreover, 35 percent students do not have basic level reading of paragraphs. But in the land of India, English is spoken as a home language and nearly 2.5 lakh people according to census 2011. And, majority of private school students are not being taught in their home language. Even parents also not compromising in education and to get their children educated even they that majority parents are very poor persons and families in the land of India.

Rural families also are keen interested in sending their children to private schools for better education and for conversation of basic knowledge in English.

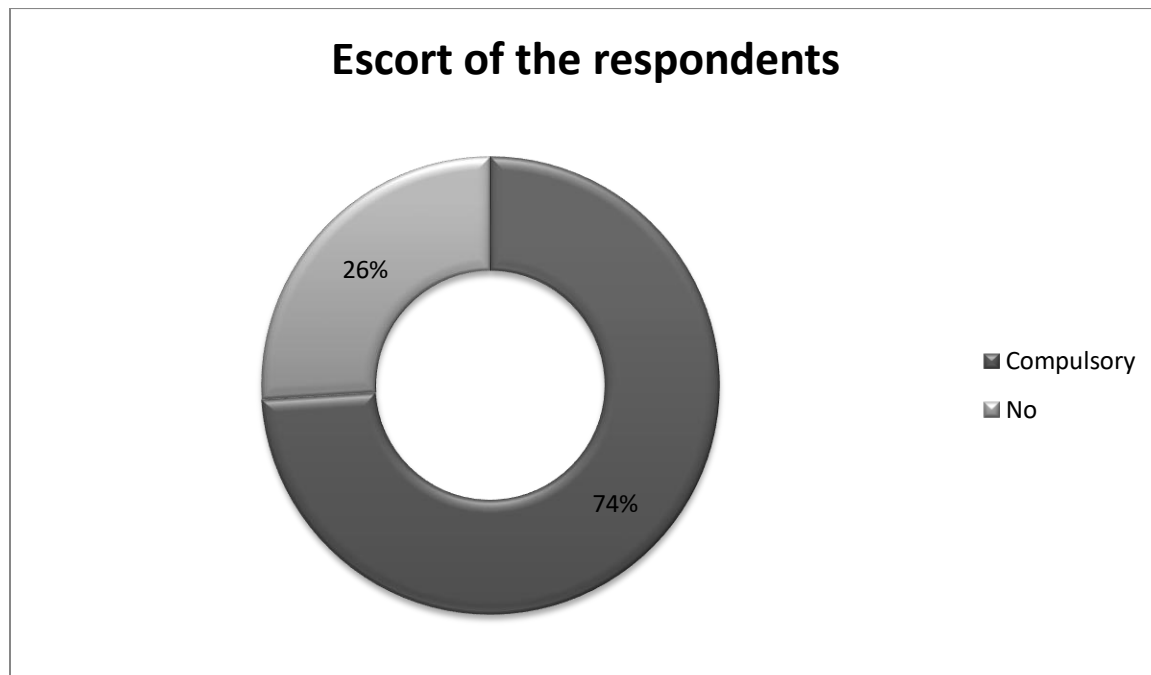
Figure 5: The percentage of the respondents' brothers



As of the above figure 5 depicts the majority of male persons are allowed to go put alone after 5 pm because of male tag and cultural traditions in India with the support of their parents. But, even in the 21st century called technological world women are restrained in comparison with males.

Women in India face troubles and tribulations especially in the furnace of afflictions for a long period within and without the society because of traditions and customs as well as children and grand parents who are of grey-headed. Surely women always face while reaching the top of mountain diverse obstacles in all manners. These obstacles contains both corporate as well as social culture who abide in women's life standards. Even women at present days having necessary standards and qualifications still are at outside door even women are in the land of India no longer comprised with low qualifications as well as standards both in workforce and in the same manner in tertiary education. But women are covered and confined with various coverings.

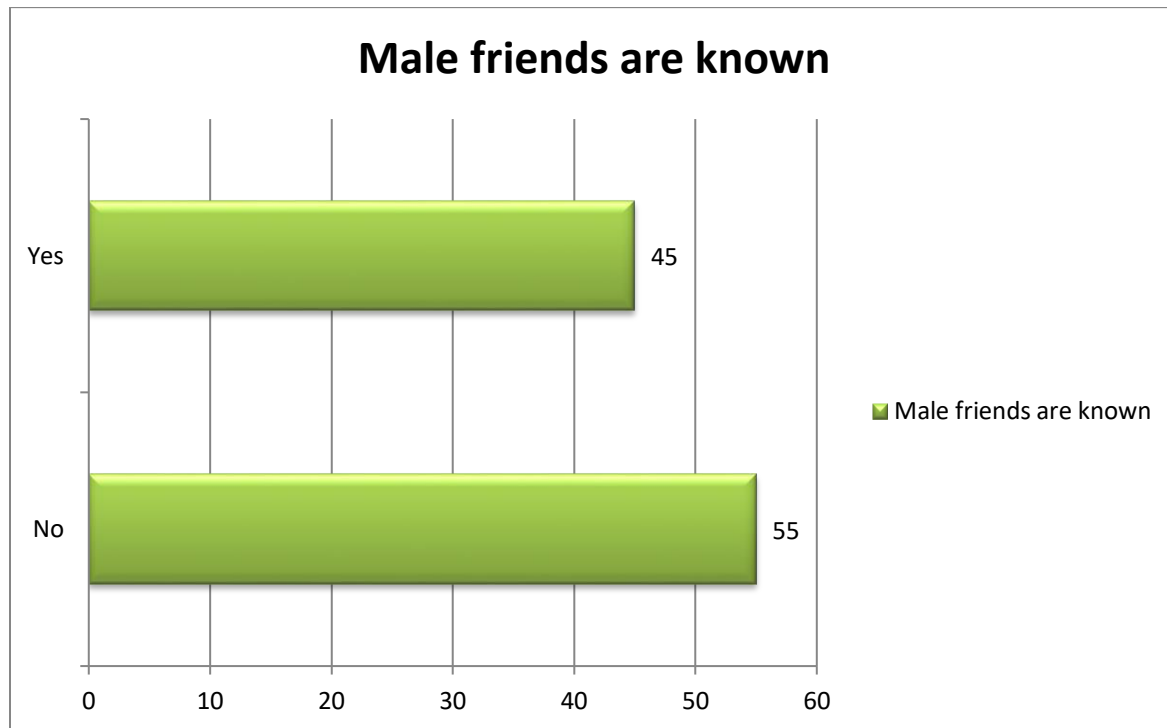
Figure 6: Percentage of the respondents of Escort



After the above figure 6, women with 74 percent are escorted by family members in the manner of compulsory or male per sons that are inside the members of the family. But, 26 percent, women have got liberty and freedom to out alone and anywhere Therefore, most of the percentage of the respondents, especially in the Indian society, there is no freedom and liberty for the girls as well as women; as women are considered to be the weaker sections in the Indian traditional system from the very beginning, so that they need always a support from the family members at all levels.

Moreover, according to the perception of their parents are not willing to give freedom in all times because of the Indian society, traditions and culture Thus women also they themselves do not go out without security. As the matter of fact most parents are afraid of sending their children especially girls as well as women out without escort. They thought that it is not safe for women and girls.

Figure: 7 Percentage of the respondents having male friends



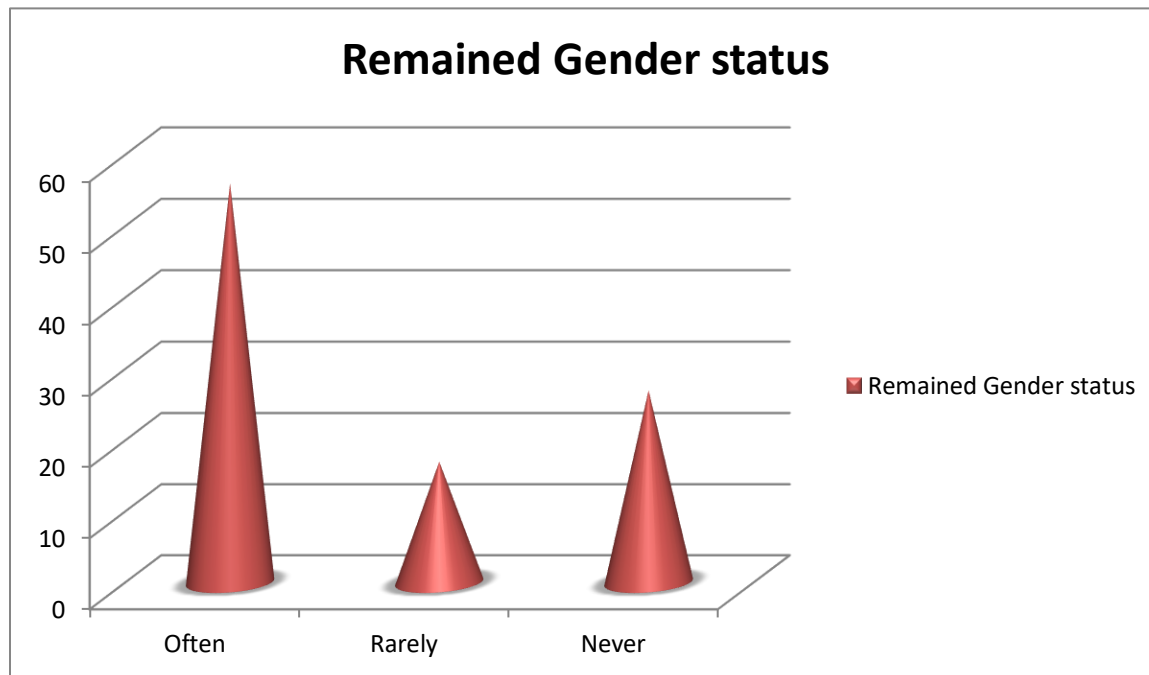
As shown in the above figure 7, Girls are not allowed to have male friends because it is always suspicious on chastity; because they had not informed to their parents as their chastity could be suspected. Even the software industry has made them equal with equal opportunities on account of the culture and structure of the software industry. Many a time women having economic freedom are afraid of Indian society and structure that round about. Moreover, parents never encourage of such kind of culture. Thus, women even they have nice education and economic freedom, they are not moving freely with the society and male friends.

After the study manner, software employees recently have gained and adopted over two to three decades software culture and they make their friends reveal in the presence of their parents. But it is low also. 45 percentages of employees are revealed before their parents about the friendship of male colleagues; but even 55 percentages of women are not willing to bring their friends before their parents having economic freedom. And, rural women are still not yet adapted to the male friends culture, but they have been adapted in the most recent years; even they are rigid to have male friends because of society and socio-economic ground.

Moreover, Family friendly work place policies are entertained in the 21st centuries by software industries; thus female are freely moved from one place to another as they could wish. And in the same manner in software companies against male colleagues have observed the male employees with their keen surveillance; therefore male colleagues must always be in conscious state in all manners whether it is inside industry or outside the industry.

Even in the 21st century there are certain traditions and customs that are not acceptable by the modern period existing. So many parents do not allow the women to have such kind of friends and friendship. Because our ancient customs which is alive do not give any support for the women to be free in all manners like men in the society. Therefore many a time we are afraid of telling the true to our parents.

Figure 8: Percentage of Gender status that remained at home



According to the study report, 8 which is revealed in the above figure, because women are always treated as a lower position as well as persons to their brothers in the sight of their Parents and are tend to be more rigid in their expectations. Especially in the Indian traditional system, it is learnt to the parents that provide children with their first lessons about gender. Therefore the girls are assigned and are learning to do their work at the homes of their parents and are treated to be lower persons.

Therefore, as per study, Above 55 percentages of women are remanded of their parents the gender status and nearly 10 percentage of women are rarely entrusted and the rest of the respondents, nearly 25 percent said that they had never faced such kind of disparity and discrimination at their homes; because of well educated parents and having adapted western cultures at homes and outside places. But they said that they are cautioned by their parents during the night times and travelling abroad.

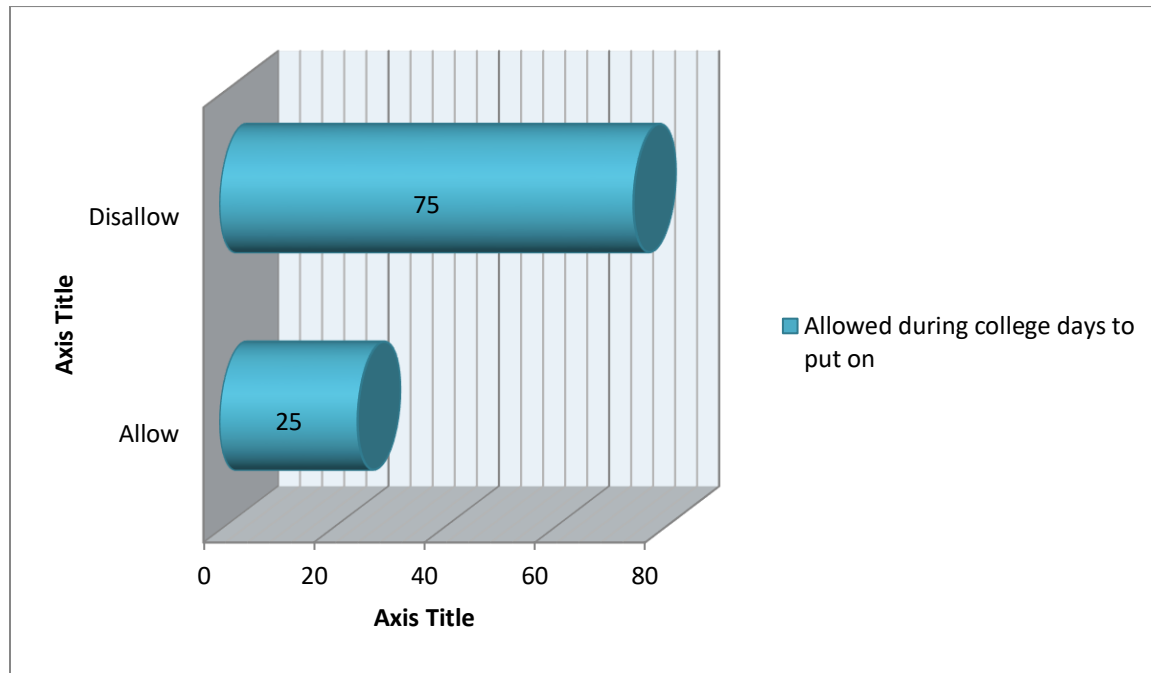
Moreover, as per the report of the world economic forum's Global Gender Gap Index 2019-20, India called developing country has fallen to the 112th position among the 153 economies even India is a republic nation and largest democratic country in the face of the earth. Still, there is a gap between men and women. But software culture has tried to clear the gender gap over decades

Figure 9: Percentage of respondents are allowed to put on male dresses during college days



As shown in the above figure 9 depicts the majority of the respondents (nearly 75%) are allowed and said yes, saying that they had put on male dresses during college days with the support of their parents. But nearly 10 percent of the respondents said no and saying that they had not permitted to wear on male dresses.

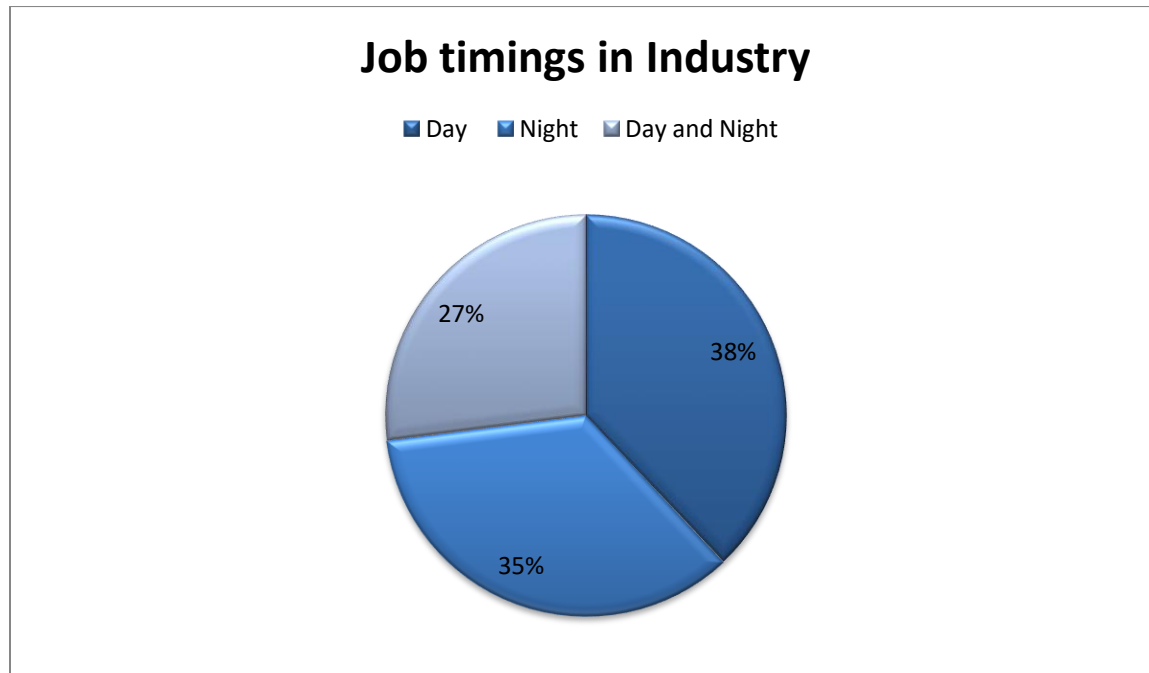
Figure 10: Parents attitude



As shown in the above figure 10 describes that 25 percentage of female are allowed to put on male dresses; but the rest of the respondents said no. The certain families as well as parents are afraid of female over past decades, because they feel that certain clothing increases the risk of being sexually harassed or assaulted. And in the same manner traditional system and culture; and also fear that will reflect negatively on one another's character and upbringing.

Moreover, on account of dress code and traditions, most colleges allowed not to put on male dresses during college days. But, raising global culture, most of Indian families as well as parents have changed their minds and attitudes towards women and girls and started supporting in all manners and to bring up their children western in the recent past. Therefore, women are encouraged to continue with the support of their parents as their wish and desire but under circumstances. And in the same manner the software industry has tried to change over decades the gender status; thus the Indian structure also has been adapted over decades in the land of India to support girls as well as women.

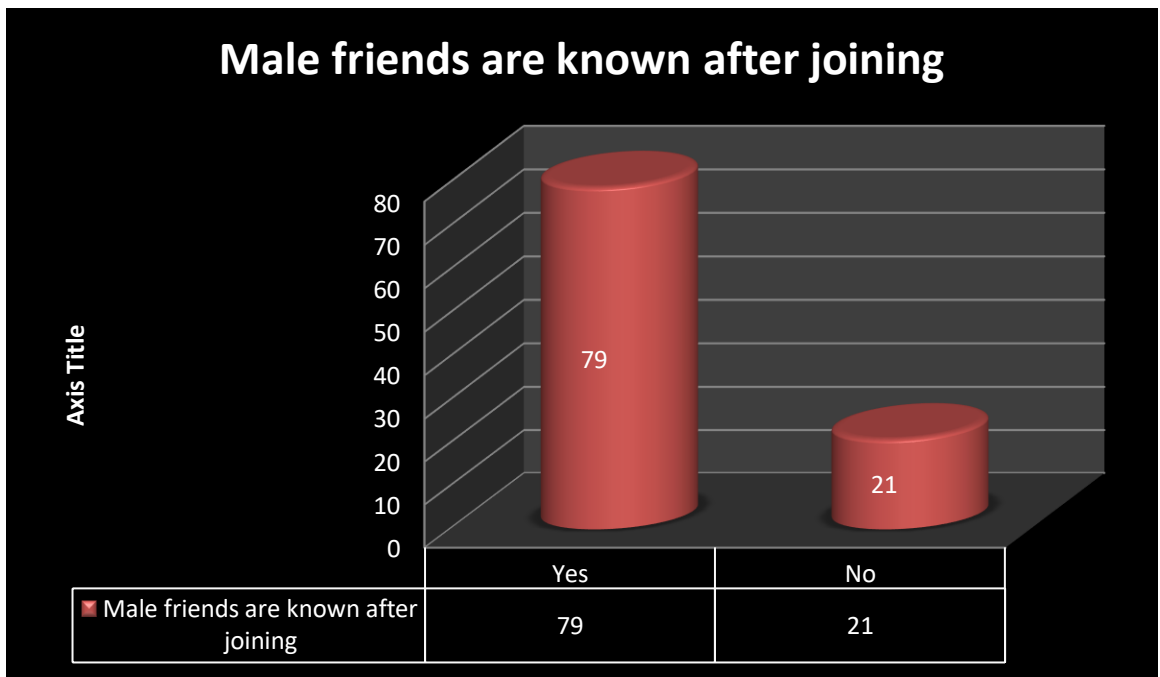
Figure 11: The percentage of female job timings structure in software industry.



As shown in the above figure 11 describes that 35 percent of female employees have preferred their job work during day time and 38 percent of employees clearly said that they felt comfortable during night times; but the remnant of the respondents with 27 percent they said, saying that both timings would be comfortable as well as suitable. But women married do prefer day time only according to study. The Indian government, for gender parity in the workforce, meeting a longstanding demand has approved an amendment in the Factories Act 1948 to allow women employees to work in shifts especially in the land of India.

In this regard most of Indian parents are willing to encourage their children even night shifts also. And in the same manner, all software industries do belong to the western countries, so that software employees whether male or female must follow their rules and regulations. If not, they lose their jobs at any cost as well as indiscriminately in the software industries.

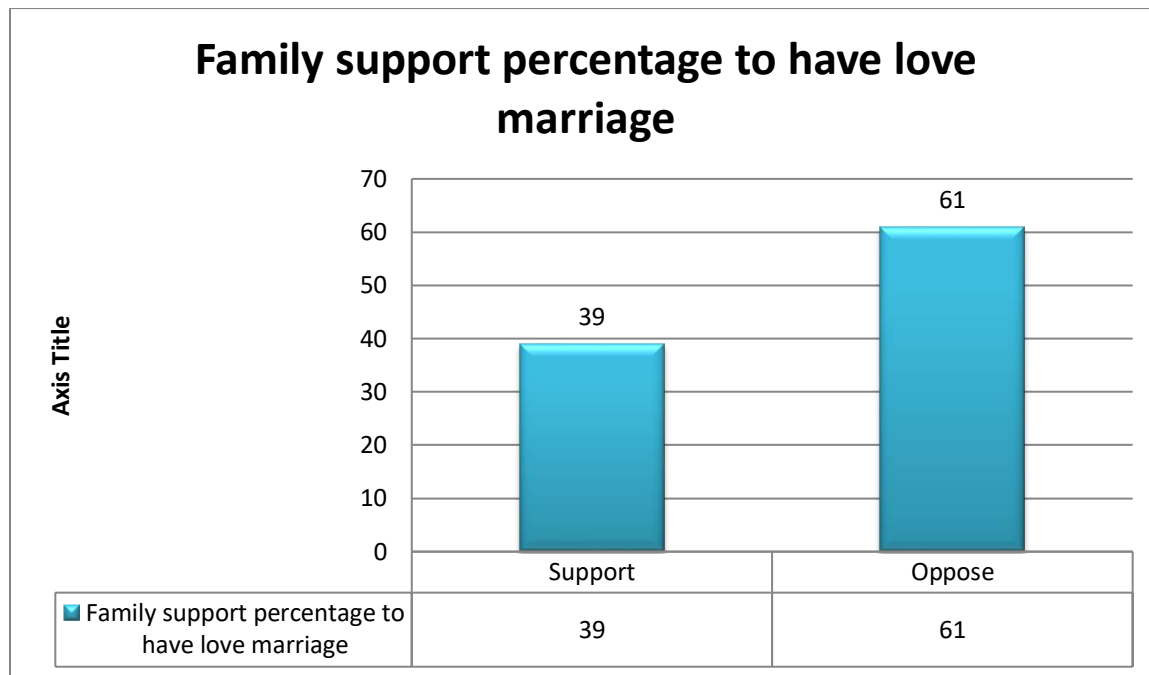
Figure 12: After getting the economic status of women



As shown in the above figure 12 says that most of respondents that work in industry had explained that they have much and more freedom rather than before because my parents have given me much and more freedom than before. And I’m also comfortable, in all manners whether it is going out or taking decisions. There is no escort and of are no restrictions from my parents end. And in the same manner, their mindset also totally changed in different manner and also thought that the female of the respondents are aware of the society where they live and how to deal as well as manage the unexpected things that happens in the critical situations that are round about them that shall come to pass in the time of life.

Therefore, male friends are known to their parents after joining in the software industry by the respondents; and moreover, getting economic freedom. Even from parents end there are no restrictions and obstacles as before. Thus 79 percentages of the respondents have made friendship with and made known to their parents; but 21 percentage of respondents are still lagging behind and have not got dare to explain about their friendship with male colleagues and to put before their parents.

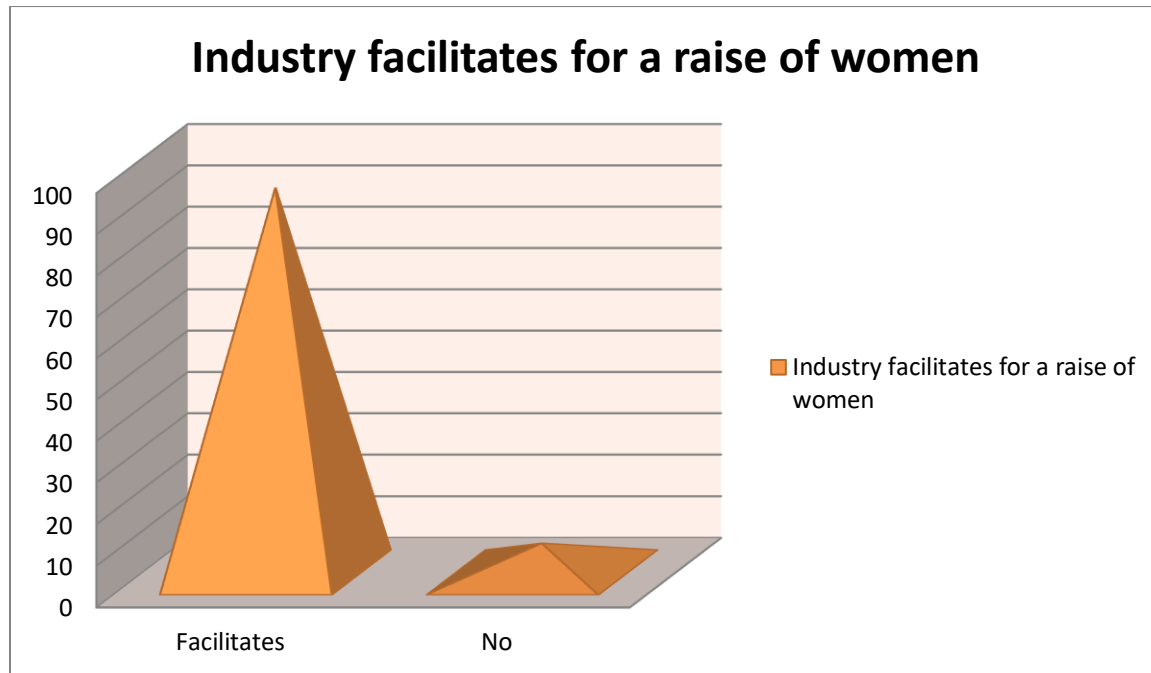
Figure 13: the percentage of the respondents to have love marriage



As shown in the above figure 13 depicts that female with 39 percentage are supported by their parents; but the rest or remnant 61 percentage of women are not supported by their parents because of much and more traditional as well as culture restrictions in the land of India. Women in India feel more assured of their family's support if they marry men chosen by their parents. If there should be any issue raised the entire family will mobilize to solve the problem in all manners. Parents will feel happy and the bride and bridegroom also feel more like so. Thus most of girls, many a time, are willing to have arranged marriage even in the technological period.

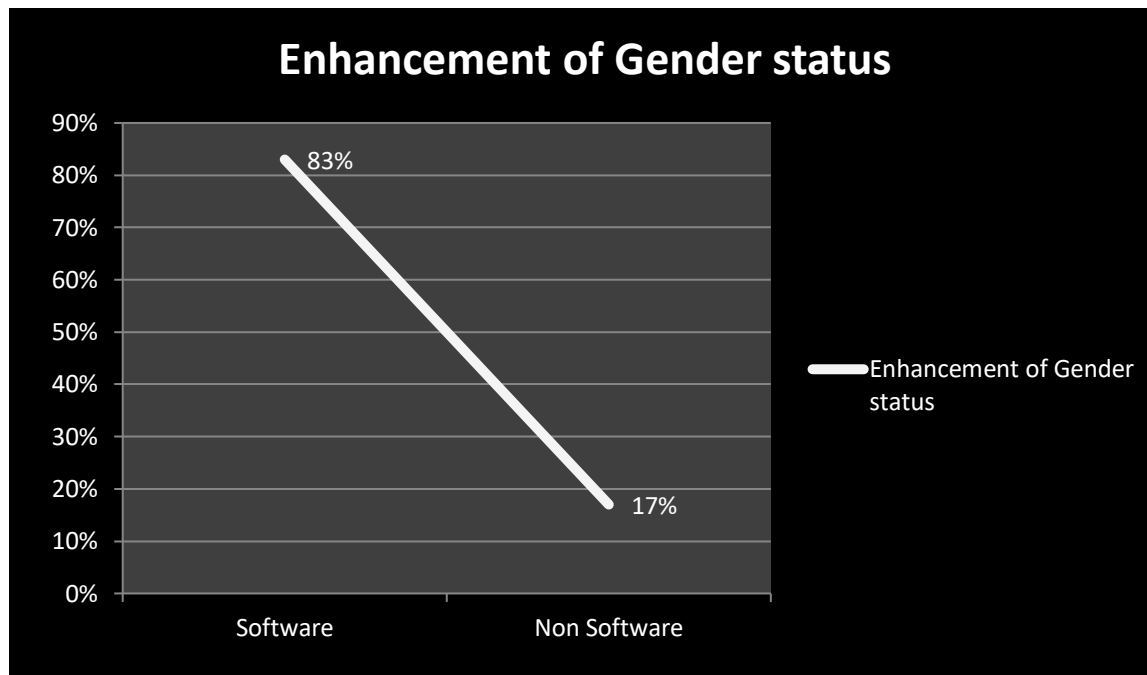
But according to study most women are even opposed by their parents and they will be hurting them because of to have love marriage; but there is no other solution or option to find out. Surely if a female takes this step, they feel shattered thinking that they are a mean person and will be a bad daughters in the sight of parents and of the community. Not to forget, our society will also pi n point fingers on our family in all directions.

Figure 14: Software industry raises equal opportunities



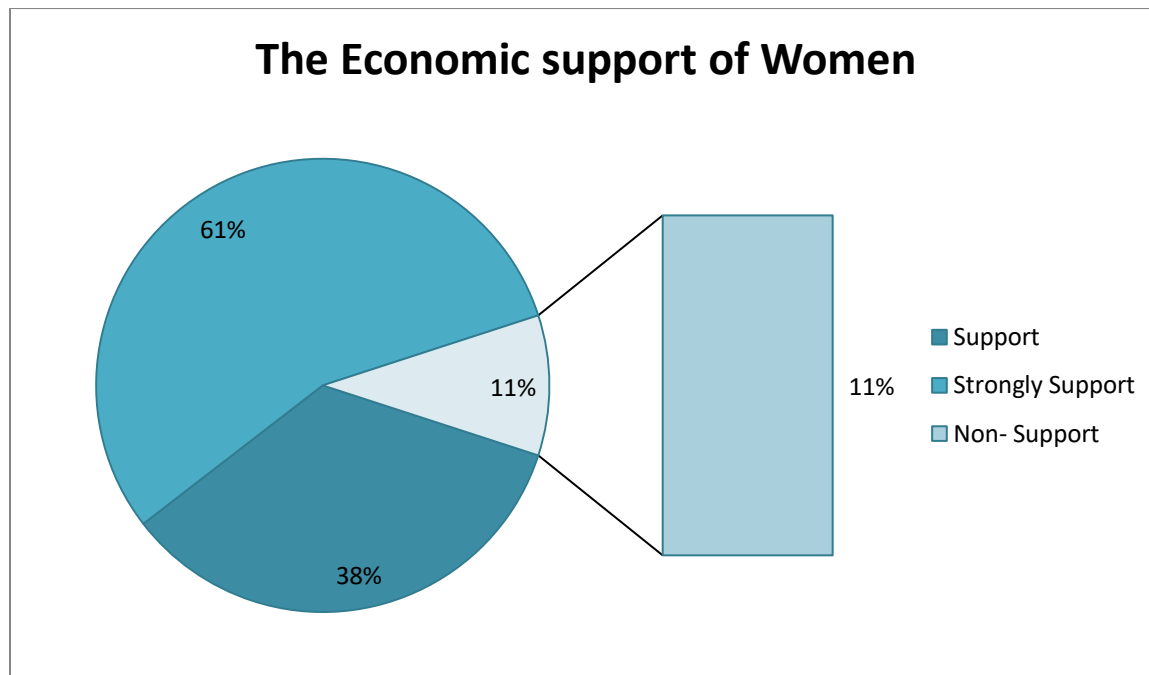
After the figure 14 above describes that nearly 95 percent of the respondents have said that Industry facilitates for a raise of women. But a few of the respondents declared no that are round about 10 percent.

Figure 15: Enhancement of Gender Status



As shown in the above figure 15, depicts that 83 percent of respondents stated that Software industry facilitates not only for the raise of women but also focuses on enhancement of gender status. But nearly 17 percent of the respondents declared no as they are not satisfied with the industry (IT and ITes) with it's future facilities. But most of the female employees said saying that IT is higher position in comparison with other sectors sector especially in the land of India.

Figure 16: Percentage of the respondent's financial status and support.



As shown in the above figure 16, explains that the majority of women have enjoyed strongly with and by the support of financial status; and 38 percent of women are encouraged by the economic support even they do not get proper support. But the remnant with 11 percent they having financial support could not utilize the economic support in the proper manner.

Before getting job, most female were dependent; but now they are liberated persons; and they have got much awareness through the source of education, job and their financial status. Moreover, respondents' parents have given much and more freedom to them like their brothers in the context of freedom. Therefore it is lesser than before.

Figure 17: The percentage of the respondents are allowed to have male siblings



As shown in the above figure 17 describes that most of female employees are permitted to bring their male siblings according to their wish with 67 percentage and 12 percentage of the employees are allowed frequently but the remnant are rarely encouraged to have, at their homes freely. As they were dependent upon their parents. Even parents attitude also have changed and said saying that their daughters have got much and more awareness of society and of traditions as well as culture. Therefore no need of worry of them in any manner.

Even in the 21st century there are certain traditions and customs that are not acceptable by the modern period existing. So many parents do not allow the women to have such kind of friends and friendship like men in the society. Therefore, many a time Indian parents are afraid of giving freedom and in the same manner liberty to their daughters.

As a result of this study, the respondents have an average of (4 to 5 years) been in a present employment. Women still have faced gender discrimination as well as differences in the software industry while reaching the top of positions. These obstacles are penetrated of women both within the industry and in the same manner outside industry. But, at senior position, In the year of 2012, only twenty- two percent of women in industry was raised; afterwards from 2015 the number has raised thirty three percent to the year of 2018, at the C-Suite level, there has been a raise in the number of industries at two percent a year from 2012. "The IT sector, however, shows that in terms of a gendered environment a mixed image or picture. Majority of women in industry are of 30 years or below; but after the finishing five years, majority of women are tended to exit from the company. And, rural women in industry in India hesitate to speak up in comparison with other women because of cultural background. So, they are still lagging behind urban women." (*Women in the workforce-Global: Quick take*).

"However, with equal opportunity, India continues to strive as well as struggle to provide equal opportunities and privileges for girls as well as women even in the 21st century; but the software industry has given greater priority to women to access into IT and ITes especially in India and with the move across the world. Since 1990s the women's participation in IT and ITes is the significantly higher both in comparison with other sectors." (*Ref: Namrata Gupta, the Print*).

CHAPTER 6: FINDINGS, OBSERVATIONS AND CONCLUSION

6.1 INTRODUCTION:

This chapter is discussed the most significant findings, observations presented in the last past chapter(s). This chapter begins with a discussion that regards the findings as well as observations and in the same manner answers to research questions. As the matter of fact, the study is appropriate to clear repeatedly the objectives and aim of the research. The current study to identify the perceptive analysis, attitude with clear understanding, wisdom as well as understanding of the employers and employees and of the Gender status of women in software industry (IT &ITes).

Because, “All men and women utilize by using soft skills in a quick and transparent manner in the modern era in all manners instead of physical labour. So, most men and women desire to have such sort of jobs and are interested to enter into the companies of software field.” (*Ref: NCERT, UNO and ILO*). And, with less gender disparity, Software engineering is a high-paying career, but women are still lagging behind men. Therefore, software has tried and laid path to clear the disparity and discrimination as well as to change the Gender status of women in software industries in the face of the earth, especially in the land of India. Moreover, to clear social discrimination, economic disparity and in the same manner especially to drive out the women sexual harassment within and without industry.

And, the “Software engineering is the application of engineering to the development of software in a systematic manner. It is the now a days the most effective and significant factor because it enables building as well as developing complex systems in a timely process with high quality. It influences since four to five decades every aspect of our lives and has become pervasive in our culture, commerce and of every activity. Five decades ago, no one could have predicted that software would become an indispensable technology for future that shall come to pass.”

Moreover, the software industry has expanded throughout the globe; by the reason of that, the “urban and English educated have found and edge over others. And, many lower middle class families that come from small towns did find their lives significantly got impacted by the employment in the software sector. The presence of world’s major Software companies like Microsoft, Infosys, Google, Wipro, Face book, IBM” etc., (Ref: Janga BabuRao, Quest Journal) across the developing countries provided employment opportunities to computer professionals and others so on. Some companies are found to be more female-friendly than others.

And, the Information Technology (IT) sectors of white-collar jobs with good and great salaries, based on knowledge-skills that are centric possession. Moreover, easy international mobility and flexible work routine and especially gender –neuter policy and good work environment in suitable and in the same manner comfortable royal work environment

6.1.1. Sexual harassment: Under IPC Section 354 (out raging the modesty of women) and Section 509 (using gesture, a word or act intended to insult the modesty of a woman) were dealt before the Apex set the law at workplace in order against sexual harassment. For example below video link explains the situation in the land of Egypt:

<https://www.youtube.com/watch?v=VZmdhwd3axw>

6.1.2 Economic Discrimination: In the past Vedic women had economic freedom. But, women rights were denied and very much limited to posses the wealth. A married daughter had no share in her father’s property. As a wife, a woman had no direct share in her husband’s property. Constitution has given to women some privileges and rights but practically are infective and in vain.

6.1.3 Social Disparity: Majority of women are still in discriminatory status as follows:

- The majority of women still do not enjoy their right and privileges guaranteed to them by the Indian constitution;
- A favourable environment does not exist for women to play the multitude roles they are expected to play;
- Increasing incidence of practices like dowry indicates a further lowering of the status of women.

6.2. OBSERVATIONS:

Effective attitude: The study outcome is prevailed that software in industry sense is the effective attitude of the industry or organization in the process of appointment of women followed by actively inclusive equal opportunity, workplace, and transformation in the business field and so on.

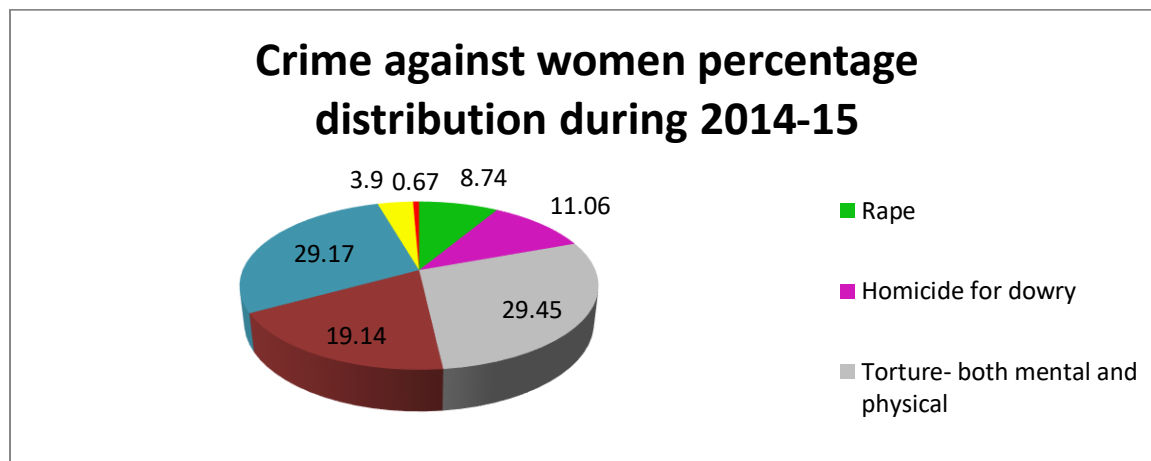
Commitment: Commitment and creative ideas are the most effective benefits to the companies. Therefore, women started learning new and creative technology to be successful persons in the time of life apart from working.

LGBT: Software industry began providing equal privileges especially for transgenders even companies are in dilemma to provide proper facilities (ex: toilets/washrooms).

Leading comfort life: Most of men or women at workplaces want others to be sacrificial but they themselves to lead a life of comfort. But in the software industry the work which is assigned to the employees must be finished and done in order as well as in the systematic manner. Nobody can escape from working.

And, moreover, the study found out that a crime is committed against Dalit women at work places and other places in the face of the earth. And, every day in India, six Dalit women are raped. There has been a 66 percent significant raise over the last 10 years (2007-2017) in crimes against Dalits. Moreover, according to the National Crime Records Bureau (NCRB), 2017 show that clearly according to its report the rape of Dalit women has doubled over a decade in the land of India. In this regard, scheduled castes women lag behind the other sections of the Indian society with respect to obtaining the level that is desirable in human developments.

Figure 1: Crime against women



6.3. KEY FINDINGS:

1. "Since 1990s the women's participation in IT is the significant higher both in comparison to other sectors in India. And, in comparison to representation in the sector in other countries. IT-BPM is the most effective as well as significant private sector employer which delivers 3.7 million employment. In the years of 1999-2000, this sector is contributing nearly 7.9 percent of GDP at now compared to 1.2 percent because of Gender neutral policy. the IT-ITes sector employs at present for FY-2017-18 34 percent women which is higher than the 20.5 percent average level of female participation in the formal." (Ref: Namrata Gupta, *The Print*, 2020).

2. Economy in the year of 2011, for which statistics are higher (OGD 2012-15) either in public or private sector separately. Software is male-dominated; but as more women penetrate the marketing as well as the software space, the concept of neutrality has shifted more toward center which meant that it's more feminine.
3. In the present world, software industry gives the most immense to the youngest especially to women in India. It has brought new opportunities for young professional in the technology space with it a plethora of exciting as the digital transformation of the world continues unabated. "In this regard, given that a lot of the skills which the digital world requires are still in short supply, most of these in the present world, especially in India are highly paid. Amongst all, Data scientist is the most effective and significant job of the 21st century. Women's participation in IT workforce in India is second highest among all non- agrarian sectors after retail with 52 percent as well as e-commerce with 67.7 percent.
4. Gender equality as well as women's empowerment are considered and in the same manner recognized as fundamental to the global mission according to UNDP of gaining equal status including rights and dignity for all. And, software industry has laid path in the 21st century for women to enhance their capabilities, choices and opportunities in all manners. In the year of 2011, Infosys, HCL and Wipro had about one-fourth to one-third women workforce, but in 2013 few In leadership positions. For example, only 4.8 percent were at the most significant as well as senior level at Infosys.
5. With equal opportunity, India continues to strive and struggle to provide it women even in the 21st century; but the software industry has given greater priority to women to access into IT and ITes especially in India with the move across the world. At present women in the software industry has flown to other countries over decades from India with the significant opportunities. And even rural women also have been accessed with these privileges in the software industry.

6. Despite when it comes to hiring women, the software industry lags behind sadly the remnant of the job market in all manners with in STEM and in engineering or computer science. For example, a). 48 percent of women report in STEM employment hiring as well as recruitment process; b). And, Black and Hispanic women that majored engineering or science are significantly less to be hired into a tech role than their white counterparts, the present women in software industry have not been restrained or restricted from joining into software industry with the support of their parents and society. And also, even software industry having women workforce in the United States with 47 percent but the five major companies (Microsoft, Apple, Amazon, Google and Face book) on the surface of the earth only have a workforce nearly 34.4 percent of women. And, for a software industry which praises mighty as well as bold ideas, the boldest idea of them all might just be to hire more women in the face of the earth.
7. In the workplace in India from the year of 2016, while multinationals began corporate programmes to address concerns of LGBT employees, a year after homosexuality was decriminalized by Supreme Court of India the Apex. Towards a change it is only at present that more software companies are approaching and learning which could cascade into something bigger or larger.
8. India's 15 top-rated at workplaces that are: 1. SAP; 2. Adobe; 3. VM Ware; 4. Microsoft; 5. Indian Space Research Organisation; 6. Cisco; 7. Myntra. Com; 8. Paytm; 9. IBM; 10. Flipkart. Com; 11. Apple; 12. Amdocs; 13. Genpact; 14. Tata Consultancy Services; 15. Mphasis.

9. For the year of 2020, India's entertainment and media sector, is the second largest online news consuming nation after China. Moreover, digital advertising in India spends in the year of 2019 grew with 24 percent year by year to discuss diverse issues upon women empowerment.
10. In India, women's participation is supported of organizational context of the IT professions. On account of this, the IT sector offers white-collar jobs with high remuneration, gender-neutral policy, easy international mobility, flexible routine work routine and physically less demanding work process in comfortable indoor work environment. Moreover, transportation, anti-harassment, parental leave, as well as health care and in the same manner supporting women's needs in all manners.
11. The most software women employees do prefer working in software sector with inclusive policy that women in software will have opportunity to build their professional network as well as learn one from another or from one another, an equal opportunity; and said saying that we will not tolerate disparity, discrimination and difference on the basis of race, caste, colour, sex, gender identity, religion, age, disability, genetic information, pregnancy, and sexual orientation and finally group collaboration in industry.
12. Over the time, young women employees are looking in the globe to be part of something to make a difference in the technological world. But most women are not supported by their families because of traditions and culture that rooted to the grassroots level in India. Nobody has a dare to breach or break the traditions, so women in India are still lagging behind in all manners even chances are at the door of the house and at a bow shot distance. (for example, parents thought that only men can go and do certain works during late hours as well as night time. But women be at their homes to help others. Even women are ready to take part in all jobs, but in vain.

13. South India as well as North India is very different in language, culture and socio-economic development. Women in their communities in the land of India, Southern as well as North Eastern women are more likely to survive infancy, be well educated, marry later, bear fewer children, exercise more control over their dowry as well as socialize with their relatives and friends. But in North as well as North-West India women are still controlled and constrained and in the same manner sex ratio more India according to the context of India. But overall, Indian women are still in the cage of their household jobs. And on the other hand, most women said saying that to take care family is our privilege given by the society as well as God.
14. In the year of 2018, in the labour market today, more women than ever before are both participating as well as educated. However, the significant physical abilities of man drew and gave him an advantage over women in work efficiency in all manners. Moreover, the human brain has become the most effective and significant tool of for work, with the arrival of the knowledge economy. Thus women do not start at a disadvantage with this primary as well as fundamental shift.
15. 30 Dalit women have been oppressed and biased in Silicon valley in software industry in the United States of America called the super power country. And, Dalit women said, saying that we struggled silently through this because we did not have any other option. We are the first generation of learners from our communities. If we did not break through, the sacrifices for our families would have amounted to nothing. School was no different, as dominant caste net works often bullied Dalit students and workers. Many of us also faced some hazing and that treatment makes you doubt yourself. We had to struggle to be able to push through.

16. And, nearly 90 percent of the employees answered, saying that the significant accommodates or confederates were made to them and were satisfied with the facilities during the time of recruitment. However, open ended survey results that that are suggested that there is a need for effective and significant screening criteria to attend the interviews. And, all the respondents agreed that they are employed an equal manner. Moreover, in the work place, most of respondents said, saying that their employers provide them with special leaves, suitable and comfortable accommodations, extra benefits and allowances. And also study reveals that almost all accepted that women are hired on the basis of their stature, wisdom and understanding; but gendered status is not considered. Moreover, study findings suggested that most of women stated that their software industry provide reasonable accommodation policy which is created non-discriminatory policy at workplace and adopts with reasonable adjustments initial diversity policy.
17. And, the Government of Telangana issued with special privileges and provisions for young women to avail the exemptions working in IT and ITes under the Shops and Establishment Act, 1988. Under the Act as follows:
1. Working hours for an employee shall be 48 hours and the employee to overtime wages shall be entitled.
 2. Per week every employee ought to be g given one holiday including compensatory holiday as per section 31 (2) of the Act, if they work on notified holidays.
 3. Engagement of women employees between their workplace and residence during night shift is permitted subject to provision of adequate security.
 4. Every employee shall be provided with ID cards.
 5. The Industry get bio-data of each driver with clear and respective details including license, address and photographs to be screened of the antecedents of all drivers employed.

6. On every Monday, the route map shall be decided by the supervisory officer of the company with GPRS facilities having a control room for monitoring vehicle movements. And, the security must be provided to women employees for cab drop offs/pickups ought to be specified preferring 6 am to 8 pm.
7. To unauthorized persons, especially mobile and address of the women employee shall not be disclosed.
8. General exemption as sufficient compliance from maintenance of diverse statutory registers in hard copies as well as soft copy of registers.

18. "There is a high rate of non-compliance in the private sector, as is evident. Two in five IT companies were oblivious to the need to set up ICCs and 50% of advertising and media companies had not conducted training for ICC members."

6.4. CONCLUSION:

According to the present study, the women were given secondary status in all spheres of life in the world. They are denied of all sorts of rights, including the right to life in certain traditional and social order. They are seen as burdens and liabilities than human beings. Many social reformers, humanitarians as well as Christian missionaries have been demanding for the elevation in the pathetic conditions of women for a long time. Moreover, there have been several feminist movements demanding for the equal gender status for the feminine gender. All these struggles have led to the incorporation of rights of women into the constitutions of different countries. But the fact of reality in that their rights has been confined to the constitutions only and this hardly found to be put in practice. Therefore, women constitute only 12 percent in industry despite they make up 45 percent of the total workforce, this trend since 1986.

As a result, most women tend to obtain degrees behavioural sciences, life sciences and in the same manner social sciences fields-in which industry has not been traditionally an effective employer or major. Moreover, women in industry at least below the Ph.D. level. Therefore, women drop out of S & E are more likely than men's careers in the recent past because the climate in the industry is less favourable to women. According to the study, men are more in software industry capable of clearing as well as solving IT and ITES related problems than women. But to both male and female, subject matter lends itself equally to those who have a desire to enter into the software industry.

With equal opportunity, India continues to strive as well as struggle to provide it women even in the 21st century; but the software industry has given greater priority to women to access into IT and ITes especially in India with the move across the world. Since 1990s the women's participation in IT is the significantly higher both in comparison to other sectors in India and in comparison to representation in the sector in the other countries. In the present world, software industry gives the most immense to the youngest especially to women in India. It has brought new opportunities for young professional in the technology space with it a plethora of exciting as the digital transformation of the world continues unabated

Gender equality as well as women's empowerment are considered and in the same manner recognized as fundamental to the global mission of gaining equal status including rights and dignity for all. And, software industry has laid path in the 21st century for women to enhance their capabilities, choices and opportunities in all manners. The most software women employees do prefer working in software sector with inclusive policy that women in software will have opportunity to build their professional network as well as learn one from another or from one another, an equal opportunity; and said saying that we will not tolerate disparity, discrimination and difference on the basis of race, caste, colour, sex, gender identity, religion, age, disability, genetic information, pregnancy, and sexual orientation and finally group collaboration in industry.

Moreover, software industry began providing equal privileges especially for transgender; even most companies are in dilemma to provide proper facilities (ex: toilets/washrooms). In the workplace in India from the year of 2016, while multinationals began corporate programmes to address concerns of LGBT employees, a year after homosexuality was decriminalized by Supreme Court of India the Apex. Towards a change it is only at present that more software companies are approaching and learning which could cascade into something bigger or larger.

In India, “women’s participation is supported of organizational context of the IT professions. On account of this, the IT sector offers white-collar jobs with high remuneration, gender-neutral policy, easy international mobility, flexible routine work routine and physically less demanding work process in comfortable indoor work environment.” (Ref: Stephen, Oxford Academic, 2015) Moreover, transportation, anti-harassment, parental leave, as well as health care and in the same manner supporting women’s needs in all manners. The overall representation of women in IT firms in India is just 34 percentage.

Despite having given certain privileges to women, when it comes to hiring women, as the matter of fact, the software industry lags behind, still there is a gender gap at all levels; sadly the remnant of the job market in all manners with in STEM and in engineering or computer science. For example, a). 48 percent of women report in STEM employment hiring as well as recruitment process; b). And, Black and Hispanic women that majored engineering or science are significantly less to be hired into a tech role than their white counterparts. Moreover, Dalit women in industry have been faced discrimination even in the United States.And also, even software industry having women workforce in the United States with 47 percent but the five major companies (Microsoft, Apple, Amazon, Google and Face book) on the surface of the earth only have a workforce nearly 34.4 percent of women. And, for a software industry which praises mighty as well as bold ideas, the boldest idea of them all might just be to hire more women in the face of the earth.

Most companies in the IT sector, today, are making significant and special efforts to hire women in the land of India. Over 51 percent of women in industry of entry level are women; and nearly 25 percent of women are in managerial level. But, 1 percent are in the C-suit level. As well, in providing equal share and opportunity, they don't show them even half of that zeal and focus. The IT and ITes industry in the context of India has formulated for women more opportunities than any other industry especially in the land of India. At work, however, barring a few companies whether they are large or small that have overcome the gender bias; for their female workforce, most of the Industry is still not concentrating and also focusing in an adequate manner on creating equal opportunities. And, most women having equal capable at the workplace in the industry are treated as outsiders of the industry because of bias and discrimination in the industry. There is no job that exclusive for me; but women have been restrained from doing all works over decades as well as decades.

And, rural women in industry in India hesitate to speak up in comparison with other women because of cultural background. So, they are still lagging behind urban women. But, most salaried jobs are in the greater villages, towns and cities. Primarily in India, the allied infrastructure as well as availability of transportation has an impact on women's participation in the workforce. Therefore, the Government of India with the support of states has begun with initiating diverse programmes to enhance the capabilities of women in IT and ITes as well as their sectors. Even various programmes that began of the Governments also have not been implemented by until the end of it to exalt women in rural areas. But urban women have occupied the very place in the IT and ITES industry. But, women in rural are far behind in IT and ITes as well as even in other formal employment.

And, “the work participation of women both rural as well as urban in non-agriculture has also increased considerably in the recent past. It is in this context, it becomes important to explore the gender status of women in the software sector of the multinational companies established in India since late 1990s, particularly in Hyderabad which has become one of the hubs of software industries in the country.”

Moreover, “India has emerged as one of the destinations of multi-national companies, for she provides best human resource having millions of technocrats, both men and women, who can provide service at cheaper rates. Indian women are no longer confined to homes or traditional agriculture related works and other traditional occupations, but with the phenomenal increase of literacy rates over the years they have entered all fields such as education, medical and engineering and so on more or less in equal proportion with men.” (Ref: Janga Babu Rao, *Quest Journals*, 2021, ISSN (Online):2321-9467 & ILO, 2014). In view of this, the present study becomes essential to explore the changing gender status of women contributed by the software industry if any.

6.5 RECOMMENDATIONS FOR FUTURE RESEARCH

As the matter of fact, an individual trails as well as the effort is not enough to clear and drive out the societal cycle of change of the gender status. The root causes of difference and inequality derive from gender status and a number of other factors which contributes to the disparity and discrimination. Over several decades, many social reformers and in the same manner humanitarians have been demanding for the elevation for a long time in the pathetic conditions of women. And, there have been several feminist movements demanding for the equal gender status for the feminine gender. Therefore, future studies need to drive out on alleviating the pathetic conditions of women with significant and effective needs by enhancing the ways of jobs as well as to exalt employment opportunities. Moreover, the structural aspects of the industry and in the same manner programs and policies which would clear the attitude of people without gender neutral is also recommended.

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CHANGE IN THE GENDER STATUS OF WOMEN IN SOFTWARE INDUSTRY

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APPENDIX -II

SURVEY TO SUPPORT THE STUDY OF “CHANGE IN THE GENDER STATUS OF WOMEN IN SOFTWARE INDUSTRY”

QUESTIONNAIRE

Ph.D. Questionnaire: Scheduled for Software Women Employees

Section-A

1. Name:
2. Name of the software Industry :
3. Age:
4. Qualification:
5. Level of position:
6. Marital status:
7. Religion:
8. Caste (prefer to say or not):
9. Parent/Family Background:
10. Indian/Foreigner
11. Additional Qualifications:

Section B: Before Joining in Industry

12. How many siblings do you have ?

Answer: I have -----

13. What is their sex?

Answer: Male/Female

14. From which school you have completed your studies?

Answer: a) Govt. School b) Private School

15. From which schools your brother/brothers have completed their studies?

Answer: a) Govt. schools b) Private School

16. Before joining this job were you accepted to go alone to meet your friend?

Answer: a) Yes b) No

17. Have you ever returned home after the regular scheduled time either from school/college?

Answer: a) Yes b) No

18. If yes, what was the response of your parents?

Answer: a) Angry b) Compassionate c) Neutral d) Man-handled

19. If they were angry, what was the response?

Answer: a) Scolded b) Beaten c) Silent

20. Have you ever been allowed to go out alone after 5 pm ?

Answer: a) Yes b) No

21. Were your brothers to go out alone after 5 pm ?

Answer: a) Yes b) No

22. If you have to go out other than to school/college/other places, how would you go ?

Answer: a) Alone b) Escort

23. If escort is compulsory why is it so?

24. What is the perception about the treatment of your parents over the different genders of their children?

25. What is your perception about the treatment of society on the gender difference?

26. Do your parents know that you have friends?

Answer: a) Yes b) No

27. If no, why hasn't it been known by you to your parents?

28. Do your male siblings are allowed to bring their friends to your home?

Answer: a) Yes b) No

29. Have you ever been reminded of your gender status by your family members?

Answer: a) Often b) Rarely c) Never

30. What is your work share when compare to that of your brothers in your brothers?

Answer: a) More b) Less c) Equal d) Dis-proportionately high.

31. Why do the family assign more work than your brother/brothers?

32. Have you ever been allowed to wear male dresses during your college days of/by your parents?

Answer: a) Yes b) No

33. If no, why?

Section C: After Joining in Industry

24. what is your job timings shifts ?

Answer: a) Day only b) Night only c) Day and Nights alternatively

34. Can't you get all your work time shifts during day time only ?

Answer: a) Yes b) No

35. If no, why?

36. Don't you feel frightened to go out after '5' pm to attend your job?

37. If not, why?

38. Now do you have male friends from among your male colleagues?

Answer: a) Yes b) No

39. Is your friendship known with your male colleagues to your parents ?

Answer: Yes

40. If yes, specify ?

41. If no, specify the reason?

42. Which type of marriage would you like to have?

Answer: a) Arranged b) Love-marriage

43. If arranged, why?

44. If you like to have love-marriage, what would you be the response of your family?

Answer: a) Support b) Oppose

45. If your family opposes you to have love-marriage, what would be the clear response of you?

46. Do you feel the software industry facilitates for a raise in the gender status of women, how?

47. Which job sector enhances the gender status of women ?

Answer: a) Software b) Non-software

48. If software, how could it enhance the gender status of women?

49. What is the traditional control of your family over your behavioral pattern?

50. Why is it less so?

51. Do you think that you are economically independent with this job?

Answer: Yes.

52. Is your economic independence a contribute to the raise of your gender status?

53. Are the male siblings allowed to bring their friends to your home?

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Research Paper

The Women Position and Work Force in Industry in the Land Of India

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I. INTRODUCTION:

While the questions of gender inequality continue to be an enigmatic puzzle waiting for a solution even in the 21st century, it remains to be an important area of exploration in the fields of social sciences in general and feminist studies in particular. The present study attempts to address the issue as it encounters the modern technology which is believed to be gender neutral with an implicit emancipatory role to play in favour of women. The present study intends to address the issue from an emergent perspective of social exclusion which has its origin in Europe in 70s in the context of the globalized world scenario. India is one of the traditional societies contributing significantly to world population is gradually transforming herself into a modern society in several spheres, or she is in a transitory stage, where the issue of gender becomes an important area to be explored. In this context, India has emerged as one of the destinations of multi-national companies, for she provides best human resource having millions of technocrats, both men and women, who can provide service at cheaper rates. Indian women are no longer confined to home or traditional agriculture related works and other traditional occupations, but with the phenomenal increase of literacy rates over the years they have entered all fields such as education, medical and engineering and so on more or less in equal proportion with men. The achieved status along with the state's intervention measures of public policy alleviating the situation has changed the scenario unlike the past. The work participation of women in non-agriculture has also increased considerably in the recent past.

There have been a number of studies about the prescribed position of gender inequality with reference to traditional social structures and the changes therein; but there are not many about the same with reference to modern institutions particularly in economic institutions. In this background the present study about the position of gender inequality focusing on software industry becomes relevant. It is in this context it becomes important to explore status of Indian women in the software sector of the multinational companies established in India since late 1990s, particularly in Hyderabad which has become one of the hubs of software industries in the country. In this background the present study about the status of women software engineers focusing on software industry become relevant.

KEY WORDS: Gender inequality, Transitory stage, Multi-national companies, Indian Emancipation, Literacy rate.

SOFTWARE INDUSTRY IN THE CITY OF HYDERABAD:

Software engineering is a high-paying career with less gender disparity than that which exists in many industries, even female graduation rates declined in the late 20th century even as they went up in other science and technology fields. And, in the year of 2010 CNN listed software engineering as one of the ten top paying jobs for women-in fact, it was listed at 5th rank.

In this regard, the Urban and English educated have an edge over others, many lower middle class families coming from small towns of Telangana did find their lives significantly impacted by the employment in the software sector. The presence of world's major companies like Microsoft, Infosys, Google, Wipro, Face Book, IBM etc., provide the Hyderabad, Bangalore, Chennai as well as Delhi and Mumbai cities and in the same manner Indian other cities a firm launch pad for further momentum in this highly competitive sector.

Software engineering is a high-paying career with less gender disparity than that which exists in many industries, even female graduation rates declined in the late 20th century even as they went up in other science

and technology fields. And, in the year of 2010 CNN listed software engineering as one of the ten top paying jobs for women-in fact, it was listed at 5th rank.

According to the Socio-Economic Outlook 2016, the Government of India, "ICT industry in the states consists of Business Processing Organizations (BPO) as well as Knowledge Processing Organizations (KPO), providing professional services across the globe. Like Hyderabad is already a magnet which attracts the best in the world. The new ICT policy intends to embellish it even further to make it stand out as the most preferred destination for the IT companies.

Because IT industry in India is such an important source of employment for young Indian professionals (the median age of IT BPO employees in India was about 24 in the year of 2011), and because an unprecedented amount of those young professionals are women made up 42% of India's college graduates in the year of 2010, and that figure was expected to continue to rise), IT companies have the potential to become leading examples of women-friendly employers.

A BRIEF HISTORY OF WOMAN AND HER TRANSFORMATION:

In the space of time, woman's life in the face of the earth has undergone the most significant changes and transformation; because the 21st century called modern woman is no longer restrained as well as confined at all to the four corner of the house. The women both in rural and urban India in almost have utterly thrown down the obstacles and have broken the barrier every field likely sports, forces, technology as well as space science. In the present universe every fifth woman is an entrepreneur.

However, this is only one side of the image. The present even scenario, women do not have any right to raise their voice in the proper manner in their own lives and they have left the decisions (several decades and even ages) to their male-dominated families. Their desires and aspirations were not regarded as well as considered essential enough to be encouraged within and without homes. Moreover, they had been subject to the men in all manners and aspects in their lives; and were confined to the four walls in their responsibilities as daughter, as wife and also as mother and also mother of mothers.

But, especially according to the Indian context, woman is centre of the circle who is origin of family life as well as society. In Indian culture since time past, 'Nari Shakti' is a concept existed in Indian tradition and culture. She has been performed and worshipped in diverse forms from the time past until this time in different names in every corner of India from one edge to other edges. Moreover, as the epitome of power (Shakti) who is able to finish as well as accomplish that man cannot. And in the same way, woman within her is the power to nurture, form and create and finally transform. In the present also women are realizing their capacity as well as worth in every path of life and denouncing justice, judgment and gender equality both the places where she abide in the workplace as well as at home.

On account of this, in the present days, the Indian Government also has shown and played the most effective and significant role in drawing of this worthy transition. And, for the government of India, empowering women in all manners through the process of her journey to motherhood is the most significant agenda at present and in the time of life until they are reached certain and standard stages. Therefore, number of initiatives have been taken place to make them mighty and powerful. Among all these things, right from the beginning and recognizing the need to preserve and to protect the girl child in the womb of her mother in their work place.

WOMEN WORK FORCE:

Amartya Sen: *"Empowerment can accelerate development. From, whichever direction the issue is looked into, it provides justification for giving economic empowerment to women".*

The women in India they are than any other sections more suppressed, marginalized as well as utterly oppressed without having possession of wealth, and any income. The former president explained clearly in his speech on the occasion of International women's Day, saying that "Government is concerned with equal manner at the raising rate of violent crimes against women in the globe denoting towards especially in the land of India. It is inexcusable that women in India do not feel as secure and safe as they should. A greater emphasis on early sensitization of children and youth in schools and institutions of higher learning would help inculcate due respect for the female gender. This should be taken up through appropriate measures in our rural and urban populations and through well-convinced and coherent Government programs". Furthermore, he concentrated as well as focused on the full government commitment to fully ensure the participation of women in development and in the same manner in democracy.

Moreover, the Prime minister of India on the same occasion and the very time also with great spirit and enthusiastic appreciated, dedication as well as commitment of *Nari Shakti* (the power of women). According to his statement said, saying that the progress of civilization is "incomplete without the empowerment of women and the issue is no longer women development but "women-led development."

And, Supreme court , the Apex said, saying that in a verdict “it is now realized that the real empowerment would be achieved by women, which would lead to their well-being facilitating enjoyment of rights guaranteed to them, only if there is an economic empowerment of women as well. And, public employment would naturally lead to empowerment of women, which is the need of the hour.” According these statements, empowerment women can make a strong contribution to the economic well-being of the family as well as communities in all manners. Therefore contributing to the Sustainable Development Goals are the most significant effort in the face of the earth.

The rural women in India to the most significant and to a much and more larger extent than men in the agrarian sector. There was a women contribution in farming with nearly 60 per cent of India's population to around 70-80 per cent of tiller of the ground or of farming activities. But, they are neither socially nor legally recognized as farmers in the field of agricultural sector. Rural women that comprise 66 per cent of total labour in livestock related activities as well as in farm production have got a little bit of role in selection of either livestock or their crop and in the same manner in marketing.

In the era of globalization, the market economy fashion or trend have broaden in the further position of gap between technological as well as educational benefits that are the significant available for rural women in the land of India.

GAP BETWEEN RURAL AND URBAN WOMEN:

According to 2011, there is a vast gap between rural women and urban women. As compared to the work participation rate of only 15.4 per cent in urban areas according to Census, the rate of female workers concerning work in rural areas was the most significant higher that stood at 30 per cent. And, most of the rural women are mingled in the unorganized sector, microenterprises, agrarian & related and allied activities. There was an observation that these kind of activities are low income and drudgery based. Moreover, as compared to urban women in the land of India, the Digital technologies have in the deep or beneath of the earth this gap because of the poor digital literacy among rural women.

RURAL WOMEN IN ECONOMIC ACTIVITY:

The Indian workforce, according to the Census 2001, is nearly 40 Crores (400 million) strong that comprises 39.1 per cent of the total population of the land of India. According to this report, there was a constitute and comprise 312 million major workers and 88 million marginal workers in the total workforce. In terms of the total workforce, out of the total 402 million workers, 275 million are males as well as 127 million females in the land of India.

According to the study report, the major workers are constituted 77.8 per cent of the entire workers, while the remnants are the marginal. The male and female workers ration was 76.6 per cent and 23.3 per cent respectively. When we have observed this study, towards female workers, the majority of female workers are from rural areas. Significantly as well as Interestingly, out of marginal workers females outnumber the males. Accordingly in three of

the four categories, for ensample, agrarian workers, cultivators, female marginal workers as well as household industries outnumber male workers.

In terms of proportion, in the event of Census calculations, 31.6 per cent of the workers are female as well as 68.4 per cent workers are males. This meant that 25.6 per cent of the total females as well as 51.7 per cent of the total male are workers. Thus this report says, the number of female workers is approximately less than half the number of male workers. When we observe this report, the majority of female workers in the urban areas are entrusted or engaged in the field of Households as well as other work. And, in the same manner, this illustrates that of male workers that might be due to their being employed majorly in the field of activities like agrarian labor and in the same manner cultivation.

Number of Workers: (000s)

Table 1

	Category			Persons	Males	Females
Total Population				1,028,610	532,157	496,453
Total workers				402,235	275,015	127,220
Main workers				313,005	240,148	72,857
Marginal workers				89,230	34,867	54,363
Non-workers				626,376	257,142	369,234

Cultivation				127,313	85,417	41,896
Agrarian laborers				106,957	57,329	49,446
Household Industry workers				16,957	8744	8,213
Other workers				151,190	123,525	27,665

Source: PCA, India, Census of India, 2001

GENDER SEGMENT:

Women contribute to nearly 70-80 per cent of farming activities, even in the 21st century there is a lot of disparity and discrimination as well as gender segment ; for there is no recognition in agriculture as indentified farmer. And, women are seen as major as well as principal support to men in agricultural; but there is no ownership at all and neither control over the wealth and possession. Still there has been a general decline in the proportion of men and in the same manner in agrarian sector in rural areas in the land of India

Table 2, Percentage of India's Population, according to 2011 Census

		Percentage of India's Population	
1	Hindu	79.8	
2	Muslim	14.2	
3	Christian	2.3	
4	Sikh	1.7	
5	Others	2	

STEREOTYPING OF GENDER WAGE GAPS:

During a space of great and high economic growth, adult women's major role in the land of India is as homemaker with less numbers in gainful employment that has been further falling. To full citizenship according to (Kessler-Harris, 2003), segregation of women's labour force as well as gender remuneration or wage gaps in the land of India or no access to productive resources raises economic disparity and inequality. India could draw or add USD 700 billion by the time of 2025 in supporting as well as improving women's participation by 10 per cent age points. Incorporating initiatives by the stakeholders and in the same manner government, focusing on women's access to the labour market which is also low disparity and discriminatory, this not in India reiterates the facts which is stylized of female employment.

FACTS FOR INDIA TOWARDS FEMALE WORK FORCE:

In the land of India, the less female labour force participation rate (FLFPR) is already deteriorating as well as declining as compared to other region which is in the globe. The prime status of male unemployment rate has remained nearly 2-3 per cent (3-4 per cent) in rural (urban while female present regular status of unemployment rate are approximately 3-4 per cent in rural and difference between 7-9 per cent in urban. When we observe the FLFPR, the wage gap in male-female rates less as well as stagnant urban rates and declining rural rates, loss of women in all sectors and regions from labour market are the main features. Ludhiana has the most significant participation rate with 83 per cent but a mere 12 per cent FLFPR. Moreover, Delhi has gained 17 per cent FLFPR with 24 per cent in other metros while.

POLITICAL REPRESENTATION PAVES THE PATH:

Dr. BR Ambedkar says: "I measure the progress of a community by the degree of the progress which woman have achieved." Thus the female employment is achieved and promoted by the female political participation due to access to public goods like primary health centers and banks and paved roads. And moreover, for the female constituents, the most significant receptiveness of female leaders paves or leads to much and more accommodating work atmosphere and environment to be successful in the face of the earth especially in the land of India. Because, most women are in the centre of norms, traditions and cultures that penetrates to the roots from the very beginning of the society.

Table 3, Distribution of main worked by different industrial categories, INDIA, 2001.

	Industrial Category	Main workers (000s)	Percentage (0%)
Total Main workers		312,972	100.0
Agrarian and allied workers		176,979	56.6
Mining & quarrying		1,908	0.6
Manufacturing		41,848	13.4
Electricity, Gas and Water supply		1,546	0.5
Construction		11,583	3.7
Wholesale, retail trade & repair and Hotel restaurants		29333	9.4
Transport, storage and communication		12535	4.0
Financial intermediation, Real estate and business activities		6109	2.0
Other services		31131	10.0

Table4, according to the NSSO report shows that the women above the age of 15 years that had any skill/experience to undertake the desires work was the highest for the work 'dairy'.

	Type of work acceptable	Rural	Urban	
1	Dairy	735	645	
2	Poultry	529	557	
3	Other animal husbandry	655	711	
4	Food processing	543	514	
5	Spinning	546	612	
6	Manufacturing in wood and cane product	483	239	
7	Tailoring	465	574	
8	Leather goods manufacturing	400	433	
9	Others	358	449	
10	All	536	544	

II. CONCLUSION:

Dr. BR Ambedkar says: "I measure the progress of a community by the degree of the progress which woman have achieved."

Women were given secondary status in all spheres of life in the world. They are denied of all sorts of rights including right to life in certain traditional and social order. They are seen as burdens and liabilities than human beings. Many social reformers, humanitarians as well as Christian missionaries have been demanding for the elevation in the pathetic conditions of women for a long time. Moreover, there have been several feminist movements demanding for the equal gender status for the feminine gender. All these struggles have led to the incorporation of rights of women into the constitutions of different countries. But the fact of reality in that their rights have been confined to the constitutions only and this hardly found to be put in practice. Still there is a lot of disparity and difference towards girls and women even in the 21st century called technological world.

For example #Mee Too: "Ammu Joseph, a journalist based in the city of Bangalore in the year of 2000 shown in her writing '*Making News: Women in Journalism*' that "Sexual harassment is the most significant and sensitive topic in the present global world that many women in the face of the earth, especially in the land of India are embarrassed to talk about or pronounce to dismiss as a relatively lower or minor irritant which they can handle."

However, Nirbhaya case that happened in the year of 2012 in New Delhi the capital city of India was outburst before the congregation of the earth, especially the state of Haryana in the year of 2013. After the long process, the case was finalized.

Even in the United States of America the great land over the face of the earth, the election, Donald Trump to the United States presidency who has lost his power recently was very wroth against women. When the questionnaire came before him at the time of Trump's inauguration of sexual harassment and in the same manner violence against women; but he refused and disregarded their plead which is put on his table."

Even most women are in the centre of norms because of traditions and culture. However, the present technology, culture and atmosphere have laid the path for women to be successful in all manners.

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ROLE OF GOVERNMENT AGENCIES IN PROTECTION OF CIVIL RIGHTS IN THE LAND OF INDIA AND THE USA

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Despite all over the World Police and the Intelligence departments are run and existed to control the internal and external (Peace & Security) Law and Order, even though, the city of Bombay that is in the land of India and the New York City which is in the land of United States, incidents have happened in the 21st century. In politics, law and order refer to demands for a strict criminal justice system, especially in relation to violent and property crime, through stricter criminal penalties. These penalties may include longer terms of imprisonment, mandatory sentencing, three strikes laws, and in some countries, capital punishment. In India, CBI has powers to prosecute the Criminals in any circumstances under the supervision of Central Government but has limited powers rather than FBI in the protection of civil rights. Many of the techniques in the land of India and the USA used would be intolerable in a democratic society, even if all of the targets had been involved in violent activity, but, by the FBI, between 1956 and 1971 COINTELPRO (the Counterintelligence Program) went far beyond that ... the Bureau conducted a sophisticated vigilante operation aimed squarely at preventing the exercise of First Amendment rights of speech and association. Though there was a special interest in civil rights groups, the CBI and FBI used its extensive resources to spy on and antagonize a wide range of communities. The Bureau established categories for various targets, which included everything from the anti-war and women's liberation movements to socialists, black nationalists, student groups, journalists, intellectuals, non-violent integrations and revolutionary nationalists. They were separated into the "Agitator Index," the "Rabble Rouser Index," and the "Security Index."

Keywords: Civil rights protection, Human rights, Untouchability, USA civil rights agencies, Human rights India.

Introduction

The concept of Civil Rights drew near with the concept of citizenship. It first came in the land of ancient Greek but the citizenship and granting of rights were not universal, it was limited to few people. Right is a legal claim that a citizen whether he is an Indian or American or any other individual is granted by a constitution or any statute for example "Right to Life" (John Locke defines).

Magna Carta (1215), Bill of Rights (1689), French Declaration on the Rights of Man and Citizen (1789) and the US Constitution and Bill of Rights (1791) are the written precursors to many of today's rights documents.

Rights are broadly two types: 1. Granted Rights 2. Inherited Rights. Granted Rights mean: If someone else takes a decision how your faculties are used, you do not have exclusive rights to your faculties. And,

Inherited does mean that if you decide how your faculties are used, you do have inalienable rights. They belong to you exclusively by nature of what you are as a being.

Overall, there are different kinds of Rights like Natural Rights, Human Rights, Civil Rights, Fundamental Rights, Civil Rights, Legal Rights or Statutory Rights and Constitutional Rights.

In the USA, Civil rights differ from civil liberties. While civil rights revolve around the basic right to be free from discrimination, civil liberties are more broad-based freedom and rights guaranteed by the U.S. Constitution at the federal level.

The term “civil rights” is commonly associated with the protection of minority groups, like Hispanics, African-Americans, women, and, most recently, the lesbian, gay, bisexual and transgender community.

In India, Article 17 of The Constitution of India, 1949 “Untouchability” is abolished and its practice in any form is forbidden. The enforcement of any disability arising out of “Untouchability” shall be an offense punishable in accordance with law.

The Indian Civil Rights Movement started with rebellion against the East India Company. It later aimed to oppose the British Raj, a division of the British Empire which ruled India from 1858 - 1947. Underneath the British Empire, Indian people were oppressed and given few civil rights.

Aristotle: The precepts of the law may be comprehended under these three points: to live honestly, to hurt no man willfully, and to render every man his due carefully.

Abraham Lincoln: No organic law can ever be framed with a provision specifically applicable to every question which may occur in practical administration. No foresight can anticipate nor does any document of reasonable length contain express provisions for all possible questions.

Ambedkar: Definition Popular Terms the State of society where a vast majority of population respects the rule of law and where the law enforcement agencies observe laws that limit their powers. Maintaining law and order implies firm dealing with occurrences of theft, violence, and disturbance of the peace, and rapid enforcement of penalties imposed under criminal law.

Martin Luther King Jr: “a code that a majority inflicts on a minority that is not binding on itself”, “a code inflicted upon a minority which that minority had no part in enacting or creating because they did not have the unhampered right to vote”, and “a law just on its face and unjust in its application.” are unjust.

History

Civil rights movements were experienced all over the world during the latter half of the twentieth century, as a result of the inequalities imposed on various people groups and the violations of human rights that were experienced by these groups as a consequence.

The Importance of Civil Rights cannot be overemphasized and every civilized state has to guarantee these rights. The most important civil right is “right to life”. It is the fundamental of all rights. Other rights are meaningless without this right. Every life is valuable from the point of the general welfare. Therefore, to take one’s life or that of another is to eliminate “an individuality which has rights as well as duties”. The view of St. Thomas Aquinas that suicide is an offense to oneself, an offense to the community as well as an offense to God Himself.

And, later Freedom of speech is a valuable right and the successful working of democracy is not possible without such a right. Democracy is a Government by criticism, a clash of ideas and the conflict of opinions and out of these emerges the truth. The criticism of the Government creates an enlightened public opinion. It is one of the ways to get grievances of the people redressed.

Euripides says: “This is true liberty, when free-born men
Having to advise the public, may speak free”.

What Are Civil Rights?

Despite there are different kinds of Rights like Natural Rights, Human Rights, Civil Rights, Fundamental Rights, Legal Rights or Statutory Rights and Constitutional Rights, clearly they do have separate meaning.

Civil rights, guarantees of equal social opportunities and equal protection under the law, regardless of race, religion, or other personal characteristics. Examples of civil rights include the right to vote, the right to a fair trial, the right to government services, the right to a public education, and the right to use public facilities.

Civil rights are an essential component of democracy; when individuals are being denied opportunities to participate in political society, they are being denied their civil rights. In contrast to civil liberties, which are freedoms that are secured by placing restraints on government, civil rights are secured by positive government action, often in the form of legislation. Civil rights laws attempt to guarantee full and equal citizenship for people who have traditionally been discriminated against on the basis of some group characteristic. When the enforcement of civil rights is found by many to be inadequate, a civil rights movement may emerge in order to call for an equal application of the laws without discrimination.

The theory of Natural Rights was very popular in the 17th and 18th centuries. This theory of man as “self-evident truth” maintains that an Individual enters into a society with certain basic rights and that no government can deny these rights. Individuals, as they are natural flesh (beings), have rights that cannot be violated by anyone or by any society (For example, doctrine by John Locke).

Human Rights means, the basic rights and freedom to which all humans are considered to be entitled, often, held to include the right to life, liberty, equality, and a fair trial, freedom from slavery and torture, and freedom of thought and expression.

Civil Rights: These are the rights that every citizen of a country enjoys and are conferred of the constitution or the law of the country or state. And, civil rights may differ from country to country while human rights are accepted universally.

Fundamental Rights: It is becoming common to incorporate what are considered to be fundamental rights of individuals in the constitution of a country. Such rights are found in the Constitutions of India, the United States, and Ireland etc. Fundamental Rights are inherent because they mean life itself. If a citizen is to live and not merely exist, these rights must be recognized as sacred and inviolable and fundamental to the state.

It is the sacred duty of the courts to guarantee the fundamental rights of the people and the judges should consider it as a privilege to perform this highly important job. But recently fundamental rights are violated by the courts (for example, recently the Supreme Court in India violated the SCs/STs Atrocities’ Act). The Supreme Court has powers to protect the Indian Constitution but not to be violated by anyone in the land of India, whether it is Parliament or a court. The Indian constitution has clearly mentioned about the Untouchables and the Oppressed that are called SCs, STs, BCs, OBCs, Women and Minorities’ groups, in which is not only for the Upper castes or of Upper classes, but also of the Oppressed, of the Suppressed and of the Depressed.

Especially in India, if the ruling government is displaced, automatically the Constitution also may be tweaked or replaced according to the newly elected party ideologies. These changes/amendments are for the sake of rulers that are on the throne, but not of the people.

Legal Rights: Legal rights are those bestowed onto a person by a given legal system. According to Bentham “Rights are the fruit of law and of the law alone. There are no rights without law – no rights contrary to law – no rights anterior to the law. Rights are not natural. They are in the form of demands from society and individuals living in society, which get recognition through the laws.

Constitutional Rights: In the late 18th century, Thomas Jefferson predicted that a period of 20 years will be the optimal time for any Constitution to still be in force since “the earth belongs to the living, and not to the dead.”

A constitutional right can be a prerogative or a duty, a power or a restraint of power, recognized and established by a sovereign state or union of states. All constitutional rights are expressly stipulated and written in a consolidated national constitution, which is the supreme law of the land, meaning that any other laws which are in contradiction with it are considered unconstitutional and thus regarded as invalid. Usually, any constitution defines the structure, functions, powers, and limits of the national government and the individual freedoms, rights, and obligations which will be protected and enforced when needed by the national authorities.

Article 17 of The Constitution of India, 1949 “Untouchability” is abolished and its practice in any form is forbidden. The enforcement of any disability arising out of “Untouchability” shall be an offense punishable in accordance with law.

In India, the Civil Rights Movement started with rebellion against the East India Company. It later aimed to oppose the British Raj, a division of the British Empire which ruled India from 1858 - 1947. Underneath the British Empire, Indian people were oppressed and given few civil rights.

The U.S. Civil Rights Movement that began in the mid-1950s was dedicated to the activism for equal rights and treatment of African-Americans. During this era, people rallied for cultural, political, legal and social changes to end segregation and prohibit discrimination. The Civil Rights Movement was not only important to the U.S., but also to the rest of the world. It highlighted the unjust nature of segregation and discrimination while setting an example for oppressed people throughout the globe. The movement managed to successfully put an end to segregation legally and publicly, and completely redesigned America’s social system in the process.

Prior to the British Raj, much of India was ruled by the East India Company, which had established the rule of the country in 1757 after defeating the occupying French forces in the seven-year war.

Mohandas K Gandhi was the voice of the people. A former Indian lawyer, he became the leader of the Indian Congress in 1920 and led the Indian people in non-violent acts of non-cooperation. This struggle eventually led to the British granting India independence.

Why Are Civil Rights?

Black stone expressed that the principal aim of society is to protect individuals in the enjoyment of those absolute rights, which were vested in them by the immutable laws of nature, but which could not be preserved in peace without that mutual assistance and intercourse which is gained by the institution of friendly and social communities. They have faced thousands of years of exclusion and discrimination and were not accepted as even human beings.

On the basis of the socio-economic-educational background of various caste groups in India for OBCs. SC/STs were a special category because of the practice of untouchability and remote tribal lifestyles of people of the tribes.

This exclusion and discrimination of thousands of years were cumulative in nature, that is, it was not in one aspect of life but it was in most of the spheres, for instance in social, economic, political, educational, religious, residential, occupational, etc.

The founding fathers of the Indian nation thought that even after these people were accorded human rights enshrined in the democratic constitution of India and there will be penal provisions according to Indian Penal Code one will not be able to obliterate this exclusion and discrimination against these people and there should be some special provisions for them in the realm of Politics, Bureaucracy, and Education.

A study conducted by Action Aid in 2001-2002, in 565 villages of 11 states (Punjab, Uttar Pradesh, Bihar, Madhya Pradesh and Chhattisgarh, Rajasthan, Maharashtra, Orissa, Andhra Pradesh, Karnataka, Kerala and Tamil Nadu), shows that:

- In 73% of the villages, Dalits cannot enter non-Dalit homes.
- In 70% of the villages, Dalits cannot eat with non-Dalits.

- In 64% of the villages, Dalits cannot enter common temples.
- In 53% of the villages, Dalit women suffer ill-treatment at the hands of non-Dalit women.

Other ways in which 'untouchability' is practiced are

- Prohibition from eating with other caste members
- Prohibition from marrying with other caste members
- Separate glasses for Dalits in village tea stalls
- Discriminatory seating arrangements and separate utensils in restaurants
- Segregation in seating and food arrangements in village functions and festivals
- Prohibition from entering into village temples
- Devadasi system - the ritualized temple prostitution of Dalit women
- Prohibition from entering dominant caste homes
- Prohibited from using common village path
- Separate burial grounds

Civil rights, guarantees of equal social opportunities and equal protection under the law, regardless of race, religion, or other personal characteristics. Examples of civil rights include the right to vote, the right to a fair trial, the right to government services, the right to a public education, and the right to use public facilities. Civil rights are an essential component of democracy; when individuals are being denied opportunities to participate in political society, they are being denied their civil rights. In contrast to civil liberties, which are freedoms that are secured by placing restraints on government, civil rights are secured by positive government action, often in the form of legislation. Civil rights laws attempt to guarantee full and equal citizenship for people who have traditionally been discriminated against on the basis of some group characteristic. When the enforcement of civil rights is found by many to be inadequate, a civil rights movement may emerge in order to call for an equal application of the laws without discrimination.

Why do we need Protection of Civil Rights?

World Trade Center: On September 11, 2001, at 8:45 a.m. on a clear Tuesday morning, an American Airlines Boeing 767 loaded with 20,000 gallons of jet fuel crashed into the north tower of the World Trade Center in New York City.

As the evacuation of the tower and its twin got underway, television cameras broadcasted live images of what initially appeared to be a freak accident. Then, 18 minutes after the first plane hit, a second Boeing 767-United Airlines Flight 175-appeared out of the sky, turned sharply toward the World Trade Center and sliced into the south tower near the 60th floor.

The collision caused a massive explosion that showered burning debris over surrounding buildings and onto the streets below. It immediately became clear that America was under attack. September 11, 2001, was the deadliest day in history for New York City firefighters: 343 were killed.

The attackers were Islamic terrorists from Saudi Arabia and several other Arab nations. Reportedly financed by the al-Qaeda terrorist organization of Saudi fugitive Osama bin Laden, the Gang Leader they were allegedly acting in retaliation for America's support of Israel, its involvement in the Persian Gulf War and its continued military presence in the Middle East.

THE BOMBAY RIOTS: The Bombay Riots usually refers to the riots in Mumbai, in December 1992 and January 1993, in which around 900 people died. The riots were mainly due to escalations of hostilities after large-scale protests (initially peaceful then turned violent) by Muslims in reaction to the 1992 Babri Masjid Demolition by Hindu Karsevaks in Ayodhya. The riots were followed by a retaliatory 12 March 1993 Bombay Bombings, perpetrated by criminal groups with the alleged help of ganglord Dawood Ibrahim and his D-Company syndicate, in which more than 300 people were killed.

Sadly, the world has come to this that even gangsters are featured on a list by Forbes, which classifies them according to their deadlines. We are today talking about the gangster who tops India's personal list of most wanted men, the one and only "Dawood Ibrahim."

The American Civil Rights Movements

Latino AG leaders such as Jesse Miranda and Samuel Rodriguez call this blending Jesus Christ's "agenda of righteousness and justice", which they liken to combining Billy Graham's vertical reconciling message of salvation and hope in Jesus Christ with Martin Luther King Jr.'s horizontal prophetic focus on civil rights and social justice. Latino Pentecostal has been involved in faith-based social, civic, and political civic activities throughout the twentieth century.

The classic statement of the right to due process is that of the Fifth Amendment of the American Constitution: nor shall any person be deprived of life, liberty, or property without due process of law; nor shall private property be taken for the public without just compensation. Since 1787 every people who have intended to give themselves a written constitution have had to decide what the citizen's rights to life are. Liberty, and property and within the context of their own aims and experience in what way and what degree these rights are to be limited for the good of society as a whole.

The American civil rights movement, based mainly in African American churches and colleges of the South, involved marches, boycotts, and extensive efforts of civil disobedience, such as sit-ins, as well as voter education and voting drives. Most of these efforts were local in scope, but the impact was felt at the national level—a model of civil rights organizing that has since spread all over the globe.

Civil rights in politics in the United States has its roots in the movement to end discrimination against African Americans. Though slavery was abolished and former slaves were officially granted political rights after the Civil War, in most Southern states African Americans continued to be systematically disenfranchised and excluded from public life, leading them to become perpetual second-class citizens. By the 1950s the marginalization of African Americans, often taking an extremely violent form, had spurred a social movement of epic proportions.

Civil Rights Movement in India

Civil rights movements were experienced all over the world during the latter half of the twentieth century, as a result of the inequalities imposed on various people groups and the violations of human rights that were experienced by these groups as a consequence.

Prior to the British Raj, much of India was ruled by the East India Company, which had established the rule of the country in 1757 after defeating the occupying French forces in the seven-year war. The Indian Civil Rights Movement started with rebellion against the East India Company. It later aimed to oppose the British Raj, a division of the British Empire which ruled India from 1858 - 1947. Underneath the British Empire, Indian people were oppressed and given few civil rights. Despite Mohandas K. Gandhi was the voice of the people but in vain. He could not perish the caste system of India.

The Dalits—formerly known as “untouchables” and now officially designated Scheduled Castes—constitute some one-sixth of the Indian population. However, for centuries they were forced to live as second-class citizens, and many were not even considered to be a part of India's varna system of social hierarchy. Dalit activism led to great victories under the supervision of Dr. B.R. Ambedkar including the election of Kocheril Raman Narayanan (KR NARAYANAN) to the presidency. The fact that the president of India is elected by parliament, whose members come principally from the upper castes underlines.

Civil Rights Movements across the Globe

During the 1960s and 1970s the Roman Catholic-led civil rights movement in Northern Ireland, because of inspiration of the United States. Its starting theme was challenging disparity, and discriminatory and difference gerrymandering which was securing elections for Protestant groups. Civil Rights movement culminated in leading to the South African System of racial

division. As well as resistance movement with the beginning in the 1940s and reached to culminate in the period of 1950s and 60s since the concept was sweeping the edge of the earth, its main persons and leaders were sent into the imprisonment, but in vain until the 1980s. The pressure of the earth merged with internal upheaval led to the eventual raising of the barricade and ban over the African National Congress and in South Africa the major black party, as well as the release from chains of the great leader Nelson Mandela during 1990. The people of South Africa made him president, the first black on the surface of the earth.

A number of other groups were the focus of civil rights movements since the 1960s. In 1968 the U.S. Congress passed the Indian Civil Rights Act. Latinos and Asian Americans fought for increased civil rights based on a history of discrimination over race, religion, language, and immigrant status. There were some successes in the form of provisions for bilingual education and affirmative action programs.

More recently, Arab Americans and homosexuals took center stage in the struggle to achieve equal protection and equal opportunity in American society. After the terrorist attacks of September 11, 2001, Arab Americans suffered from heightened levels of discrimination and hate crimes and had to conform to government policies that restricted their liberties, as codified in the controversial USA PATRIOT Act of 2001.

Women, Sexual Harassment

Women around the world are beginning to tell their stories and expose the pervasiveness of sexual harassment in their societies. A 1992 International Labor Organization survey of 23 countries revealed what women already know: that sexual harassment is a major problem for women all over the world. Sexual harassment affects women's mental and physical health as well as their social and economic status. The level of tolerance for sexual harassment varies from culture to culture. For information on the incidence of and remedies for sexual harassment in a variety of countries, see *Shockwaves: The Global Impact of Sexual Harassment* by Susan Webb (Master Media Limited, New York, 1994).

In addition to these international movements, many groups in the United States have been inspired by the successes of the American civil rights movement to fight for government protections, with varying degrees of success. Most notably, women, having gained the right to vote in 1920 via constitutional amendment, also have made many gains in the area of employment rights. The women's movement has thus far been stopped short of passage of the Equal Rights Amendment, which would have codified equal rights for women in the U.S. Constitution. Since its failure to be ratified in 1982, women have seen many gains in court decisions that ruled against sex discrimination and have seen the passing of legislation such as the Civil Rights Act of 1991, which established a commission designed to investigate the persistence of the "glass ceiling" that has prevented women from advancing to top management positions in the workplace.

Ignoring problems of sexual harassment can cost the average company up to \$6.7 million a year in low productivity, low morale, and employee turnover and absenteeism, not including litigation or other legal costs. Following clear and proactive formal policies against sexual harassment in the workplace is one way to prevent lawsuits and drops in productivity and efficiency. ("Sexual Harassment in the Fortune 500", *Working Woman*, Dec. 19, 1988).

Sexual harassment in schools is illegal under Title IX of the 1972 Education Act. This law applies to schools, colleges, and universities that receive any amount of federal funding. Title IX allows the U.S. Department of Education to investigate complaints, order remedies, and withhold funding from educational institutions in violation of Title IX. Enforcement of Title IX is administered by the Departments of Education's Office of Civil Rights.

In 1992, Christine Franklin, a high school student from a Georgia school district, became the first to win a Supreme Court case for sexual harassment under Title IX. She claimed to have been sexually harassed by her male science teacher for two years. The harassment culminated in rape on three occasions.

Equity in education is compromised and jeopardized by the existence of sexual harassment in educational institutions. In the 1993 American Association of University Women (AAUW) study "Hostile Hallways", 85% of all girls and 76% of boys reported having been sexually harassed at school. But, says Anne Bryant, former director of AAUW, "The impact on girls is far more devastating". Many more girls than boys said that, as a result of the harassment, they were afraid in school or less confident about themselves.

Every Indian woman the Guardian spoke to, that harassment was part of their everyday lives. Mahanta revealed that she always carries chili powder in her handbag if she ever has to take public transport and needed to throw it in the face of anyone with wandering hands. Deepika Patar, 24, a journalist at the Seven Sisters newspaper in Assam, says city buses were notorious for gropers. "If women are standing up because there are no seats, men often press up against them, or touch their breasts or bottom," she explains.

The Pakistanis are believed to be one of the best class hackers on the globe to fulfill their fundamentalism, to accomplish their political aims.

Role of CBI and FBI

In USA, the FBI Role is if the failure of local law enforcement to investigate crimes against African Americans, civil rights workers, and those white citizens in support of civil rights was recognized at the very outset of the 1964 Freedom Summer. More often than not, local police, sheriffs, and public officials encouraged brutality against civil rights supporters and local blacks in addition to serving as a support infrastructure to such racist groups as the Ku Klux Klan and the Citizen's Council. The rampancy of these violations and the rate at which criminal acts of violence and coercion were occurring in Mississippi meant that, in many cases, the FBI was the only tool of the Justice Department to enact proper investigative procedure in the region. Because of the frequency and the false insistence of local police to provide protection to civil rights workers, the FBI was criticized for failing to provide protection or adequate investigation of individuals suspected of such violations.

As a response to these accusations of insufficient action, J. Edgar Hoover wrote a letter to the Justice Department that was reprinted in the Yale Political magazine in August 1963 describing what the FBI's jurisdiction and legal action consisted of.

A popular response of FBI to calls from SNCC leaders would be that the FBI would not provide protection but could only investigate.

The federal police force had to enact many policy changes to infiltrate and neutralize KKK including sanctioned covert programs and a circumventing of the legal system to undergo its secret counterintelligence program. "To eradicate the Klan, the FBI mounted two major offensives in 1964. The first involved large-scale, highly publicized investigations of a series of Klan murders. It was ordered by the president, complete with nationally televised statements by the chief executive that cases would be solved by the FBI in the near future. As a result, FBI presence and jurisdiction expanded in the South, particularly after President Johnson signed the Civil Rights Act in July. The second was the White Hate COINTELPRO.

The underlying purpose of both efforts was to reestablish law and order in the South, using federal powers to repair a breach of the internal security by neutralizing the various branches of the Klan."

Though it is difficult to sort the public investigations recognized by the FBI and the more clandestine counterintelligence actions, what became clear was the lack of policing regarding the protection of citizens targeted by such white supremacist groups.

What also came from these investigative units, aside from the concentration on organizations vetted against integration and voting rights in the South, was the FBI's interference with Martin Luther King's activities and the organizations that he supported, which caused increased tension and miscommunication between leaders of the civil rights movement and the Kennedy and Johnson administrations.

The **Central Bureau of Investigation (CBI)** is the premier investigating agency of India. Operating under the jurisdiction of the Ministry of Personnel, Public Grievances and Pensions, the CBI is headed by the Cabinet Minister who reports directly to the Prime Minister. The agency has been known to investigate several economic crimes, special crimes, cases of corruption and other high-profile cases.

The Bureau of Investigation traces its origins to the **Special Police Establishment**, a Central Government Police force, which was set up in 1941 by the Government of India to investigate bribery and corruption in transactions with the War and Supply Department of India. It had its headquarters in Lahore. The first legal adviser of the War Department was Rai Sahib Karam Chand Jain. After the end of the war, there was a continued need for a central governmental agency to investigate bribery and corruption by central-government employees. Sahib Karam Chand Jain remained its legal advisor when the department was transferred to the Home Department by the 1946 Delhi Special Police Establishment Act. This is DSPE's scope was enlarged to cover all departments of the Government of India. Its jurisdiction extended to the Union Territories and could be further extended to the states with the consent of the state governments involved. Sardar Patel, first Deputy Prime Minister of free India and head of the Home Department, desired to weed out corruption in erstwhile princely states such as Jodhpur, Rewa, and Tonk. Patel directed Legal Advisor Karam Chand Jain to monitor criminal proceedings against the dewans and chief ministers of those states.

The Delhi Special Police Establishment (DSPE) acquired its popular current name, Central Bureau of Investigation (CBI), through a Home Ministry resolution dated 1.4.1963.

Right is a legal claim that a citizen whether he is an Indian or American or any other individual is granted by a constitution or any statute for example "Right to Life" (John Locke defines).

1st sentence of the Preamble to the Universal Declaration of Human Rights - All human beings are born free and equal in dignity and rights.

Article 1 of the United Nations Universal Declaration of Human Rights (UDHR)

Back Off! How to Confront and Stop Sexual Harassment and Harassers, Martha Langelan

Though there was a special interest in civil rights groups, the FBI used its extensive resources to spy on and antagonize a wide range of communities. The Bureau established categories for various targets, which included everything from the anti-war and women's liberation movements to socialists, black nationalists, student groups, journalists, intellectuals, non-violent integrations and revolutionary nationalists. They were separated into the "Agitator Index," the "Rabble Rouser Index," and the "Security Index."

Conclusion

DR. BR. Ambedkar says Journalism in India was once a Profession. It has become now Trade. Most of the Oppressed and the Suppressed, whether it is of India or of the United States, have been trampled under the soles of Hierarchical feet from the foundation of the world. They have been trying to come out of their bonds, but in vain, even in the 21st century, as the yoke of Iron not the yoke of wood, which is laid upon their shoulders. In a democratic system, all are equal before Rulers and before law, which means whether you are a Christian, whether you are a Hindu, whether you are a Muslim whether you are a Black, or whether you are a Dalit, you have a right to live on the Earth, there is no disparity; there is no discrimination; and there is no difference; those who live on the Surface of the Earth.

Shankar Bigha Massacre: On the eve of Republic Day, 1999, 23 Dalits including a 10-month-old, were shot dead by the upper caste militia Ranvir Sena, which is responsible for many caste massacres in Bihar, India. District court acquitted all 24 men accused of being involved after 16 years. An example of justice delayed, justice denied: NDTV 2.39 minutes video posted on youtube.com - <https://www.youtube.com/watch?v=KYQJJVrIjXo>

There are numerous Dalit Massacre incidents took place in India since independence. In almost all of these cases justice was delayed decades together and finally acquitted the accused.

Recently, in India, most of the Universities are trying to trample and tread the Dalit Research Scholars, as whom are untouchables that have transgressed against them under the ideological differences or grounds in the conspiracy with the support of supported scholars and supervisors (Professors) and Academicians. If the Research scholar raises a question to know the details of the particular thing, which is needy, immediately that person shall be expelled and driven out of the campus of the university, especially in the land of India. And, even in the USA, some of the Professors in the university campuses, those are migrated from India to the United States, showing partiality towards Dalit and Dalit Christian scholars.

Teachers are treated and considered as Gods and Mothers and Fathers equally in all manners in the face of the earth, but in India, they are polluted and corrupted under the tradition of Hindu caste system

Dalit and Dalit Christian women are raped and murdered in the presence of Law & Order and before the ruling government, even there is no proper taking action against the Hierarchical castes, even Law & Order also maintain silence as they belong to the same caste and the same class. And, Power (CBI& FBI), wealth, riches, caste, class and Race are in the hands of Hierarchical flesh (castes and classes) in India and the United States.

Abraham Lincoln says: The Great president, who is on the Surface of the Earth saying and said: By the people, for the people and to the people is called Democracy, which means, everyone that are on the Surface of the Earth, but not few should be protected, preserved and shield under the shadow of Rulers wings as well as God's wings as the apple of eyes.

Every Indian woman 'The Guardian' spoke to, that harassment was part of their everyday lives. Mahanta revealed that she always carries chili powder in her handbag if she ever has to take public transport and needed to throw it in the face of anyone with wandering hands. Deepika Patar, 24, a journalist at the Seven Sisters newspaper in Assam, says city buses were notorious for gropers. "If women are standing up because there are no seats, men often press up against them, or touch their breasts or bottom," she explains.

Unlike other rights concepts, such as human rights or natural rights, in which people acquire rights inherently, perhaps from God or nature, civil rights must be given and guaranteed by the power of the state. But how far the state authorities will support is a big question. 1957, 'The Little Rock Nine' incident; in which the Governor of Arkansas, Orval Faubus himself prevented a group of nine African American students from entering racially segregated Central High School in Little Rock, Arkansas. In 1962, two people dead in the riots occurred when another African American student James Meredith tried to enroll at the University of Mississippi. A year later in 1963, two African American students, Vivian Malone and James Hood were blocked by Governor of Alabama, George Wallace to prevent integration at the University of Alabama.

In all above three cases and numerous others, state and local authorities purposefully barred African Americans from the full rights due subjects of the United States of America. George Wallace, in his 1963 Inaugural Address, famously summarized his position on one of the most divisive national political issues of his time: "Segregation today, segregation tomorrow, segregation forever."

FBI ran covert, illegal programs like COINTELPRO to disrupt, misdirect, discredit, and neutralize the civil rights leaders. Government agencies like CIA, FBI, CBI, and NSA will become powerful tools in the hands of rulers to manipulate the system/society according to their interests.

Things like Technology, societal trends will always vary greatly over time influencing the culture and civil rights of the society. In the current Digital Information World segregation of society is much easier based on each individual's sensitive personal information and social media behavior, which also played a key role in recent elections in India and USA.

Now mankind has achieved technological ability to establish an automated, foolproof, and transparent governance to remove all social inequalities. So that mankind will devote their time in exploring the essence of life.

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31 December 2017

Mr. Janga Babu Rao
CSSEIP, School of Social Sciences, University of Hyderabad
Prof. C.R. Rao Road
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India

H8V221

Dear Mr. Janga Babu Rao,

RESEARCH TITLE

Role of Government Agencies in Protection of Civil Rights in the Land Of India And the USA

AUTHOR/S: J. Babu Rao, Sreepati Ramudu and Prof. Raja Mohan Rao

RESEARCH ID: H8V221

REGISTRATION FEE: \$395 (if one registers for the full conference)

REGISTER BY: March 28, 2018

I am pleased to inform you that your submission was subjected to a double-blind review process, and the reviewers accepted the above for oral presentation at the International Journal of Arts & Sciences' (IJAS) International Conference for Social Sciences and Humanities which will be held at Harvard Medical School New Research Building, 77 Avenue Louis Pasteur, Boston, Massachusetts. The conference will run from 21 to 25 May 2018.

The conference follows the multidisciplinary TED format at <http://www.ted.com>. The comprehensive program for our recent conference on the Harvard campus will give you an idea of what to expect: <https://ijas2016harvard.sched.org/>.

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Sincerely,

Professor J.L. Bonnici, PhD, JD
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