

ISSN 0970-7247

THIRD CONCEPT

English Monthly

Annual Subscription Rs. 200

Vol. 31

No. 368

OCTOBER 2017

Rs. 20.00

- ❖ **India and Bangladesh**
- ❖ **Croatia-Bosnia Maritime Dispute**
- ❖ **Women & Structural Violence**
- ❖ **Higher Education Reforms**
- ❖ **Agriculture & Farmers' (Telangana)**
- ❖ **Domestic Violence**



An International Journal of Ideas

Vol. 31 No. 368 OCTOBER 2017 Rs. 20. 00

Third Concept aims at providing a platform where a meaningful exchange of ideas can take place among the people of the Third World. The attempt will be to communicate, debate and disseminate information, ideas and alternatives for the resolution of the common problems facing humankind. We welcome contributions from academics, journalists and even from those who may never have published anything before. The only requirement is a concern for and desire to understand and take the issue of our time. Contributions may be descriptive, analytical or theoretical. They may be in the form of original articles, reactions to previous contributions, or even a comment on a prevailing situation. All contributions, neatly typed in double space, may be addressed to:

<i>Editor</i> Babuddin Khan	<i>Consulting Editor</i> M. L. Sharma
<i>Managing Editor</i> R. Prudhvi Raju	<i>Art Director</i> Purba Roy
<i>Business Executive</i> R.S.Rawat	<i>Chief of Production</i> N. P. Agarwal

While the Editor accepts responsibility for the selection of materials to be published, individual authors are responsible for the facts, figures, and views in their articles. However, the Editor reserves the right to edit the articles for reasons of space and clarity.

Published, Printed and Owned by

Babuddin Khan
Third Concept
LB - 39, Prakash Deep Building,
7, Tolstoy Marg, New Delhi-110 001.
Ph : 23711092, 23712249, Fax No: 23711092.
E-mail : third.concept@rediffmail.com
Website: www.thirdconceptjournal.co.in

THIRD CONCEPT NOW UGC APPROVED JOURNAL

Designed by: Pt. Tejpal

INSIDE

Editorial	
Economy in Dire Straits	5
<i>BK</i>	
India and Bangladesh: From conflict to Cooperation	7
<i>Rohidas Mundhe</i>	
Growing maritime dispute between Croatia and Bosnia & the EU	12
<i>Dr. Enis Omerovic & Adil Kulenovic</i>	
Rohingyas Genocide, Role of India Undercut	17
<i>Tariq Ahmad Lone</i>	
Higher Education Reforms in India	18
<i>Suman</i>	
Prison Visiting System in India	21
<i>Nandini.G. Devarmani & R.N. Mangoli</i>	
Women Movement in India against Structural Violence	25
<i>Neha Gupta</i>	
Women Entrepreneurship in Telangana	31
<i>M. Vijay Kumar</i>	
Social Status of Gujjar Women in Poonch (J&K)	37
<i>Gulshan Ara & Dr Adfer Rashid Shah</i>	
Impact of Social Support on Quality of Life among Aids Patients	41
<i>Mohammad A. Wani & Dr. R. Sankar</i>	
Agriculture & farmers' suicides in Mahabubnagar (Telangana)	49
<i>M. Galenn</i>	
Women Bank Employees – In Public Sector Banks in Virudhunagar District	56
<i>Mrs.K.Kaleeswari Dr.A.Muthumani</i>	

Economy in Dire Straits

Decline of the GDP growth rate to a three-year low at 5.7 per cent in the June quarter of this year has pushed the Indian economy in dire straits. Many experts hold ill-advised demonetization and hasty implementation of GST as major factors contributing to this economic slowdown. Undoubtedly, the adverse impact of economic slowdown is now being experienced by almost all segments of the society across the country because of shrinking job market and soaring prices of commodities, including petrol and diesel; nevertheless, government officials and BJP spokespersons continue to remain in denial mode by insisting on justifying before the government's demonetization misadventure. In the wake of official version of slowdown as a hiccup, some experts feel that the problem runs deeper. Bold ideas presented good rhetoric but their implementation was hasty and ill-timed, thereby creating headwinds for the economy. Some experts opine that since the ill-advised idea of demonetization was the brainchild of PM Modi, therefore, he should bear direct responsibility for the failure of this rash experiment, which has achieved nothing.

Some economic observers, while pointing out that the high hopes nurtured around GST have given way to frustration at the complexity of the new code and its botched rollout, also aver that these failures simply put the brakes on an already troubled economy. While drawing attention to the stagnating exports for years, these observers assert that while PM Modi has made manufacturing a rhetorical priority, the reality of a world flush in manufacturing supply means his "Make in India" mantra is hard to achieve. It will be even harder to achieve so long as business investment is constrained by the poor state of the banking system. While pointing out that bad and restructured loans account for some 12 per cent of all bank assets, they also draw attention to the fact that a fifth of large companies did not earn enough to pay interest on their loans. PM Modi's recent decision to resurrect the Economic Advisory Council (EAC) after a gap of more than three years can only be an indirect admission that all is not well with the economy. When PM Modi assumed power in 2014, he scrapped the institution, perhaps in his overconfidence of not requiring professional advice. One may not be surprised if Planning Commission is also revived as a replacement for so-called NITI Aayog. The formation of five-member EAC by PM Modi is seen as an electoral compulsion as Modi government faces a slew of provincial elections in the coming months and a general election in 2019.

PM Modi's promise of creating jobs seems to be ending in a fiasco because his government is battling a public perception of economic mismanagement after economic slowdown. Besides, this dispensation has tried, albeit unsuccessfully, to change archaic labor and land laws in the country to enable faster growth. Meanwhile, efforts to clean bank balance sheets with a new bankruptcy framework has yet to yield results. Private investment has been sluggish with banks battling bad assets and credit growth for years now. India's ailing economy has even disenchanted senior BJP leaders like Yashwant Sinha who in a recent article in a leading national daily lambasted the Modi government for its alleged failure in aptly tackling the economic situation. Sinha's criticism has provided a fuel for the Opposition to take the government to task. While blaming the finance minister in the Modi government for the economic mess, Yashwant Sinha wrote: "The prime minister claims that he has seen poverty from close quarters. His finance minister is working over-time to make sure that all Indians also see it from equally close quarters."

Experts have cautioned that revitalizing the economy is urgent because India sits on a demographic time bomb. About 12 million young Indians join the labour force every year and a stagnant economy may cause social unrest. Some experts opine that undoubtedly, PM Modi's extraordinary centralisation of power, which has allowed him to force through some ill-thought reforms while ignoring the urgency of others, may serve his purposes politically; nevertheless, he will need to adopt a different approach if he is to deliver on his promises of jobs, development and economic renewal. Otherwise, the slogan of "Achhe Din" would become a kind of joke.

— BK

India and Bangladesh: From conflict to Cooperation

Rohidas Mundhe*

[The recent visit of Prime Minister Narendra Modi to Bangladesh is one step forward in the direction of starting new chapter in India-Bangladesh relations. The twenty-two agreements concluded during his visit cannot be seen only from the economic perspective but this will have far reaching positive consequence as far as bilateral relations are concerned.]

Particularly, the agreement in respect of exchange of “Enclaves” (piece of land surrounded by foreign territory) is reflection of maturity and mutual understanding. Through this agreement, both countries have sent a message to other neighbouring countries that, whatever be the complex issue, it can be solved through debate, discussion and mutual understanding. The decision to approve the Constitution (119th Amendment) Bill 2013, on the land boundary agreement was taken at a cabinet meeting.

The bill includes exchange of territories in Assam, West Bengal, Tripura and Meghalaya (F. India 2015). The issue of enclaves was forty years old between the two countries. India’s relations with Bangladesh had already taken a distinctly positive course since Sheikh Hasina’s visit to New Delhi. The LBA’s unanimous endorsement is seen in Bangladesh as an affirmation of the general attitude of friendliness towards it in India.

It has created a positive image for India in Bangladesh. It reflects the resolve of India’s leadership to be fair towards a country that has demonstrated goodwill for India by taking action against insurgent leaders sheltering within its territory, as also its readiness to partner India on mutually supportive connectivity and infrastructure initiatives (Jayant 2015).

With the land transfer agreement, thousands of people living in these enclaves must be enjoying

and have a feeling of being permanent citizens of either of the country. The joint survey of the population conducted by India and Bangladesh in these enclaves from July 14 to July 17, 2011, registered total number of population living in these enclaves is 51,549. Out of this 37,334 are Bangladeshi people living in the enclaves surrounded by Indian territory and 14,215 Indians living in the enclaves surrounded by Bangladesh territory (Ministry of External Affairs 2015).

Since last forty years, these people were not part of the development because of lack of direct access to the authorities’ due to the geographical locations. On paper, these people may be the citizens of either India or Bangladesh but the location of their inhabitation falls in control of the foreign country. Therefore, these enclaves were only part of political debates, discourse and academic exercise but the people living in these enclaves were never part of the development discourse.

Hence, they were deprived from the basic rights such as health, education, employment, sanitation, participation in decision making and so forth. Out of the total enclaves, some enclaves are so small in size that people could easily cross the boundary. If someone goes for toilet in the morning he/she crosses the boundary. And this used to become the issue of illegally crossing the boundary between India and Bangladesh. Not only this but officer on duty also used to take small amount of money to let the people cross the border from both the sides which led to corruption.

* Asst. Prof., Dept. of Civics and Politics, University of Mumbai.

The demarcation and partition could not stop people from crossing into the other side of the border. In 1971, when the Pakistan Army started its operation in its Eastern part, millions of people crossed into the Indian side of border. After the liberation of Bangladesh, India and Bangladesh signed a treaty to settle down their border disputes and address the fate of refugees/migrants (Amit 2015). Today, with this Land Border Agreement people feel free from this suppression and for them it opened the doors of development too.

Actually, this question should have been solved in 1974 when Indian Prime Minister Indira Gandhi and Prime Minister of Bangladesh Sheikh Mujibur Rahman signed land border agreement. But India did not ratify some of the issues and these were left over for more than forty years. The issues were un-demarcated 6.1 km of land border in the region of Daikhata of West Bengal, Belonia region of Tripura through which Muhuri River flows and Lathitila-Humabari region of Assam.

Along with this, the issue of enclaves under the controlled territory of each other, Prime Minister Narendra Modi and Prime Minister Sheikh Hasina agreed upon the transfer of 111 enclaves to Bangladesh surrounded by Indian Territory and 51 to India surrounded by Bangladesh territory. While the loss of lands through the transfer of enclaves is notional, India stands to actually gain land in settling the adverse possessions issue (Radha Kumar 2013).

Looking at the Land Border Agreement from the perspective of area to be transferred to each other, the 17,160-acre land is to be given to Bangladesh and 7,110-acre land is to be given to India. On paper, it seems that Bangladesh is getting more land than India but ground realities are different. These enclaves are so deep inside in each-other's territories and no authority or political leadership is able to visit these areas without the prior permission of the government of other side, even if visit is intended for development purpose or humanitarian.

This has been ended by concluding the enclave exchange agreement. Another important feature of the agreement is that no one person is going to be displaced on either side. The people those are inhabitants of that particular area will be given the citizenship of that country to which the enclave is given. Not only this, this agreement also accepts that if anyone wants to settle in other country on his/her own he/she will have that right of it. So, this agreement has taken into account the feelings of the love attached to particular territory or country.

Article 3 of the agreement says that the Governments of Bangladesh and India agree that when areas are transferred, the people in these areas shall be given the right of staying on where they are, as national of the State to which the areas are transferred. Pending demarcation of the boundary and exchange of territory by mutual agreement, there should be no disturbance of the status quo and peaceful conditions shall be maintained in the border regions. Necessary instructions in this regard shall be issued to the local authorities on the border by the two countries (Bangladesh Gazette 1974).

When we look at the map of India, the geographical connectivity and integrity of India's North-East region always remains the topic of discussion and concern. This North-East region is always termed as chicken-neck due to its shape and vulnerable to be blocked by secessionists or insurgents backed by foreign forces. It is very easy to do so because of very narrow geographical structure with hilly area and again there is only single national highway passing through the area to connect the North-East region with rest of the country.

We can see at Bangladesh as an alternative to connect our North-East geographically. We have already constructed some road links which go through Bangladesh such as the Kolkata-Dhaka Bus (1999) and the Dhaka-Agartala Bus (2001) are the primary road links between the two countries; a direct Kolkata-Agartala link running through Dhaka, the capital of Bangladesh, is being developed by both countries., but can't we think

of constructing parallel rail tracts to connect the region?

Due to poor regional connectivity between Bangladesh and the neighbouring countries of India, especially Nepal and Bhutan, all the countries and their territories have been losing a great deal on many fronts. For example, a container usually takes 20-25 days and occasionally even up to 60 days to move from New Delhi to Dhaka, as the maritime route is via Bombay and Singapore/ Colombo to Chittagong Port and then by rail to Dhaka. But the same container could have been moved to Dhaka within 3-4 days, if direct rail connectivity and operation were there between New Delhi and Dhaka (M. Rahmatulla 2009).

The shipment of Assam tea to Europe is required to travel 1400 km to reach Kolkata port through the “Chicken neck”, since no agreement exists for India to use the traditional route through Chittagong port which could have been shorter by more than 50%, in terms of distance (Ibid).

For this, both countries need to sit down and work out what are the mutual benefits from such project. For India, it will become so easy and quick to reach in the North-East region and for Bangladesh this kind of project will attract huge foreign investment, generate skilled and unskilled jobs and moreover, it will be getting permanent transit fee. The key factor in this respect is trust. And both the governments have taken one step forward in this direction with concluding enclave exchange agreement. Giving more land to Bangladesh, India has once again shown that it is neither playing the role of big power in the region nor the role of big brother but elder brother.

Explaining India’s stance in this regard, Foreign Minister Sushma Swaraj said: “Instead (of Big Brother), we are adopting an elder brother’s approach, a caring and sharing approach...Like elder brother, our attitude is that of caring and sharing and not of showing arrogance, which is what a big brother does.” At one point in her speech in Rajya Sabha, an irritated Swaraj asked, “some are accusing us of interfering in Nepal,

others want us to intervene more forcefully. We are blamed either way!” She went to say that Nepal is a sovereign country and “we respect its sovereignty. We are not prescriptive but only give advice” (Sushma Swaraj, 2015).

When we see this agreement from this perspective, it is a living example of what Sushma Swaraj said in Parliament. And it will not be an exaggeration in the context of Bangladesh if I go one step ahead and say that India has played the role of father during liberation war and now also. When we take into account the importance of Bangladesh *vis-à-vis* the development of North-Eastern states, India is equally important in respect of the overall development of Bangladesh.

If the development of our North-Eastern states is dependent on Bangladesh, then Bangladesh is also largely dependent on India for export and import. Bangladesh is land-locked by India from three sides and only southern side it has direct access to go out of the region. This is natural reality and neither side can deny it nor it can be changed.

There is a huge potential of trade with Bangladesh. World Bank statistics on India’s trade status with Bangladesh point out the following interesting facts:

- Over 15% of Bangladeshi imports come from India.
- Bangladeshi exports to India receive tariff concessions (under South Asia Free Trade Area).
- Illegal trade between the two countries amounts to three-fourth of the regular trade.

Tripura, Meghalaya, Mizoram and Assam share an 1880-km long border with Bangladesh, and a large number of people reside right beside the border. Bangladesh needs the north-east market to sell its products. Importing goods from Bangladesh will also be cheaper than products brought in to the region from other parts of the country (FCCI 2014).

Therefore, both countries should realise the geographical importance of each and cooperate for mutual benefits. Politics can be worshiped if it is aimed at development which will result in the welfare of the people at the end. Otherwise, it can be abused if it is destructive and not constructive.

There is another subject which is constantly discussed and debated between India and Bangladesh that is, distribution of water. South Asia is one of the most densely populated regions of the world, and also one of the most water scarce. With access to only 8.3 percent of the world's water resources, the region supports more than 21 percent of the world's population (The Asian Foundation 2013).

West Bengal Chief Minister Mamata Banerjee travelled to Bangladesh along with Prime Minister Narendra Modi and assured the Bangladesh government that issue of water sharing will be solved soon. The West Bengal government has some reservations on the Teesta river water upon which no agreement had been concluded in 2011 when the then Prime Minister Dr. Manmohan Singh paid visit to Bangladesh as well as in this visit in 2015.

It is speculated that had the agreement been signed, the political repercussions in northern areas of West Bengal, which stood to lose its share of lean season flow to Bangladesh, would not have been positive for the incumbent West Bengal government. When the survey was done, the 78 percent of the Indian respondents of the residents in the basin felt that the state government should be doing more to protect their interests (James C. 1998).

We must be extra careful in delaying the water sharing problem because this is going to be more serious if it is not solved in time-bound programme. There are 54 rivers flowing from India to Bangladesh and we could do agreement only on one river, there is no agreement or any understanding on rest of the rivers. And if we take into consideration all fifty-four rivers how much time it will take to work out policy

programme to conclude an agreement? We ignored water sharing of Brahmaputra river for long period of time and when China started constructing Zamung dam on it we suddenly woke up and understood the seriousness of it.

Now things have gone out of hand and it has become matter of serious concern. Therefore, this issue must be solved on priority basis before it becomes serious. Both countries need to be careful for the simple reason that no force or factor will have any negative consequences on the bilateral relations in particular and prosperity of the region in general. From Bangladesh perspective, water sharing is very important issue primarily because of hundreds of thousands of people depend upon fishing profession.

The Teesta issue generates immense nationalistic fervor in Bangladesh, which negotiates from the weaker position of a lower riparian state, compounded by asymmetric power relations between the two countries. And they have feeling that if the issue is not solved on time then, it will have impact on their livelihood. So, it is said that the life of the Bangladeshi people does not emerge from water but it revolves around the water (Ahmed and Imtiaz 2012).

Another important thing which took place during PM Modi's visit is worth-mentioning is the \$ 2 billion line of credit to Bangladesh. This line of credit will certainly help to boost the trade between India and Bangladesh as well as this could help to think more possible cooperation in the area of exploration of natural gas in Bangladesh which could meet some requirement of India.

Conclusion

The Indian subcontinent is severely affected by insurgency, terrorism, extremism, religious fundamentalism etc. For the satisfactory resolution of these problems and to root out extremism and terrorism from the region, no single force or country can do this. Collective, committed and sincere efforts are required to achieve the goal. This we have seen in recent operation by Indian army in Myanmar. India could

do this only because of the kind cooperation of Myanmar government.

If all states in this subcontinent decide that they will not let the use their land for any type of insurgency or terrorism across the border and within the territory, then it will not take so much time to solve these problems. Before this, Bhutan government too acted with iron hand against the terrorists taking shelter in their country and sent a message that they will not let their land to be used by any anti-social group or entity.

References

1. Ministry of External Affairs (2015), India and Bangladesh: Land Boundary Agreement, New Delhi.
2. Amit Ranjan (2015), India-Bangladesh Border: The Post LBA Tension, *Indian Council of World Affairs*, New Delhi.
3. Bangladesh Gazette (1974) The Bangladesh Gazette, Registered No.1, Nov. 28, 1974.
4. Jayant Prasad (2015) Breakthrough in India Bangladesh Ties, *The Hindu*, May 11, 2015
5. Radha Kumar (2013) Failing Bangladesh: Legislatures Against the National Interests, DPG, New Delhi.
6. Sushma Swaraj 2015, "India Playing Elder Bro, Not Big Brother to Nepal" *Indian Express*, December 8, 2015.
7. F. India (2015) Assam included in India-Bangladesh land swap agreement: All you need to know about the deal, <http://www.firstpost.com/india/assam-included-in-india-bangladesh-land-swap-agreement-all-you-need-to-know-about-the-deal-1830365.html>
8. FICCI (2014) Gateway to the ASIAN: India's North-East Frontier, *FICCI*, 27 November, 2014.
9. M. Rahmatulla (2009) Regional Connectivity: Opportunities for Bangladesh to be a Transport Hub, *Journal of Bangladesh Institute of Planners*, Vol. 2, December 2009.
10. The Asian Foundation (2013) Political Economy Analysis of the Teesta River Basin, The Asian Foundation, New Delhi, 2013.
11. James C. (1998) Seeing Like a State: How Certain Schemes to Improve the Human Condition Have Failed. The Institution for Social and Policy Studies, New Haven and London: Yale University Press.
12. Ahmed, Imtiaz (2012) "Teesta Tipaimukhand River Linking: Danger to Bangladesh India Relations. *Economic and Political Weekly*, Vol.XLVII, No.16. April21.



To our Contributors.....

& Original articles are welcome.

& Only Original copy of the manuscript, neatly typed in double-space should be sent. Please do not send carbon, cyclo-or photo-copies.

& Please check up grammatical & typographical mistakes before sending. Editor will not be responsible for these lapses.

& Editor reserves the right to reject/ modify / edit an article without assigning any reason.

Growing maritime dispute between Croatia and Bosnia & the EU

Dr. Enis Omerovic* and Adil Kulenovic**

[While briefly outlining the politico-legal background to the maritime dispute between Bosnia & Herzegovina and the Republic of Croatia, along with not delineated land and sea boundaries between the two countries, authors dwell upon the pros and cons of such a fluid situation for both sides and plead for resolving the issues through diplomatic and peaceful means in the larger interest of the international peace and security as well as stability in the region. Ed.]

The bilateral international agreement on the state border between Bosnia and Herzegovina and the Republic of Croatia, known as the Agreement on the Border between the two states, or more familiarly, as the Tuđman-Izetbegović Agreement, signed in Sarajevo on 30 July 1999 between the then President of the Republic of Croatia, Franjo Tuđman, and the Chairman of the Presidency of Bosnia and Herzegovina, Alija Izetbegović, represents in its 23 Articles, conditionally, “a valid act since it has been applied until a new one is made” (V.Đ. Degan, 2013).

This Agreement could also be perceived to contain a transitional or provisional solution, since it has never been ratified by any parliament and does not serve its ultimate purpose - the permanent establishment and determination of the land and sea border between the two neighbors. In this regard, it can even be argued that the Republic of Croatia *de facto* abandoned the execution of this Agreement when its official authorities decided to embark on the building of a permanent construction at sea.

This all supports the fact that the issue of delimitation and demarcation at sea, especially in the area of the Bay of Neum and the Mali Ston Bay, is still permanently undefined and unsettled and thus requires, in our opinion, a serious step towards opening an official dialogue with Zagreb with the involvement of EU

institutions, since the Republic of Croatia is a member of the European Union.

The second difficulty should be addressed together with the first. It would be especially important to define the sea boundary, regarding the tip of the Klek Peninsula and the uninhabited islets, Veliki and Mali Školj or, more precisely, the rocks in the Mali Ston Bay, which are part of a unique geomorphologic unit, together with the Klek Peninsula.

If we draw the line of equidistance for purposes of delimitation of two states whose shores in one bay lie or are opposite to one another (the Peninsula of Klek and Pelješac), which is in accordance with the international law of the sea, as well as Article 4 (3) of the bilateral Agreement which, *inter alia*, prescribes that border at the sea stretches “the median line of the sea area between the land of Bosnia and Herzegovina and the Republic of Croatia”, it could be claimed that the disputed area would belong to Bosnia and Herzegovina.

Closely connected to this, the question of Bosnia-Herzegovina’s access to the High Seas or international waters of the Adriatic Sea and other world seas should be addressed, where no country in the world has territorial sovereignty, nor does it exercise any sovereign rights. High sea areas are world seas and oceans which are outside any state territory and provide a regime of free navigation and overflight, as well as other freedoms inherent to the High Seas.

*&** Group of Friends of NEUM, Krug 99 – Sarajevo

On this part of the planet, according to general customary international law, all countries in the world, under certain circumstances, exercise their jurisdiction over vessels flying the flag of their country.

For these reasons, the UN Convention on the Law of the Sea from 1982 (UNCLOS) (ratified both by the Republic of Croatia and Bosnia and Herzegovina) states in Art. 7 (6) of the Convention that, in declaring its straight baselines, from which the width of the territorial sea is measured, the coastal State may not cut off the territorial sea of another coastal state from the High Seas or the exclusive economic zone.

As things stand currently, in order to get from the waters of Bosnia and Herzegovina by vessel to the High Seas, it is necessary to pass through the internal waters and the territorial sea of the other coastal state, so that, in crossing the line that represents the outer boundary of the territorial sea, one leaves the sovereign territory of the Republic of Croatia.

Further into the High Seas, the Croatian Protected Ecological and Fishing Band (ZERP) has been declared and covers the sea area in the Adriatic Sea from the external border of the territorial sea in the direction of the open sea to its outer boundary, determined by the general international law, and temporarily follows the line of demarcation of the continental shelf established by the Agreement between Italy and the Socialist Federal Republic of Yugoslavia concerning the Delimitation of the Continental Shelf between the two Countries in the Adriatic Sea from 1968.

In fact, it is essential for Bosnia and Herzegovina to secure a specific route, that is to say, a corridor, which will physically connect its waters with the High Seas, since it is in an unfavorable geographic position, due to its sealed coastline. At this level, it is state practice to support coastal states to limit the width of their territorial sea, due to the undisputed flow or passage of the other coastal state to the High Seas, in accordance with the above-mentioned UN Convention on the Law of the Sea, which represents a codification of this branch of international law.

Examples of this are the Republics of Estonia and Finland in the Gulf of Finland in the Baltic Sea, in relation to the Russian Federation (St. Petersburg area), and the Republic of France in relation to the territorial sea of the Principality of Monaco in the Mediterranean Sea.

Hence, Bosnia and Herzegovina should not accept the guarantee of the neighboring state that Bosnia and Herzegovina will have the right only to innocent passage for all vessels to and from Neum or, in the case of some other ports in the state territory of Bosnia and Herzegovina, since Neum is extremely uncondusive to the construction of a larger port which would be open to international traffic - we predict that a port of this type and category could be built on the Klek Peninsula, whose waters are much more suitable, especially in respect of access and sea depth, for the construction of an international port.

This is because the right to innocent passage of a vessel is linked to the territorial sea, not to the internal waters of the coastal state. This should have been precisely defined in accordance with the principles and rules of international law, preferably by a bilateral international agreement between the two neighboring states, namely, the existence, the position, the proper width and the *legal regime* of such a corridor or waterway, which would probably be through the Neretva and the Korèula Channel, to move all vessels to and from Bosnia and Herzegovina.

The legal regime of such a corridor should be explicitly articulated in writing, together with the rights and obligations of both contracting parties, all in accordance with international law.

Therefore, it could be understood that there is a noticeable difference between the right to innocent passage of foreign ships through the territorial sea of a coastal state and the formation of a corridor with a *special legal regime*. The latter would most likely pass through Croatian territory, as it would be unrealistic to expect that the Republic of Croatia in the area of such a corridor remains without its territorial sovereignty and integrity.

This is regardless of the fact that it is not very legally right inherited from the Socialist Federal Republic of Yugoslavia, by its Maritime Code, the straight baselines under the conditions of more sovereign states whose coastlines are touched and lean on one another in the same sea area. Namely, the disputed area in terms of the declaration of these straight baselines is from the Cape Proizd (near the island of Korèula) all the way to the southwestern tip of the island of Vodnjak, near some of the more famous Paklinski islands (along the island of Hvar), as this act simply contributed to the “closure” of Bosnian and Herzegovinian waters.

We have written “most likely to pass” since it is hard to imagine that in the area of the Neretva and Korèula Channels, with a width of not less than 1-1.5 nautical miles, that condominium (shared sovereignty) can be established or that an international legal regime be determined completely outside Croatian sovereignty.

Finally, in support of the assertion that any coastal state should have unimpeded (not just innocent passage, which is subject to various restrictions on the part of the coastal state) access to the High Seas, there is the final determination of the arbitral award of the Permanent Court of Arbitration in The Hague in the case the Republic of Slovenia and the Republic of Croatia of 2017, according to which the Republic of Slovenia, through the so-called *junction* of 2.5 nautical miles wide, i.e. the physical link of its territorial waters with the high seas area of the North Adriatic was awarded a corridor from their waters, where Slovenia enjoys full sovereignty to the High Seas, where many freedoms are guaranteed to all countries of the world, both coastal and non-coastal, as well as to those with an unfavorable geographic position regarding access to the sea, as in the case of Bosnia and Herzegovina.

Namely, as the Chairman of the Arbitration Council in this very case, G. Guillaume, stated in the public statement of the arbitral award, “the junction between the Slovenian territorial sea and the High Seas is a space where ships and planes

have the same right of access to Slovenia as well as in the High Seas. The Court identified the area of the Croatian territorial sea that is adjacent to the Italian waters within which a special legal regime would be applied. The corridor is approximately 2.5 nautical miles wide, and located immediately next to the border, according to the Treaty of Osimo, within Croatian territorial waters. A special legal regime should guarantee the integrity of the Croatian territorial sea, and Slovenian free communication between its waters and the High Seas.”

It follows that the free communication of a coastal state between its waters and the High Seas is not the same as its right/obligation to innocently pass through the waters of another coastal state. It should, therefore, be concluded that the first term refers to the freedom of navigation and over flight to a little more extent than that provided by the institute of the innocent passage of foreign ships to territorial sea, which is only a necessary passage, since every foreign vessel must navigate through this area on the shortest conventional route, without disruption or delay.

Moreover, this accessory or connecting corridor would have a kind of *limitation of Croatian sovereignty and jurisdiction*, since it would be in the spirit of this particular legal regime that would go in the middle of the Neretva and Korèula Channel. It would be worth questioning, moreover, whether Croatian internal waters should be left where they are now. The same question appeared to have been posed by a legal scholar from Croatia – “the question remains whether the waters of Croatia delimited by the territorial sea of Bosnia and Herzegovina can continue to be considered as having the legal status of internal waters.” (B. Vukas, 2006).

Accordingly, a maritime corridor with a specific legal regime needs to be differentiated widely, or clarified in detail, so it does not necessarily represent identical international legal categories with the right to innocent passage of foreign ships and the right of transit passage. These latter terms are characteristic of the very specific maritime zones and parts of the sea which are not the subject of our current exploration and explication.

When all interconnected notions finally acquire their coherent power in terms of consistency, then will be the time to discuss continuing the construction of a permanent artificial installation on the sea, called the Pelješac Bridge (mainland – Pelješac Peninsula). Having understood that the Republic of Croatia only wants to connect two parts of the mainland, that is, the northern and southern ends of their country with a high-quality road link, this modern traffic connection should not endanger, or be detrimental to, the interests of their neighbors.

Therefore, for the purpose of solving the traffic difficulties of the Republic of Croatia, the continuation of the construction of the Pelješac Bridge should be permanently solved by settling the so-called previous issues elaborated earlier - the permanent maritime delimitation on the Adriatic Sea as well as the permanent determination of the land border through a bilateral international frontier treaty, which will be applied equally and in good faith by both signatory parties and which will, above all, be confirmed in both the Croatian Parliament and the Parliamentary Assembly of Bosnia and Herzegovina, where the Vienna Convention on the Law of Treaties of 1969 would be applicable in the event of any dispute as to its application, and the interpretation of certain provisions thereof.

In addition to this, as mentioned above, it is necessary to establish in an internationally appropriate manner the legal regime and the width of the future corridor, which will represent, *inter alia*, a junction between Bosnian and Herzegovinian waters and the High Seas of the Adriatic.

Hence, only after the final determination of all the aforementioned, and after a thorough, concrete and legally binding determination of the legal regime of the corridor above which the permanent bridge will be built, the scientific and professional processing of the project known as the Pelješac Bridge must be approached. This should meet all the technical characteristics of bridges that have already been built over water

within the international legal regime, i.e. international waterways, such as the Fatih Sultan Mehmet Bridge and the Bosphorus Bridge in Istanbul that cross over the waters of the Bosphorus strait which is under international legal regime, or the Oresund bridge (although most of the international maritime traffic takes place above the underwater tunnel) linking the Kingdom of Denmark and the Kingdom of Sweden and which is also located over the international waterway.

This means that if the agreement between the two neighboring coastal states in this part of the Adriatic Sea could be achieved, in the sense of completing its construction and opening it for all road traffic, the bridge of these dimensions must have a certain minimum navigation height and a minimum range between the pillars, or at least the central ones, so that big ships could also sail into the Neum waters.

Bosnia and Herzegovina always somehow tends to delay consideration of certain questions. If this continues, there is a great chance that there will be no single institutional response, with the result that the position of Bosnia and Herzegovina in relation to this important international legal issue will remain very vague and indeterminate. Additionally, there is a very long internal tradition which does not encourage political cooperation, and a lack of understanding of things that are of fundamental significance to the whole country, not just to one of its constituent peoples.

However, in expectation of any kind of determination on the part of Bosnia and Herzegovina, with or without the Pelješac Bridge, the problem of the permanent “drawing” of the borderline between the two countries, both on the sea and on the land, will remain. The question of the access corridor or the connection of Bosnia-Herzegovina’s waters with the High Seas will not be sorted out alone. So, is it wise to wait for the international community or the Office of the High Representative in Bosnia and Herzegovina (if it is still here?!) to take steps to protect the international interests of this state?

This is an opportunity to see the strength of the Bosnian-Herzegovinian diplomacy which will once again demonstrate its position on the international stage. There is certainly a consistent lack of unity, resulting predominately from the less than satisfactory territorial organization, and attempts to build a state on the basis of ethnicity. This lack of unity is reflected in the impossibility of coming to clear institutional views on the part of the official state government. There may again be the emergence of a culture of conflict and non-cooperation at the Parliamentary Assembly of Bosnia and Herzegovina (which could, adopt the declaration, as a political act, with precisely defined conclusions), the Council of Ministers and the Presidency.

But if dialogue is opened, perhaps after formal disagreement through a diplomatic note to the Republic of Croatia, the latter will surely have the advantage, or at least a better negotiating position, due to its European Union membership. This fact may well be crucial (since the European Union also recognizes the interest in land consolidation of its territory, so that its members can better monitor and control their state territory, with the goal of Croatia's entry into the Schengen area) to the success of the negotiations as a diplomatic mean of settling one international dispute, which surely here does exist, at least with respect to the territorial title.

Finally, it is worth mentioning that an international dispute does not need to be specifically proclaimed, the essence is in the existence of a disagreement with respect to essential facts, or in their apparently different interpretations.

If there is an international dispute between two coastal states that share the eastern coast of the

Adriatic Sea - that is not debatable - it is now best to choose the most appropriate and effective means of settling the dispute with, if possible, mutual interest as its aim. In this respect, it would be best to choose the most appropriate means for peaceful settlement of disputes from a large palette of diplomatic and legal means that are equally available to each state.

Based on the foregoing, a dispute can be brought before the ICJ in The Hague, the International Tribunal for the Law of the Sea (ITLOS) in Hamburg, or it can be "easily" settled through *ad hoc* arbitration, i.e. special arbitration tribunals. But for the decision, which is the only outcome of these legal proceedings, it is necessary to wait for years, since such international legal processes can be very long-lasting and, above all, extremely expensive. In any case, Bosnia and Herzegovina will surely need to find a *modus operandi* in solving the above-mentioned issues with its western neighbor.

This could be found in the Joint Team of Bosnia and Herzegovina and the Republic of Croatia for Negotiations on the Implementation of the UN Convention on the Law of the Sea and the Delimitation at Sea or, perhaps, on a general level, in a body that will be composed on a parity basis, such as the Inter-State Diplomatic Commission for the Determination of the Border Line, which should, *inter alia*, settle the border dispute over the Danube River between the Republic of Serbia and the Republic of Croatia, still, so far, with little success. All this graphically demonstrates the complexity of the international law of the sea, particularly in the area of delimitation.



THIRD CONCEPT *welcomes your valuable comments on articles published in each issue. Suggestion to further improve quality and get-up of your favourite magazine, which has a record of uninterrupted publication since 1987, are also solicited.*

Rohingyas Genocide, Role of India Undercut

Tariq Ahmad Lone*

[Rohingyas, described by United Nations (UN) as one of the most persecuted minorities in the world, are stateless people from the Rakhine state of Myanmar. Rohingyas got trapped in a savagely fierce volcano of transgression. The “ethnic cleansing” of poor and helpless Rohingyas is dark spot on humanity in 21st century. The heinous crime against humanity has been condemned world-wide. UN human rights chief condemn this by stating, “Security operation in Rakhine appeared to be a text book example of ethnic cleansing.” The USA urged Myanmar to “respect rule of law, stop violence and the displacement of civilians from all communities.” But it is only India-ambassador of peace and non-violence in the world-which has remained ambivalent and non-committal to the catastrophe.]

As a “Big Brother” in the South Asian region, India’s response to the catastrophe was disappointing. This was reflected both by Prime Minister of India when he condemned the terrorist attack in Myanmar but kept his lips tight on speaking anything about the Rohingya genocide by Myanmar armed forces and India’s keeping off of Bali declaration.

‘Bali Declaration’ adopted at the ‘World Parliamentary Forum on Sustainable Development’, in Indonesia, called on “all parties to contribute to the restoration of stability and security, exercise maximum self-restraint from using violent means, respect the human rights of all people in Rakhine State regardless of their faith and ethnicity, as well as facilitate safe access for humanitarian assistance.”

One thing is perplexing that when other sovereign states present at Bali Summit with mutual consensus went for raising the burning humanitarian issue of genocide of Rohingyas why India kept off it. The reaction of India to the problem is not only against the conciliatory rhetoric but also can harm India’s ‘Big Brother’ image in the region in long-term.

The worst outcome of Rohingyas genocide is the mass migration to Bangladesh. And for Bangladesh, it is a serious concern to accommodate such a huge inflow of migrants that

* M.Phil. Scholar, MMAJ Academy of International Studies, Jamia Millia Islamia, New Delhi.

has already reached to near about four lakhs in number. Bangladeshi human rights commission chairman Reazel Haq called it a genocide act and adjured to be tried in international court.

Bangladesh expressed its concern at the situation and exhorted the UNO to come up with urgent humanitarian assistance and put pressure on Myanmar to solve the crisis. Now already United Nations Human Rights Commission quickly responded the request and shipped food and shelter to the Bangladesh for victims. And also urged all countries to provide assistance as per their capacity. India should also share the concern of Bangladesh to not let the bonhomie and trust between the two nations built over years be breached.

There can be many reasons for India’s stance over the Rohingya refugees. One is India’s domestic sectarian political pressure and care in not losing its strategic partner Myanmar and not giving an opportunity to China to utilize the situation. The majority of the Rohingyas are Muslims and the domestic sectarian political pressure keeps present dispensation diffident from accepting Muslim Rohingyas to their country on the justification of security reason. Secondly, if India has fear of losing strategic influence in Myanmar, then neglecting Bangladesh could be equally costly.

India can play ‘Big Brother’ role in solving this problem. As it did when it engages with

Bangladesh, Sri Lanka and even Afghanistan issues. India's attitude towards refugees of these countries remained welcoming. India always welcome refugees from countries like Bangladesh, Sri Lanka, Afghanistan, Pakistan and even China (Dalai Lama and his followers).

But this is the first occasion when India is prohibiting and even has adopted tough stand against Rohingya migration to India. Union Minister of home affairs Kiren Rijju declared tough stand against these Rohingya migrants and showed intention to deport Rohingya refugees despite being aware of the ethnic cleansing by Myanmar armed forces on these poor, helpless and state-less community.

This goes against the international law to respect the principle of non-refoulement. This law prohibits

any government in the world to forcibly send back asylum seekers who fled due to threat to their life. President of the advocacy group of "Refugees International" reported to have said that, "India has taken refugees when it made political sense, but not out of the sense of international obligation." If such is the case, as it seems so, then India's Big Brother status is going to be affected in the region.

Last but not the least, it is India's moral responsibility to not only provide asylum to Rohingya refugees but also engage with Myanmar either by peaceful or pressure tactics to solve the centuries old problem of state-less Rohingyas-helpless and poor community. All are expecting from regional power like India not to undermine its Big Brother role in South Asia region by turning back to the disruption in its backyard.



Higher Education Reforms in India

Suman*

[The Indian higher education system faces a raft of challenges, among which the issue of access and quality rank near the top. The government has set a goal of increasing the enrollment ratio among Indians of college age (gross enrollment ratio, or GER) to 30 percent by 2020, from a current rate of just under 20 percent. In doing so, the government hopes to bring the nation's GER broadly in line with the projected 2020 global average. It also recognizes that quality standards need to be improved in tandem with access if the GER goals are to have a measurable impact on the broader Indian economy.]

The GER goals were laid out in the government's 11th five-year plan (2007-2012) at the beginning of which India's GER was significantly lower than today's 20 percent, at just 12.3 percent. So, clearly, significant progress has been made with regards to increasing access to higher studies. Noting this success, the 12th five-year plan (2012-2017) goes on to discuss the need to continue improving access to higher education, while also stressing the importance of doing it in conjunction with improvements in quality and social equity.

"Hence, the Twelfth Plan adopts a holistic approach to the issues of expansion, equity and

excellence so that expansion is not just about accommodating ever larger number[s] of students, but is also about providing diverse choices of subjects, levels and institutions while ensuring a minimum standard of academic quality and providing the opportunity to pursue higher education to all sections of society, particularly the disadvantaged."

In this article we take a look at the reforms put forth under the current planning document, with a particular focus on the academic initiatives outlined under the Ministry of Human Resources Development's (MHRD) 2013 *Rashtriya Uchchattar Shiksha Abhiyan* (RUSA) plan. These include the introduction of academic credits, significant curriculum changes, new

* Research Scholar, Department of Sociology, M.D. University, Rohtak.

assessment protocols and the transition to a semester-based academic calendar.

Distance enrolment constitutes 11.7 percent of the total enrolment in higher education. Of them 46 percent are female students. About 80 percent students are enrolled in undergraduate level. 1.13 lakh students are enrolled in PhD that is about 0.34 percent of the total student enrolment. Pupil Teacher Ratio in Universities and college is 1:24. The total of teachers is 14.18 lakh. Out of which more than half of about 61 percent are male teachers and 39 percent are female.

Academic Reforms

In concert with plans to broaden access to tertiary study opportunities, the 12th Five-Year Plan also discusses the need for a deepening of academic reforms, with institutions being asked to shift their instructional emphasis from an “input-centric and credential-focused” approach to a more “learner-centric” approach. This is to be achieved through: regular revisions to curricula, the implementation of a choice-based credit system, the introduction of continuous and comprehensive student evaluations, a cumulative grade point system, and new marking and grading schemes.

Learner-centric curriculum reforms include the introduction of credit requirements for non-major elective courses and the creation of syllabi and programs based on learning outcomes relevant to the labor market.

Details of 12th Plan reform initiatives in the higher education space are outlined in the Ministry of Human Resource Development’s 2013 Rashtriya Uchchattar Shiksha Abhiyan (RUSA) policy document. The RUSA initiatives build on plans first circulated in 2009 under the UGC’s Action Plan for Academic and Administrative Reforms, and have an implementation window through to the end of the 13th planning period (2017-2022).

The RUSA reforms are aimed primarily at improving funding for the state university system

where 94 percent of university students (state universities, affiliated colleges private and public) are enrolled. Currently, state universities are so heavily reliant on the affiliation fees they receive from affiliated colleges that they operate primarily as administrative and exam conducting centers rather than as multi-dimensional institutions that also promote teaching, research and faculty development.

Recent Trends in the Higher education

Over the past few decades, the global economy has shifted from being manufacturing-centric to a knowledge-driven one and as countries move up to the ladder of development.

A successful education policy forms the foundation of all fields of national development including political, social, economic, technical, scientific, and environmental. Thus, higher the quality of university education in a country, the more prosperous and competitive are the people. The 12th Five Year Plan focuses on expansion, inclusion and quality to achieve the national goals in education. The focus is on instilling “inclusive growth” in making headway. The plan is expected to be one that encourages the development of India’s education sector through government spending.

Higher education is essential to build a workforce capable of underpinning a modern, competitive economy. The process of broadening access, making higher education inclusive, and promoting excellence initiated during the 11th Plan needs to be consolidated and expanded during the 12th Plan, particularly expansion and quality improvement. Higher Education system needs to be built such that it would sustain rapid economic growth, promote international competitiveness and must meet the rising expectations of the young enterprising Indians.

Governance and management

The regulatory environment governing higher education in India has been the subject of debate.

The envisioned role of the private sector needs to be defined clearly the need for more financial resources in higher education. The higher education system also suffers from an over centralised structure. The regulatory climate governing higher education in India is characterised by uncertainty and conflicts between multiple regulatory authorities. The role of the private sector in higher education is essential in the context of a shortage of financial resources for this segment. There is lack of clarity on funding pattern, incentives, and regulatory oversight. There remains regulatory confusion relating to the role that foreign higher education institutes can play in the country.

The 'not for profit' tag associated with the higher education sector has been a major block preventing private/ foreign investment. The higher education sector is capital intensive in nature with requirement under law for procurement of minimum land, construction of built-up infrastructure/ libraries/ hostels etc. It would be challenging for any private entrepreneur or company to commit huge investment without any return. However, the government can address this issue by ensuring adequate checks are put in place to avoid any such situation leading to commercialisation and lack of quality.

Financial Resources

A shortage of financial resources for higher education is the key concern in this sector. State universities and their affiliated colleges that account for more than 90 percent of the enrolment suffer from severe fund constraints and poor governance leading to poor quality. 1.12 percent of GDP is spent on higher education (about 18 per cent approximately), while the requirement is for these levels to increase to 25 percent of total education expenditure by the government.

Management of Indian Higher Education

Management of the Indian education faces challenges of over centralisation, bureaucratic

structures and lack of accountability, transparency, and professionalism. As a result of increase in number of affiliated colleges and students, the burden of administrative functions of universities has significantly increased and the core focus on academic and research is diluted.

Quality Teaching

Quality teaching involves several dimensions, including the effective design of curriculum and course content, a variety of learning contexts including project-based learning, collaborative learning, experimentation, pedagogical techniques to produce learning outcomes for students. Availability of trained faculty to meet the increased demand, to balance performance on teaching and research is essential in fostering quality teaching.

Conclusion

Academic reforms in India are being introduced with a goal of increasing quality standards in tandem with initiatives designed to broaden access. Current reform initiatives are focused at the state level, where over 90 percent of the nation's approximately 30 million higher-education students are enrolled.

With increased funding of traditionally underfunded state universities and colleges, the government aims to implement a raft of reforms that include, among other things: greater institutional autonomy, a new credit accumulation and transfer system, new assessment protocols, student-focused syllabi, and regular revisions to curriculum. These changes are aimed at leveraging India's huge demographic advantage by producing graduates that are significantly better prepared to meet the needs of India's rapidly growing economy than is the case today. Implementation of the reforms is currently underway.



Prison Visiting System in India

Nandini.G. Devarmani* & R.N. Mangoli**

[One of the main objectives of incarceration, right from the inception of this concept in a sovereign state, was to curtail the liberty of movement and the freedom of initiative of a person, if he was found to have violated the established law of the land which was made possible through the establishment of Prisons. In spite of the fact that prison system has, during the past some decades, undergone a massive change both in its objectives and in its physical structure, the basic character of prisons- as closed institutions with little public scrutiny-continues to this day.]

The need for non-government intervention in prisons was recognized as early as 1894 when the Prisons Act accepted that a system of visitors would be of value in providing humanitarian aid to prison inmates secluded from the society. The Cardew Committee appointed by the British Government in that year devoted a whole chapter to making this system more effective and efficacious. As the offenders have to be segregated from the society, the prison authorities are forced to restrict the movement of the offenders and architect the prison building with high walls, narrow galleries, labyrinths, shutters, locks, chains, fetters, cells and places of solitary confinement.

By this the fundamental human rights of the prisoners are unofficially violated. Therefore, as a result the concept of non-government intervention in the management of prisons was for the first time conceived in The Prisons Act of 1894. Section 59, which speaks of powers to frame rules consistent with this Act, the State Governments were empowered to make rules for the appointment and guidance of visitors of prisons. In sub-section (25). The present provisions for official and nonofficial visitors in Prison Manuals of various states are the result of this sub-section (25) of section 59 of The Prisons Act of 1894.

The Indian Jails Committee, 1919-20 covered a whole chapter (Chapter XXVIII) to the improvement in the prison visiting system. Concentrating on the need for external supervision on prisons the Committee wrote:

The plan of appointing persons, official and non-official, to serve as visitors to jails seems to us to form a very valuable part of the Indian system of jail administration. In the first place, it insures the existence of a body of free and unbiased observers, whose visits serve as a guarantee to the Government and to the public, that the rules of the Prisons Act and Prison Manuals are duly observed, and that abuses, if they were to spring up, would be speedily brought to light. In this respect the Indian system is, we think, superior to that followed in other countries where the visitors become a part of the prison organization, with definite powers and duties, and so become more or less identified with the prison administration.

In India, they remain impartial and independent. In the second place, the existence of non-official visitors is especially valuable as supplying a training ground where members of the public can obtain an insight into jail problems and learn to take an interest in prisons and prisoners. It is of great importance to create such an interest in the public mind and the appointment of non-officials is one of the best methods of promoting this end. (Report of the Indian Jails Committee, 1919-20. para 511.)

Legal Provisions

* Asst. Prof., School of Criminology and Criminal Justice, Rani Channamma University, Belagavi.

** Associate Prof., School of Criminology and Criminal Justice, Rani Channamma University, Belagavi.

Sub-section (25) of section 59 of The Prisons Act, 1894 gives provisions for appointment of Nonofficial Visitors. *The person selected for the position of a non-official visitor of a jail should be chosen on the ground of definite qualifications, such as an interest in prison matters or other social work, or ability and willingness to assist in finding work for prisoners on release. Selection should not be made solely on the ground of social position, wealth or political influence, but on the basis of special fitness.* (515. Report of the IJC- 19-20)

Duties and Functions of Prison Visitors

Prison Rules of various states prescribe what the prison visitors should do and what they should not. Generally speaking these duties and restrictions are as follows:

Do's

- It is the duty of a visitor to satisfy himself that the law and rules regulating the management of prisons and prisoners are duly carried out in the prison;
- To visit all part of the prison and to see all prisoners;
- To hear and inquire into any complaint(s) that any prisoner may make; he may for this purpose talk to any prisoner out of the hearing but in the full sight of the officer accompanying him;
- To see, if necessary, any book, paper or record (other than those of confidential nature) connected with the administration of the prison;

Don'ts

- No visitor may issue any order or instruction to any subordinate jail officer;
- No visitor shall touch prisoners 'rations in the kitchen, but he can taste the food if he so desires.
- Non-official visitors may not visit prisoners on hunger strike or prisoners who are ill and

are not allowed to be interviewed on medical grounds or those detained under the Preventive Detention Act.

- Non-official lady visitors shall not visit men's portion of the prison and shall confine themselves only to the women's section;
- Non-official or official visitors shall not, without the previous sanction of the Superintendent, hold conversation with any under-trial who may happen to be their client or relation

Board of Visitors

The formation and involvement of a board of visitors by the state is the only area where the prison bumps into society. The state provided for the formation and functioning of the board of visitors tells us something about the nature of the role it expected from society to play in the process of the management of prisons.

Rules provide for the constitution of Board of Visitors. through the office of the District Magistrate/Divisional Commissioner. The purpose of the constitution of these Boards is.

- To regulate prison visits by official and non-official visitors through the roster of visitors.,
- To ensure at least one visit of the prison per month by an agency other than the officials of the department,
- To involve all persons nominated as official or non-official visitors and to give each one of them some occasions of visiting prison, and
- To provide a forum for discussing problems of prisons and prisoners outside the intervention of the prison department.

All non-official visitors of a jail except those debarred by the Government are eligible to be on the Board of Visitors. Rules provide that a Board of Visitors shall be selected biennially by the Collector and District Magistrate of the concerned district from amongst the official and non-official visitors of each prison and this Board (in entirety) shall inspect the prison twice

a year on dates to be fixed by the superintendent in consultation with the President and members of the Board.

The Board shall consist of two official and two non-official members, one of whom shall be nominated Chairman by the Collector and District Magistrate. At the District level, the Collector himself is the chairperson of this Board but at lock-ups (sub-jails) the Sub-Divisional Officer, City Magistrate, Extra-Magistrate or Judicial Magistrate is the Chairperson. A meeting of the Board of Visitors is required to be held once in a quarter.

Court Rulings on the Role of Prison Visitors

In Sunil Batra case, the Supreme Court expressed that the Board of Visitors comes in handy for the protection of the rights of prisoners.

In Ranchod vs. State of M.P. (1986 16 Reports M.P. 147) case, the callous behaviour of jail doctors, maltreatment by jail staff and tampering of jail records came up for judicial scrutiny. All this went on for years with the Prison Visitors and Visiting Boards apparently oblivious of it all.

According to the facts of the case, an inmate of the Central Prison of Indore had died of utter negligence on the part of prison administration and the medical staff posted there. A letter written by two co - inmates of the deceased was admitted by the High Court of Madhya Pradesh as a writ petition and was decided by Hon'ble Justice V.D. Gyani and Justice B.B.L Shrivastava. Reacting sharply to the facts on record Justice V.D. Gyani, Judge of M.P. High Court observed:

The petition has many facets exposing the negligence of authorities, callous disregard to duty by all concerned, including the jail staff, the Executive Magistrate, the Visitors to jail appointed by the State Government, the District Judge, the police and the unethical conduct of doctors.

The prisoners are in judicial custody and hence it is incumbent upon the Sessions Judges to

monitor their living conditions and ensure that humane conditions prevail within the prison walls also. Justice Krishna Iyer has aptly remarked that the prison gates are not an iron curtain between the prisoner and human rights. In addition, the Supreme Court specifically directed that the District and sessions Judges must visit prisons for this purpose and consider this part of duty as an essential function attached to their office. They should make expeditious enquiries into the grievances of the prisoners and take suitable corrective measures.

The Negative Viewpoint

Though there has been so much of changes in viewpoint of the prison and prisoners, still people feel that the word prison /prisoners must bring fear in the society. Many persons feel that the life in prisons should be torturous to deter a prospective criminal. There are some who feel that reformation of a criminal is impossible and that rehabilitation is a hollow imagination of some non-practical persons.

The loss of liberty by itself is sufficient to prevent a common man from indulging into violation of rules of the society. We all know that the society itself plays an important role in inducing some people into deviant behavior, and that a large number of prisoners do not commit the second crime after their release because they have had the lesson of their life in a single incarceration.

According to the statistics gathered by the National Crime Records Bureau, MHA, the number of inmates in prisons who had two or more previous convictions at the end of the year 2002 was only 2.7% of the total prison population in the country.

Another error which people indulge in is the fear that if gaol (*jail*) conditions are improved people will flock in! This shows a singular ignorance of human nature. No one wants to go to prison however good the prison might be. To be deprived of liberty and family life and friends and home surroundings is a terrible thing. It is well known that the Indian peasant will prefer to

stick to his ancestral soil and starve rather than go elsewhere to better his condition. *To improve prison conditions does not mean that prison life should be made soft; it means that it should be made human and sensible.*

It is common knowledge that this obscurity becomes the breeding ground of several evils. If atrocities, corruption and irregularities go unnoticed, they flourish. Misuse of authority for unlawful gain becomes the order of the day. One can create discomfiture and charge for ease. *It is well known about certain prisons in the country where inmates have to pay for stretching their legs for a comfortable sleep at night.*

The institution of Prison Visitors is, thus, not only desirable but essential for the development of a correctional atmosphere in prisons. It has to be retained and reinforced, if we want to open a casement on prisons for involving the society in general to improve prison conditions and help our less fortunate brothers and sisters in captivity to make their period of incarceration less dehumanizing and more productive.

Robert Green Ingersoll opines that, 'The prisons are full; the courts are crowded, the officers of the law are busy, and there seems to be no material decrease in crime. It is impossible to make the penalty horrible enough to lessen crime...The same faces appear again and again at the bar. Let us remember that criminals are produced by conditions, and let us do what we can to change the conditions...'

It is over a hundred years since these words were spoken by the American political reformer, and the message is as relevant today as then.

References

1. Report of National Expert Committee on Women Prisoners, 1986-87.
2. Report of the All India Jail Reforms Committee, 1980-83.
3. Report of the Indian Jails Committee, 1919.
4. Report of the Departmental Jail Committee, 1939.
5. Report of the U.P. Jail Reforms Committee, 1946.
6. Report of the Women's Jail Committee, 1946.
7. Report of the All India Jail Manual Committee, 1955.
8. Report of the Jail Reforms Committee, Maharashtra, 1948. 9. Report of the Jail
9. Report of the Committee on the "Status of Women in India", Government of India
10. Report on the "Women in India", Government of India, Ministry of Social
11. Crime in India Report, 2000-2009- Bureau of Police research and Development, New Delhi.



PERSPECTIVES ON WOMEN

Edited by
Babuddin Khan

A compilation of Select Articles from 25 Years of THIRD CONCEPT

On Emancipation and Empowerment of Women across the world with special emphasis on Indian Women

Price: Rs 695

Special Discount of 25% for Third Concept subscribers

Women Movement in India against Structural Violence

Neha Gupta*

[There have been important women's movements in India, which in a sense, make them feel strong and give them hope for a bright future as women in India. Women mobilization in public sphere had begun with Gandhi during the national freedom movement. Gandhi took salt and Khadi as important symbols for freedom struggle, which was part of women's daily existence. These were bringing out in public sphere what was earlier considered to be a part of private sphere.]

The public-private distinction has already been broken. Throughout the years until the 1980s, women were seen protesting against price-rise, unequal wages, pre-natal sex determination, dowry and whole range of issues and they had some success. Some campaigns have attained dramatic proportion but by and large they remain women-centred.

Women movements were determined by many of the changes that took place in the closing decade of last century in the political and social realms. One such change was breakdown of Nehruvian consensus on issue of state building, on issue of development and also the idea on secularism. There was a broad thrust from the below, that is, disadvantaged groups such as Schedule Castes (SCs), Schedule Tribes (STs) and Other Backward Castes (OBCs), who were seeking argumentation on fermenting of India's noisy democracy making.

Those assertions were met, contested, conflicted and difficult to change but they began to become part of mainstream discourses in India. But, for women the main issue was the slippage between what Amartya Sen called 'Niti and Nyaya', or law and justice and to bridge the gap was the important task to look at.

Many women in India recognise that there is a continuous peace time war that they are confronted with in their everyday lives. The nature of structural violence against women and even men is almost endemic in the society. Structural Violence (SV) refers to violence

created by social structure which impedes the freedom of an individual. This kind of violence evolves due to cultural and historical underpinnings and is deeply embedded in our political, social and economic organisations.

In India, this form of violence is normalised and has come to exist over a long period of time. Patriarchy, gender inequality, age-old caste system, income inequality are the manifestations of structural violence in India. These have acted as barrier in full growth of individuals.

The movement, at the very early phase itself, realized the distinction between sex and gender as very important. It is very important to talk about violence not only against women but gender-based violence as a whole and also about the structures of patriarchy that became pervasive within the context of Indian society. But the crux of the matter and the biggest challenge really was that India being multi-lingual, multi-religious, multi-ethnic society, was fractured around several fault-lines of caste, class, ethnicity, religion, gender in a sense become cross continuation.

Therefore, to look at the idea of women as a homogenous entity and try to work out political mobilization has become extremely difficult in the context of India. The Indian citizen will respond to different situation from different identity points. For example, they will respond to situation either as Muslim, or as Dalit or as women. It is not necessary that the identity as women is always foregrounded in all interactions. There are many complex overviews

* Ph.D. Research Scholar, Allahabad University.

for several identities that are jostling for space and articulation. Therefore, the context has become important.

Women's Movements have been divided into three phases: 19th Century Social Reform Movement, 20th Century Freedom Movement and Women's Rights Movement in the post-1975 period, which have taken to the forefront an extensive range of women's concerns.

There have been diverse ideological shades in the women's movement. Old women's organisations have an elitist prejudice. Privileged women from good families, therefore, do some benevolent social work for common, poor and miserable women. They do not suppose in outdoing the existing social order. They are the supporters of caste system and generally believe in preserving the status-quo.

But a new type of women's rights has emerged since the past three decades. Women from marginalized sections such as Dalit and tribal, workers and agricultural labourers, poor women in urban and rural areas have become mobilised against violence against women in the community and in the family. The concerns of witch-hunting, mass rape of tribal and Dalit women, dowry murders, alcoholism sexual oppression, and state's misuse powers were dealt vehemently by women and youths of our country through this new women's movements for rights.¹

Breaking Silence through different Movements

There have been and still are numerous shades and hues to different 'women's movements' through which women have participated and protested incessantly. In present times, movements are carried out to either conserve women's position or seek to change women's position. Consequently, in drawing plans for the development of the women's movement in India, it would be indispensable to underline the shifting concerns and strategies that have been an upshot of the plurality of viewpoints that exists within the movement.

The events of the 16-December gang rape have assumed much importance in the context of India.

The horrific violence against young female student in Delhi and the gang rape that followed had really captured moral indignation of several people world over. But it had its significance beyond the particular event itself. Earlier in the 1980s too, many events took place. The Shah Bano case brought to the fore the conflict that exist within the Constitution between the rights of individual situation and community rights.

Shah Bano had appealed to the court for the maintenance and the Supreme Court upheld the claim that she was entitled to get maintenance because she was being divorced. However, there was huge furore among minority groups who asserted their claim for the sanctity of cultural communal rights. So, capitulating to the whole huge protest, the Rajiv Gandhi government in 1986 passed The Muslim Women (Protection of Rights on Divorce) Act 1986 which overturned the Supreme Court judgement of giving them maintenance owing to its conflict with Shariat, Muslim Personal Law.

Consequently, women felt tremendously betrayed over politics of exigencies triumphing the issue of justice. But subsequent to the striking down of Shah Bano case, the right-wing and Hindu fundamentalist groups began to assert by taking on board the Uniform Civil Code methodology for nation-building and to assert the fact that minorities are wayward and do not give women their rights. This was the case across the country and community that issue of patriarchy is pervasive in all personal law.

Several women have been campaigning since 1937 for Uniform Civil Code. This is so because India has the issue of inheritance, women rights, property rights, maintenance, divorce etc., which are governed by individual personal laws, Hindu court, Muslim court, Parsis court and so on. A kind of tension between individual rights and cultural rights was witnessed after Shah Bano case.

The concern of the applicability of the Muslim Personal Law in India and its prejudiced effect on gender relationship within the Muslim community has been revived again through the challenge put forward by Kashipur's Shayara

Bano over the regressive practices of instant triple 'talaq', polygamy, and 'nikah halala'. Shayara Bano's challenge of the constitutionality of these three specific provisions of Muslim personal law has unsurprisingly renewed the debate on a uniform civil code (UCC) for all religions in India in 2016.²

Around 1987, there was a serious incidence of Roop Kanwar, eighteen-year old who decided to burn herself at the pyre for husband. Roop Kanwar had become a "sati" and had "voluntarily" immolated herself as she sat with her dead husband's head in her lap even as family members lit the funeral pyre and curious villagers watched.³

The state took clear notice to that, and the relatives of the marital family was arrested as they were abating against a young woman. Again, the issue of cultural rights, rights to follow particular practice, came under questioning. The state passed legislation prohibiting Sati even though it was considered to be an age-old practice. However, the eleven members of the family were subsequently acquitted for the lack of evidence for being the perpetrators of the crime. This was again huge setback against the issues of patriarchy.

An Indian feminist scholar has described modern Indian family as patriarchal, very local and patrilineal. This is the structure of Indian community across all communities in India today. Unfortunate events of December 2012 and the implication on the democratic aspiration of women's rights in particular has led to the contestation in the culture of silence and the culture of impunity that they seriously attack.

There are significant aspects of the protests that are going on for many decades. One In the wake of increasing crime against women coming to light, these protests were waiting to happen as there was no just-gender-court. Judges themselves take extremely patriarchal position when delivering judgement on the whole range of cases.

There evolved a new kind of spontaneous protest in the 16-December gang rape case, that was

neither piloted by any political formation nor has any leader and party. Moreover, the party/parties that tried to interfere or hijack the protest were swiftly shown the doors. It was for the first time that youth came out in large numbers in the streets. Young people who refused to stop their protest faced lathi charge, water cannons and intimidation by the police.

For the first time, young men were seen participating in the protest that too for the question of women particularly. What was more ironic was the advisory statement forwarded by police that women should dress decently, they should not invite attention, they should stay away from going out at night, and similar type of articulation was given by judges and political leaders. The state was being blamed for the erosion of the rights of the women in the aftermath of rape and protest.

The manner in which the state countered the protest was criticized to be conventional in nature. The advices of the state were torn down by the young women and were considered as violating the rights, autonomy and freedom of expression. After the six-day protest, finally the government and young people started the discussion.

Justice Verma Committee's contribution for Women's Right

With the coming of Justice Verma Committee, the scenario of tensions was expected to change dramatically. The way he conducted meetings and offered solutions both to the executive and legislature regarding violence against women was remarkable. He headed the committee in which young lawyers were included for their suggestions and ideas. Justice Verma met thousands of activists and several think-tanks to draft the report.

After getting thousands of suggestions, he finally submitted his report on 29 days, one-day short of stipulated time. It made history and it was some 600-page document. The committee has successfully removed the word 'victim' and has replaced it with survivor. This imagination was an amazing ideological-conceptual shift that had never taken place earlier.

The important contribution of Verma committee was making of a Bill of Rights, which talks about security of women, bodily integrity, democratic and civil rights, equality and non-discrimination, right to secure spaces, special provision for elderly and disable, protection of women in distress etc. These types of provisions were never articulated earlier in public sphere before this commission. He also made government accountable to basically patriarchal norm that has invaded the mindset of police and administration. The state oscillates between being the predator and protector depending upon which group it is preying or protecting upon.

The refusal of the police to register cases against women's violation of rights was chastised by Verma Committee and also for the first-time marital rape, about which India never talks about in public sphere, was also looked into. He also talked about LGBT which was again path-breaking issue in Indian society. To have justice Verma to talk about marital rape is nothing short of revolutionary activity.

The other thing Verma commission did was, it made a list of graded offences other than rape; Such as sexual offences, acid attack, stalking, cybercrime, sexual harassment in workplace. Apart from this, the committee had also looked into the aspect of state power that holds within its purview the issue of Armed Force Special Power Act (AFSPA). The AFSPA granted immunity to the soldiers who are posted in disturbed areas of India where revolutionary activities are carried on and so the committee has appealed to amend this act as far as possible for the sake of human rights.

The cruel aspect of the AFSPA was highlighted after the incident that took place on 10 July 2004, beneath cover up vision, where four men of Assam Rifles came to the house of woman named Manorama, with an arrest warrant. They alleged her to be along with the commandos of the Peoples Liberation Army. Her dead body raped, injured and half naked was found in the morning. She had been gunshot six times counting through her genitals. This incident fronted to gigantic protest all over Manipur.

On 15 July twelve women of the Meira Paibi went to the headquarters of Assam Rifles, in the remarkable Kangla Fort. They stripped naked and shook the gates, some held placards saying 'We are all Manorama's mother', "Indian Army Rape us!" The news, first disseminated locally then all the way through the media, caused alarm and worry all over the country. Their protest touched the base of male-centrism of Indian State construction that has loosened unexpected aggression against women. Their activism got a guarantee from the Prime Minister that more human laws will replace the AFSPA.

The 'naked protest' showed that woman's planning for peace has the potentiality to convert the condition of women and escort to democratization of society.⁴ Despite their participation in the 'naked protest' against the killing of Manorama, or their role in the June Uprising, they are yet to create distinction as lively members of the peace-making process. Their role is still dominated by the patriarchal arrangements where the men make the choices.

The patriarchal understanding of women in peacekeeping and peace-building are distinct and separate elements, where women are protected and men are protectors, misrepresents the reality. However, the women protested non-violently against the violent state. It was a kind of civil disobedience and electrifying protest by women in public sphere. The murder gave renewed impetus to calls for withdrawal of the Armed Forces (Special Powers) Act.⁵ Years after this incident, the Verma committee measures for reviewing and repealing some sections of AFSPA were a step ahead to reduce violence against women.

The committee also emphasised on the role of Khap Panchayats that invariably end up doing moral policing of women and also are arbitrator of property dispute but are also particular about role of women outside. In the state of Haryana, pre-natal sex selection is common as the desire for male child is so overwhelming, that little baby girls are not allowed to survive. The Medical Termination of Pregnancy (MTP) 1973 Act has,

therefore, narrowed down the handiness of pre-choice where preference is determined by the fact that there is fondness for male child. The committee has thus gone to the root of continuing structural violence against women.

Bhanwari Devi's case is a distinctive example of the influence of caste prejudice on the justice system and the powerlessness of lower-caste women to attain justice. It is also a prominent example of rape as a weapon of retaliation used to punish and silence women's rights advocates. The temperament of the district judge's attitude brought huge uproar, and the case itself was handled by several women's rights organizations in north India.

Bhanwari Devi had worked as a 'saathin' (friend) for the state government's Women's Development Programme (WDP) since 1985. Her job involved going door-to-door in the village, campaigning against social ills - she would tell women about hygiene, family planning, the benefits of sending their daughters to school, and she would discourage female foeticide, infanticide, dowry and child marriages. In 1992, she took the government's mandate seriously and tried to stop gigantic practice of child marriages in her area.

Bhanwari Devi, a low-caste woman, was allegedly gang-raped by her high-caste neighbours in the western Indian state of Rajasthan on 22 September 1992. It is her case that resulted in the Indian Supreme Court formulating guidelines to deal with sexual harassment in the workplace. Regrettably, her attackers remain free, cleared of rape charges by the trial court while her appeal has been heard just once in the high court over the past 22 years. In the midst of it, two of the accused have died.

Disappointingly throughout the trial, judges were inexplicably changed five times and, in November 1995, the accused were freed of rape - instead, they were found blameworthy of less significant offences like battering and conspiracy and were all given just nine months in jail. It was an unconvicted judgement wherein strange

reasons were put forward to clear the accusation of rape such as the village head cannot rape, men of different castes cannot participate in gang rape, elder men of 60-70 years cannot rape, a man cannot rape in front of a relative - this was with reference to two of the men, an uncle and nephew, a member of the higher caste cannot rape a lower caste women because of reasons of purity, Bhanwari Devi's husband couldn't have quietly watched his wife being gang-raped.⁶

The judgement caused immense outrage globally and was even criticized for ignoring the principles of justice. Bhanwari Devi case is also said to be the reason of millions of Indian women being protected legally against sexual harassment in the workplace. This became so in Bhanwari Devi case, as the state authorities had refused to help her, saying as her employer, they were not responsible since she was assaulted in her fields.

Therefore, a group of activists filed a public interest petition in the Supreme Court, demanding that "workplaces must be made safe for women and that it should be the responsibility of the employer to protect women employee at every step". This case was taken up by Justice Verma for consideration and led to the passing of revolutionary law by the Indian Parliament to prevent sexual harassment of women at the workplace in 2013. The credit, therefore, goes to Verma Commission for taking up their constant study on earlier cases against violence on women seriously for their legal solutions.⁷

Conclusion

Women movements have not only been limited to the area of patriarchy and structural violence, but have also shown concern over the preservation of ecological balance. The Chipko movement started in the early 1970s, in the state of Uttarakhand (then part of Uttar Pradesh) as a protest against the government's policy of handing out contracts to industrial giants to utilise forest produce for making profits. In the absence of men, it was the women of the village who took it upon themselves to step out of their homes and face the industrialists head on.⁸

Although the Chipko movement was primarily a protest demanding ecological protection, the participation of women as the vanguard gave it a further thrust of women posing for a stronger stand in decision-making.

There are some remarkable democratic movements that are now being spearheaded by India wherein the involvement of women is seen in massiveness. The movement went to public sphere as never before, and is headed not only for women but for citizens for democratic causes.

Movements were undertaken by Vandana Shiva for environment protection and food security, Medha Patker for large dams and displacement, women activists engage in rehabilitation work after Bhopal Gas Tragedy, Aruna Roy for Right to Information, Jagmati Sangwan's movement against khap panchayats, Anti-liquor movement in Andhra Pradesh led by Sandhya for statewide ban on liquor in 1995, Gulabi gang led by Suman Singh Chauhan of Badausa in Uttar Pradesh against gendered social evils, hoarding, bribery, caste discrimination and several others.

Therefore, perhaps some positive role of women has been discussed in the paper, which inter alia shows their firm movement against the patriarchal society and state has challenged the public-private dichotomy and for bringing every one under the single umbrella of justice. Many women enthusiastically joined the movement and their figure as an activist had surpassed all consideration of self that had been long part of the political culture of India.⁹

Throughout these decades, it can be said with a fair amount of certainty that women's condition in Indian society has changed. This transformation has been beneficial for women. Undoubtedly there has been wider recognition of women's rights, several steps need to be taken towards equality among genders, a greater sensitivity towards gender discrimination, etc. It can be understood without hesitation that since the 1980s, the women's movement has affected the socio-political settings in India. Nevertheless, this change has been at a gradual speed and has

even influenced certain sections more than others leaving hitherto much to be desired¹⁰.

Women, therefore, have begun to exercise power, enter public sphere and to continue to challenge the problem of prevalent violence against men and women. Women on various subjects have risen unanimously not just for gender related questions but also have fronted some remarkable socio-economic movements in the country. They have to simply identify the high threshold of violence that they undergo in India and to play a part in just women's issue.

References

1. Patel Vibhuti, *Women's Struggles & Women's Movement in India*, Europe Solidaire Sans Frontières, 2010.
2. Neha Gupta, "The issue of triple 'talaq': Burning need for intra-religion reform", *South Asia Monitor*, May 26, 2016
3. Kalpana Sharma, "Remembering Roop Kanwar", *The Hindu*, September 23, 2007
4. Ranabir Samaddar. "The Politics of Autonomy", *Indian Experiences*. 2005
5. Krishnadas Rajagopal, "Manorama 'mercilessly tortured'", *The Hindu*, June 13, 2016
6. Geeta Pandey, "Bhanwari Devi: The rape that led to India's sexual harassment law", *BBC News*, 17 March 2017
7. Ibid
8. Adrija Roychowdhury, "International Women's Day 2017: Five mass movements spearheaded by women in India", *The Indian Express*, March 8, 2017.
9. Human Rights, Gender & Environment, *Women's Movement in India*, School of Open Learning
10. S Desouza, 2009, *Mapping the Women's Movement*, Shodhganga.



Women Entrepreneurship in Telangana

M. Vijay Kumar*

[The Government of Telangana defines women enterprise as an enterprise owned and controlled by a women entrepreneur within a minimum financial interest of the capital by her and giving at least employment to women. The question why women do intend to become entrepreneurs has many answers like women possess aspiration to explore and analyze their talent, they have enthusiasm to face new challenges and create opportunities for self-fulfillment. They intend to prove themselves in innovative and creative jobs and finally, entrepreneurship is one of the economic activities where women can make significant contributions towards the society.]

Dr. BR Ambedkar said: “The image of women could be the best indicator of a nation’s progress. Women’s catalyst role is regarded as an integral part of a progressive social system. Down the ages, the potentials of women were suppressed which are now being uplifted in the form of entrepreneurship development which has a very significant part in the national development. Through job generation, revenue generation, poverty reduction and wealth creation, entrepreneurship proceeds as an instrument for economic growth and becomes a central element in the theory of economic development.

Women Entrepreneur is that part of female population who ventures out into industrial activities. They initiate, organize and operate a business enterprise.

Women Entrepreneurship Development in Telangana

In Telangana, the development of women entrepreneurship has been priority and it an important aspect of the nation’s financial strategies. Though Telangana has great entrepreneurial potential, the entrepreneurial abilities of women have remained untapped due to the lower image of women in the society. Entrepreneurship amongst women has been a recent concern in Telangana and the development of women entrepreneurship here is very low.

Women of Telangana are striking a balance between traditional and progressive values of the society in transition through playing dual responsibility at home and at the work place. Though women have realized their existence and their rights and increased their involvement in economic activities, only women of upper classes in urban cities do reach their goal in this field and women of middle class are not very much ready to alter their role in fright of social retaliation.

Industrial Sectors Where Telanganan Women be Enriched

Women of Telangana have considerably entered into both traditional and non-traditional industries. Traditional industries include handicrafts, readymade garments, crèches, toy-making, nurseries, hotels and restaurants, dairy and poultry, education, canning, insurance, retail trade. Non-traditional industries include textile designing, fabrics and jewelers, engineering and electronics, printing, transport and repair services, leather and plastics products, chemicals, drugs and pharmacy, ceramics and many more.

Problems of Women Entrepreneurs in Telangana

Women entrepreneurs in Telangana face many problems to get ahead their life in business. The major problems faced by women entrepreneurs can be classified under social, financial, organizational, production, marketing and

* Research Scholar, Dept. of Business Management, Telangana.

psychological etc. Social obstacle to women entrepreneurship include unjust social, economic and cultural system dominated by males in the Telangana society. Besides, discriminatory treatment; lack of social acceptance; resistance and inhibition; inadequate encouragement and motivation, responsibility towards family etc. are other handicaps.

Lack of identity and traditional Telanganan culture and social attitudes do not appreciate independence for women particularly in rural areas. The other problems faced by women entrepreneurs include: compliance of formalities; delay in getting power connection; delay in machinery supply; delay in getting loan amount; lack of adequate finance where large investments are required; discrimination against women in granting loans; lack of access to external funds because of lack of confidence shown by banks, suppliers and clients; biased assessment about their ability to repay loans etc.

Besides, women entrepreneurs are also faced with problems like: lower credit approvals having a question on the capabilities whether women can run the enterprise or not; shortage of working capital, shortage of funds for expansion, repayment of loan, non-availability of raw materials, shortage of skilled manpower; labour unrest and strikes; marketing problems; lack of demand for the product; warehousing problems; transport problems; shortage of technology and management problems etc.

Telangana State FICCI Ladies Organisation

FICCI Ladies Organisation (FLO) recently said that as many as 36 members are desirous of setting up units under Telangana women entrepreneurship development programme and it wants the land to be made available at an affordable price, besides a host of other sops.

A delegation from FLO Hyderabad met State Industries Minister Kaluvakuntla Tarak Rama Rao and submitted a representation that also gave an assurance to the members about launching work on the units in 24-30 months of getting possession of the land.

The projects to be established will be diverse in terms of industries, from apparel, jewellery, food processing, retail furniture accessories to pharma instrumentation. "There will not be any defaulters with the backing of FLO," the delegation consisting of Rekha Lahoti, Samia Alam Khan, Vani Subhas and Jyotsna Angara told the Minister at his office here. Apart from seeking land at a rebate – of 50 per cent with a minimum upper limit of Rs.10 lakh, the delegation appealed for development cost exemption and extension of all subsidies applicable to SCs, STs and women entrepreneurs to the members too.

Full exemption on VAT or State Goods and Services Tax for five years from the date of commencement of commercial production, besides seed capital assistance up to a maximum of Rs.15 lakh to first generation entrepreneurs were sops sought by FLO.

The representation was a follow up to a MoU between the Organisation and Telangana State Industrial Infrastructure Corporation (TSIIC) in November last year for land allotment to the members.

Tread Subsidy Scheme for Women

TREAD stands for Trade Related Entrepreneurship Assistance and Development (TREAD), it is a scheme introduced under the Ministry of Micro, Small & Medium Enterprises. This scheme offers women 30% subsidy on the total cost of the project. The project cost is assessed by lending institutions that provide the remaining loan assistance. This scheme is mainly for women who are unable to get any help from banks as they are either under-privileged, uneducated, or semi-literate. The subsidy is only approved if the loan request is directed through an NGO.

Bhartiya Mahila Bank

Bhartiya Mahila Bank was started in 2013 and is spread all across the country. The main focus of the bank is to help women who are discriminated by the society, underprivileged, or economically helpless, yet have a dream of

starting their own business. Some of the popular loans offered by Bhartiya Mahila Bank are:

BMB Annapurna: It is a loan provided for starting business related to food. With zero collateral and a repayment term of up to three years, women can get a maximum of Rs.1 crore as loan. It falls under the category of (Credit Guarantee Fund Trust for Micro and Small Enterprises) and is offered at an interest rate of 11.75% (Base rate + 1.5%)

BMB Shringaar: This is also a subsidiary free loan that can be availed by women for setting up businesses such as beauty parlours, spas, or salons. The Shringaar loans also fall under the CGTMSE Scheme and can be availed at an interest rate of 12.25% (Base rate + 2%). Repayment period is seven years.

BMB Parvarish: it is a collateral free loan for women who plan to open a daycare center. Under the CGTMSE Scheme, you can avail this loan for up to Rs.1 crore with a repayment period of five years and an interest rate of 12.25% (Base rate + 2%)

Mahila Udayam Nidhi

Mahila Udayam Nidhi is a subsidy scheme introduced by the Puducherry Government. Women entrepreneurs who want to start a new SSI unit in Puducherry can apply for this scheme. A seed capital of almost 25% is provided for a project worth Rs.10 lakh. Out of the remaining amount, 65% is funded in the form of term loan and the rest of the 10% is considered to be promoter contribution. Repayment term of this loan is between six to eight years, which includes a 12-year moratorium period.

Need for the Study

Woman is adversely mired in sex ratio, literacy and social image. In spite of this scenario, today's woman is emerging to take-off from the dependency syndrome. This change is being accelerated with the women entering into the business field. Very few studies had been done in Andhra Pradesh, that too by the NGOs, which

are providing entrepreneurship training to the poor women.

There is no such study which is purely based on the social and economic influences on women entrepreneurship. Though women entrepreneurs possess good leadership qualities, they do face many barriers influenced by social and financial factors. Hence, the present study gives an analysis of those barriers and gives suggestions on how to overcome those barriers.

Review of Literature

The work by Jeanne Halladay Coughlin and Andrew R Thomas talks about the self-employed women in developing countries and women-owned business enterprises in developing countries. The authors discuss the economic, social and personal motivations for female entrepreneurs, the challenges faced by female entrepreneurs, the tools and processes helping female entrepreneurs and gives entry-strategy analysis, monitoring and evaluation of programmes in support of women entrepreneurs. The authors provide female entrepreneurs' resource guide. Their book also reviews some case studies of women entrepreneurs in the developing countries.

The study by Bharti Kollan and Indira J Parikh focuses on the understanding of the history of Telangana's women entrepreneurs. The study shows as to how transformation has occurred in the social roles of women in employment, entertainment and leadership. The authors' paper also talks about the problems faced by women when they start their venture in the competitive world of business environment.

Bhowmik Krishna's work analyses the need for women to enter into employment, availability of various opportunities for employment and the attitude of their life partners towards the women's employment. The author reveals the problems faced by women in their dual performance at home and outside home and analyses the

marginalization of women by exploiting them and reviews the need for women empowerment and the related issues like ongoing approaches and strategies of the government and non-government organizations.

The study by Shradha Shivani, S.K. Mukherjee and Raka Sharan presents the findings of an empirical study conducted in Telangana to examine links between entrepreneurial success achieved by male and female entrepreneurs and socio-cultural variables like caste, religiosity, family structure and family support and suggest the required structural interventions for ensuring growth of entrepreneurship in this context.

Objectives

1. To understand the socio-economic factors and prestige of women entrepreneurs.
2. To take cognizant of the influence of socio-economic factors on entrepreneurial activity of women.
3. The motivations for them to enter into entrepreneurship and at last to offer suggestions.

Research Methodology

The study is based on secondary data of information such as articles, books, journals, case study, research papers, websites, e-Books and other publicly available information. The methodology is content analysis. According to C.R. Kothari, "Content Analysis consists of analyzing the contents of documentary materials such as books, magazines, newspapers and the contents of all other verbal materials which can be either spoken or printed".

Scope of the Study

Women entrepreneurs of Telangana are randomly selected for the study. The study provides a wide scope to understand the factual status of and treatment provided to women entrepreneurs in the present socio-economic environment.

Limitations of the Study

1. The study being the sample study will have the limitation of generalization.
2. Most of the women entrepreneurs were not found in the addresses mentioned at the time of registration and many did not respond for the survey.
3. The sample respondents may fail to articulate their feelings; hence the error of inarticulation may creep into the study.

Reasons for Becoming a Woman Entrepreneur

The plenty studies have found that women start their own businesses for a variety of reasons, which include: to live comfortable life, to join hand with husband to meet expenses of the family, to maintain balance between socio-economic life, having an idea for a business plan, a passions for solving a specifically related career problem, wanting to be more in control of their careers, maintaining a more balanced life, having a flexible work schedule, taking a personal vision and turning it into a lucrative business.

So, we can say that there are positive reasons and some are the negative reasons to join entrepreneurship. Along with the intense desire to see their vision carried out, these women leaders are assertive, persuasive and willing to take risks. There are economic, social, religious, cultural and other factors existing in the society which are responsible for the emergence of the entrepreneurs.

Socio-Economic Environment and Its Influence on Women Entrepreneurs

The economic development of any country can be achieved with the planned and persevering business activities facilitated. Entrepreneurship grasps all the opportunities for commercial exploitation through creating employment on one hand and earning profits on the other. In every

business enterprise, different environmental variables exist internally and externally.

Thus, the business environment consists of two sub-environments viz., internal (micro) environment and external (macro) environment including market environment. The business environment is the product of various dynamic factors, i.e., economic, social, political, geographical, religious and technological. Usually, business decisions are taken in the presence of these environmental factors and the business operations include the conditions, events, factors that influence the working of business. These environmental variables have either a positive or negative influence on the enterprise.

Despite the fact that women's contribution towards the economic growth of the nation is explicit, their association remained unnoticed and unaccounted. Till recently women were kept away from holding decision making positions. Even now, when majority of the industry is managed by women, they do face sarcasm from the male society. And our development policies and programs tend not to view women as integral to the economic development process.

Women of Telangana no longer remain satisfied as housewives and they have entered into both traditional and non-traditional industries. In spite of the increasing number of women entrepreneurs, their participation remains inconsiderable and their share in the growth of national economy is significantly low, reason being the influence of rigid social attitudes and discriminating treatment towards women. Low mobility, high cost of production, low rate of achievement, shortage of finance, insufficient marketing facilities, shortage of raw materials and majorly the fulfillment of dual role at home and work place.

Women Entrepreneurs Encouraged by Telangana

Government of Telangana has adopted various measures to encourage women entrepreneurs.

There exist liberal provisions for Micro / Small Enterprises set up by Women entrepreneurs. Micro and Small Enterprises wholly promoted by women entrepreneurs as proprietor / partnership / private limited company as sole proprietress are eligible or invariably having 100% share in partnership/private limited companies are eligible as per the G.O.Ms.274 Industries & Commerce (IP) Department, dated 16 August 2008.

Industrial cooperative societies engaged in the industrial activity promoted by women should be exclusively (i.e.100%) for the benefit of women entrepreneurs. In case of enterprises set up by women entrepreneurs, transfer of ownership is not normally permitted. However, transfer from one women entrepreneur to another women entrepreneur may be allowed with the prior approval of Commissioner of Industries subject to condition that ultimately 100% shareholding of the women entrepreneur is protected / maintained.

Allotment of Land to SC/ST Entrepreneurs

The findings of the study confirm the needs theory (Maslow) which states that the entrepreneurial motivation is determined by the social and economic needs of an individual (Astin). A few findings emphasized on individual, psychological or personality reasons, while some portray attention on social and economic constraints.

The rigidity of Telanganan society resulting in backwardness of many classes reflects false socialization. Entrepreneurship is not an exemption. Same is the case with women entrepreneurship also. It is revealed that for about 74 percent of the women entrepreneurs belong to the general category whereas the SC, ST and other backward classes were represented in too little numbers. Only 1/3rd of the respondents manage their enterprising units by their own, receive and spend income out of their businesses.

It also emerges that most of the respondents' spouses are in the same field which confirms

takeover of those women enterprising units by men. 2/3rd of women entrepreneurs do not encompass control over the income out of the business(Fig.3). This implies the hijacked entrepreneurship of women raised out of the rigid attitude of male dominated society towards women's capabilities. This patriarchal society compels women to take up the entire burden of family responsibilities on their shoulders.

Motivational factors of women entrepreneurs append the challenges in the entrepreneurial activity. Those who entered into the field because of push factors mostly had a negative influence and do face more problems such as lack of confidence and acceptance over them by the officials resulting in lack of access to resources including finance. Procedural, operational and marketing complications are the major constraints reported by women entrepreneurs.

2/3rd of the respondents spend less time on business reflecting lack of their commitment towards business. For about thirty percent of the women entrepreneurs do not get any kind of help from their family members. The meager representation from agriculture reflects insufficient economic support for the class and second-generation entrepreneurs do not have problem with pooling initial capital.

Encouraging SC & ST Women Entrepreneurs

There is provision for 35% investment subsidy on fixed capital investment for Micro and Small Enterprises set up by SC and ST Entrepreneurs, with a maximum limit per unit as Rs. 75.00 lakh. Additional 5% investment subsidy for units set up in Scheduled Areas by ST entrepreneurs with a maximum limit per unit as Rs.75.00 lakh. Additional 10% investment subsidy for SC women and ST women entrepreneurs is provided on fixed capital investment subject to a maximum of Rs. 10.00 lakh to MSE's. (Total investment subsidy limited to Rs.75.00 lakh only). Investment

subsidy shall be applicable to all identified service activities.

Encouragement to Women & Child Welfare & Disabled Welfare

Micro and Small Enterprises wholly promoted by Disability entrepreneurs as proprietor and partnership & private limited company as sole proprietress are eligible or invariably having 100% share in partnership & private limited companies are eligible as per the G.O.Ms. No. 31 Women & Child Welfare & Disabled Welfare (DW) Department, dated 2 February 2009.

Conclusions

The conclusions are based on the analyses and assessment of the views of the respondents in the course of the study by applying various statistical tools and techniques. The present research study deliberated the personal background and business characteristics of sample respondents. The study also reviewed their intentions to start a business, family issues, access to capital and performance. The key findings of the study confirm the negative attitude of the rigid patriarchal character in the form of discrimination which is creating major impediments to women entrepreneurs in managing their units by exercising the control and authority over resources.

Reference

1. Transferred to Ministry of Skill Development & Entrepreneurship vide GoI Order No.9 2015-EDI dated 22nd May 2015
2. Ibid
3. Entrepreneurship in India, NKC, 2008.
4. Speech by Prime Minister Shri Narendra Modi at the Startup Event (27 September 2015, San Jose.



Social Status of Gujjar Women in Poonch (J&K)

Gulshan Ara* & Dr. Adfer Rashid Shah**

[Social status of a person is determined by his/her educational status, health status, employment status and decision-making ability. Weber defines Status position in his work Economy and Society (1920) as the 'effective claim to social esteem'. Social status as per Duncan Mitchell refers to the position occupied by a person, family, or kinship group in a social system relative to others. This determines rights, duties, and other behavior, including the nature and extent of the relationship with persons of other statuses.]

Status is expressed through and maintained by exclusionary practices such as marriage, conventions and customs and common living arrangements. This work is an effort to explore the social status of Gujjar women of Jammu and Kashmir with a special reference to Gujjar Women of District Poonch.

Women constitute half of the global population but are still considered as second-class citizens and own a very little property. Women have been always a subject of domination, exploitation and discrimination from centuries. Women themselves did not know for whom they have been created. It is believed that during Vedic period women had equal right with men but during post-Vedic period their position started degrading and continued till the Mughal period but after the 19th century their position again got improved due to various efforts by the Government.

Various feministic movements started like liberal, radical, Marxist but after many decades the condition of women still remains questionable and unsatisfactory. Women still have a low socio-economic status and it is clear from various reports, surveys, academic studies, media stories and even by the data revealed by the government. Patriarchal setup and patterns of socialization are major factors responsible for the low socio-economic status of the women.

* Teaches Sociology at Government Degree College, Poonch

** Contractual Lecture, SNCWS, Jamia Millia Islamia, New Delhi.

The social status of women is determined by their educational level, employment, health and their ability in decision-making and all these factors are interrelated. Despite various constitutional provisions and welfare schemes, women are still facing various problems and are discriminated at every step of their life. As far as Gujjar women are concerned, they are also suffering from same fate and have to carry a double burden i.e. being a woman and being a Gujjar marginalized woman.

Mostly in Gujjar families these women face several problems like they are not allowed to get education, married off early, bear many children, role of superstitions as per family beliefs and double burden of work both in house and outside. Moreover, all agricultural work, buffalo-keeping, goat rearing, selling of milk, etc., also are their additional responsibilities in the family. So, these Gujjar tribal women suffer a lot due to harsh ways of living and lot of family burden.

Education is considered as weapon of social change and major determinant of social status but Gujjar women lag behind in educational achievement with the result their whole social and economic life gets affected. There is a body of literature today available on the socio-economic and cultural life of Gujjars.

Aparna (2008) studied the status of women among scheduled tribe in India and explored that

tribal women are less educated comparatively and gender equality among tribal group is complex. Rajni (2011) studied the health status of Gujjar women and found there is a high prevalence of malnourishment among the girls up to 13 years of age. As for as their economic position is considered they have little share in the economy despite being the main contributors. Further, the lack of awareness about welfare schemes is still the major roadblock in their development and empowerment.

The social status of Gujjar women in the present study is mainly based on secondary sources culled through the previous studies, census data, books, etc. The social status includes their educational data, health scenario, marriage, etc. The use of census data, journals, research papers, newspaper article, books, has also been beneficial in the said study.

Gujjar Women of Jammu and Kashmir

The total Gujjar population in India was 5.3 core as per Census 2001(2011 figures not available). According to the Census 2001, Gujjars are the most popular tribe in Jammu and Kashmir having population of 763,806 which forms 69.1% of the total scheduled tribe population in the state. The concentration of Gujjar tribes in the Jammu and Kashmir is observed in the district of Rajouri, Poonch, followed by Anantnag, Udhampur & Doda district. Rajouri and Poonch districts of Jammu and Kashmir are mostly inhabited by Gujjars because of favorable environmental conditions for them as these two districts have more pasture land which Gujjars use for their livestock grazing purposes.

Gujjar women are easily recognized due to their dress code- wear special type of *kurta*, *suthan* (*pajama*) and multi-colour *dupatah*. The Gujjar women are highly deprived in terms of education, economic and health issues. There are various studies conducted on the social status of the Gujjar women of Jammu and Kashmir which reveal their social condition in the society.

As per study conducted by Tribal Research and Cultural Foundation (TRCF), Gujjar and

Bakarwal women of J&K live in utter deprivation due to poverty, illiteracy, early marriage, nomadic way of life, superstition, traditionally neglect and lack of awareness about welfare scheme. In another study conducted by TRCF, it is revealed that the Gujjar women in Jammu and Kashmir are not aware of their rights and schemes launched by the State and Central Governments.

Regarding their education, health and economic welfare, the efforts still are insufficient which need a fair enhancement, political will and realistic translation on the ground. Still there are only two government girls' hostels, one in Jammu and other in Kashmir for about 1.2 million Gujjar women. Choudhary (1995) has found that the Gujjar women, due to illiteracy and lack of awareness, are highly superstitious and this affects their day-to-day life.

Shabnum (2005) reveals that the 97% of the Gujjar women are illiterate and their economic condition puts constraint and prevents them from even attending the school. Bansi (2007) in his study, 'Gujjar Woes' explores that Gujjar women face deep backwardness, poverty chaos and this position has continued for centuries and there is no change in overall condition of Gujjar women even today. Javed (2008) explores that 89% of Gujjar women between the age of 10 to 65 are illiterate and girl children belonging to *Ajjhari* Gujjar (shepherd) and *Manjhii* Gujjar (Buffalo Keepers) 88% of whom had not seen the door of the school and only few are getting education in religious institutions.

Borghain and Achand (2011) reveal that the Gujjar women of Jammu and Kashmir are not only backward but face a lot of deprivation which results in their sufferings and they form lowest category in terms of socio-economic status. Suri (2014) in her study reveals that the Gujjar women in the state have low educational level as compared to the other sections of the society. She further remarks that illiteracy and patriarchal setup of the Gujjars were also responsible for the low educational achievement and social status of Gujjar women.

The above studies show that the Gujjar women suffer a lot due to illiteracy, lack of awareness about their rights and schemes, early marriages, etc. Sudan, Mandal and Gautam (2007) in their study reveal that various development plans have been framed but have caused little improvement in the life style of Gujjar women of Jammu and Kashmir. This all needs a serious introspection on the part of the state and the issue also needs further in-depth probing by academic scholarship.

Gujjar Women of Poonch District

Poonch lies in the western side of state having four tehsils namely Haveli, Mandi, Mendhar and Surankote and these tehsils are divided into six community blocks namely Poonch, Mandi, Mehendar, Balakote, Surankote and Buffleiaz. Poonch is considered as the backward district of Jammu and Kashmir, hilly area with poor connectivity of road and lack of implementation of various developmental schemes.

The total population of district Poonch is 476,835 out of which 251,899 are male and 224,936 are female (Census 2011). The tribal population of the district Poonch is 36.93% out of which 35% are female and 38.96% are male (census 2011). The two major tribes of Poonch are Gujjar and Bakerwal. Since Poonch is having high concentration of Gujjar, (39.34%), followed by Rajouri (30.31%), Udhampur (11.6%) and Anantnag (7.14%).

Gujjar tribe of Poonch is nomadic in character, the maximum number of Gujjars resides in three tehsils namely Haveli, Mendhar and Surankote. As far as literacy rate of Poonch is concerned, as per census 2011 it is 66.75% out of which 78.84% are male and 53.19% are female. This shows that there is a wide gap between male and female education levels.

Discussion and Analyses

Gujjar women still are lagging behind their men and to the general society in all walks of life.

Gujjar women face exploitation at many levels. They suffer from utter deprivation due to illiteracy, poverty, early marriage system, male dominances and lack of awareness about their own rights. Despite constitutional provisions and efforts of State government, Gujjar women still have low socio- economic status in the society. Education is considered as agent of change and one of the determinants of the social status. Javed (2011) reveals that Gujjar women form a considerable chunk of population but face deprivation and negligence even after decades.

In Poonch, Gujjar population is high in concentration but for their development no special attention has been given especially towards women. The statistics of literacy rate show that there is a huge gap between male and female education level in Poonch. As per census 2001, the literacy rate of Gujjar women of Poonch is 36% as compared to men having 65%. Poonch is divided into eleven educational zones namely Buffleiaz, Balakote, Harni, Kanyian, Mandi, Manjakote, Mehender, Nangali, Poonch, Sathra, Surankote and Mandi has the lowest literacy rate (14.09%). In order to meet the educational need of the Gujjar women, government opened mobile schools in 1970. Suri (2014) in her study explores that Jammu and Kashmir government opened mobile schools and main purpose of this is to provide education to the children of Gujjar or nomadic community. Government has also opened residential schools with boarding and lodging facility under the banner of Kasturba Gandhi Balaka Vidyalaya (KGBV) and was opened at Surankote, Poonch, Mandi, Balakote, and Mendhar blocks. Beside all these efforts, the Gujjar women suffer a lot and are under pathetic conditions even today.

A study conducted by Mohd. Tufail reveals that the Gujjar tribe prefer early marriages of their sons and daughter due to mass illiteracy, community culture, militancy and other allied conditions. Fayaz (2013) reveals that the Gujjar tribe follows custom of early marriages, where

girls are married below 17-18 years of age in Jammu and Kashmir. Javed (2011) explores that the Gujjar women are facing exploitation though they have to attend all the chores in the household from cooking to selling milk, helping their men at farming and many more things and this type of life style has made them mentally and physically fatigued. The above discussion on Gujjar women reveals that the Gujjar women need immediate attention for their uplift in the society.

Conclusion

Gujjar community at large and Gujjar women in particular continues to be a backward lot. Despite Scheduled Tribe status given to the tribe on 9th April 1991, the community still needs attention. The creamy layer definitely has improved but a major chunk of the population still lives in abject poverty and is far from the basic amenities of life. In order to improve the social status of Gujjar women, there should be proper channelizing and implementation of the schemes meant for their uplift. Since Poonch is already a backward district women's suffering increases due to various issues like patriarchal setup, poverty, illiteracy, lack of income, etc.

Despite various government efforts like the opening of residential schools in district Poonch, the fact remains that these schools still are in pathetic condition and devoid of any infrastructure. Lack of literature and studies on the social condition of the Gujjar women is one of the reasons that their voices still remain unheard. So, this is the need of the hour that scholars should pay attention toward this untouched area of the research which has fairly contributed in the neglect of this section of the society.

References

1. Bhat, F.A. and et.al. (2011), "*Gender disparity and policies of Inclusion: A case study of Women education in Jammu and Kashmir*", International Referred Research Vol-1, issue-3.

2. Borgohan, A and Akhand, A.H. (2011), "*Time Utilization Pattern of tribal Women in animal Husbandry*", Indian res.J. Ext edu vol-11, issue-1.
3. Census of India:2001,2011
4. Choudhary, M. (1995), "*The Gujjar Over the Centuries, Awaz-e-Gujjar*," Gujjar Charitable Trust (regd.). August, 1995
5. District hand book of Poonch: 2011-2012
6. Javed, R. (2011), "*The Gujjar tribe of Jammu and Kashmir*", Gulshan books, Srinagar
7. Lal, B. (2007). "*Gujjar Woes*", Awaz-e-Gujjar, Gujjar Desh Charitable Trust (regd), January,2007
8. Mitra, A. (2007), "*The Status of Women among the scheduled Tribes in India*". The Journal of Socio-economic.
9. Suri, K. (2014), "*Challenge in Education of Tribal Children in Poonch District of Jammu and Kashmir*", Asian Journal of Multidisciplinary studies, vol-2, issue-1.
10. Sameena and Ahmad, J. (2015), "*Gender Disparity in Education: a study of Poonch District in Jammu and Kashmir*", EPRA International Journal of Economics Business Review, Vol -3, issue
11. Shabnum, S. (2005), "*Gujjar Women Identity in Trouble*", Unpublished Paper
12. Sudan, N.A et.al., (2007), "*Livestock rearing Practices of Jammu and Kashmir*", Journal of Environment and Ecology.
13. Tribal Research and Cultural Foundation, Jammu and Kashmir
14. Tufail, M. (2014). "*Demography, Social and Cultural characteristics of gujjar and bakerwal, A case study of Jammu and Kashmir*". IOS Journal of Humanities and Sciences. Vol- 9, Issue-III, Pp-24-36



Impact of Social Support on Quality of Life among Aids Patients

Mohammad A. Wani* & Dr. R. Sankar**

[People in almost all the countries are threatened by an infectious disease called HIV/AIDS. Acquired Immune Deficiency Syndrome (AIDS), a viral disease caused by Human Immunodeficiency Virus (HIV), previously known as human T-cell lymphotropic virus 3 (HTLV-III) or lymphadenopathy associated virus (LAV) found in the infected person's body fluids via saliva, tears, blood, breast milk, semen, vaginal fluids, cerebrospinal fluid, plasma and biopsy specimens from brain and rectum. However, the level of this virus in each of these fluids varies, HIV levels are very high in breast milk, blood, and semen, moderate in anal and vaginal fluids (but higher during menstrual periods); simultaneously HIV is low in level in tears, saliva, and urine.]

Human Immunodeficiency Virus is transmitted from an infected person through unprotected oral, vaginal as well as anal sex, infected blood transmission, sharing infected needles, and from mother to child through breast feeding. HIV attacks the white blood cells of the immune system known as CD4 or T-helper cells, result in minimizing the functions of CD4 cells, by this the immune system becomes weak and the body fails to fight against infection. If CD4 cells drop below 200 cells/ μ l HIV status will change from HIV positive to AIDS.

AIDS does not cause death of the person immediately. But it has created sense of fear in the minds of the people that it might cause sense of shame and social boycott which they consider worse than silent death. AIDS not directly kills the person but failure of immune system causes various illness like *Pneumocystis Carinial* Pneumonia (PCP), Kaposi's sarcoma (KS), and Cytomegalovirus (CMV), which are sufficient to kill the patient.¹ As a sexually transmitted disease, AIDS mostly affects the adolescents and young adult population, resulting in damaged and broken families, causing poverty, and children become orphan.

* PhD scholar in Psychology, Annamalai University, Tamil Nadu.

** Asst. Prof., Dept. of Psychology, Annamalai University, Tamil Nadu.

Considering 1981 when AIDS was firstly clinical reorganized in USA, 39.8 million people are infected by this disease. In 2015, it was found that 36.7 million people are living with AIDS among them 34.9 million are adults, 17.8 million are women and 1.8 million are children below the age group of 15 years.² While as in India since 1986 when the first case of HIV was diagnosed by Suniti Solmon in Chennai city in Tamil Nadu State, 26.49 lakh are diagnosed by this disease. However, NACO report 2015 shows that 21.17 lakhs people in India are living with HIV/AIDS.³

Quality of life is characterized as an individual's acumen to his position in life with regards to the way of life and esteem frameworks in which he lives and in connection to their objectives, wishes, desires, measures and concerns. The concept of quality of life was introduced in 1980 in order to measure the impact of health-related problems on individual's everyday life. It considers individuals fulfillment and satisfaction towards every aspect of life.

The term quality of life is popularly used to convey an overall sense of well-being. It is not only defined as one's general health, but it is used as an umbrella term that covers individual's psychological well-being, positive relationships, functional roles as well as subjective sense of life satisfaction. It is a

multidimensional concept and its definition and assessment remains controversial. In present days, quality of life has been considered an important aspect in the field of research in people living with HIV/AIDS.

Social consequences of HIV/ AIDS such as fear of social stigma, isolation and discrimination have negative impact on quality of life. People living with HIV/AIDS experience various physiological, psychological, sociological, as well as economic problems, which specifically influence their quality of life. Physical, psychological, social as well as environmental domains of health-related quality of life are affected by individual's expectations, ideas, thoughts, experiences, beliefs, as well as their perceptions.⁴

Nowadays, it is found by researchers that besides the medical therapy like ART, various psychological factors like social support can be effective and fruitful in the treatment process of HIV/AIDS.

Social support is a critical issue to AIDS patients. Because of stigma inclined to AIDS, patients often feel a sense of isolation, separation or detachment. In addition, those who decide to discontinue sexual activity to abstain infecting their partners may lose an important part of their social support emotionally supportive system. Social support is significantly related with quality of life.⁵ It enhances the life satisfaction and quality of life of people living with AIDS.

Social support is altogether significantly linked with overall quality of life. Poor social support is one of the significant factors related with psychological problems in HIV/ AIDS.⁶ On the other hand proper social support has positive impact on mental health of people living with HIV/AIDS.⁷

Those patients who are supported by family and society experience less distress and their health status is to be better than those who received less social support.⁸ Social support in patients with HIV decreases signs and symptoms of disease and increases their quality of life.⁹

Increasing social support will also increase the quality of life of HIV/AIDS persons.¹⁰ Social support is significant predictor of quality of life.¹¹ It is significantly associated with better quality of life; it also minimizes the depressive symptoms among HIV/AIDS patients.¹²

Such people can be supported by giving the information and education about how HIV spread from one person to another, what remedial measures should be taken by the infected partner during intercourse, or feeding the baby. One of the important reasons the psychologists state for the infection of the dreaded disease, the AIDS is the attitudinal changes in different age groups toward premarital, permissive and promiscuous sexual relations.

Researchers like [13], [14], [15], and [16] reported that the amount of education at the school and college level is positively associated with permissive attitudes towards premarital sex relations. Researcher also found that social support is a critical factor in HIV/ AIDS and plays a vital role in the treatment HIV/AIDS as well as in the quality of life. Shin¹⁷ opined that social support impacts health related quality of life AIDS patients'. Friedland¹⁸ also found that social support has positive effect on quality of life in people living with AIDS.

McDowell & Serovich¹⁹ likewise found significant differences in perceived and actual social support to mental health among people with HIV positive. Degroote, Vogelaers, and Vandijck²⁰ revealed that social support is positively related to health-related quality of life. Li et al.²¹ found negative association of social support with depression among HIV/AIDS patients. Debra & Barbara²² expressed the view that social support is significantly associated with lower levels of depression.

McCrough²³ highlighted that social support directly affects individual's physical, mental, as well as emotional wellbeing. Bajunirwe⁸ reported social support is positively correlated with psychological wellbeing of AIDS patients. Researchers like Swindells *et al.*,²⁴ in their study

highlighted that quality of life was affected by satisfaction with social support and coping style. Tesfay *et al.*,⁴ found significant gender difference in health-related quality of life among people living with this disease.

Female patients scored low in all domains of health-related quality of life than male patients. Rajeev *et al.*,²⁵ also reported significant difference in quality of life among those HIV/AIDS patients who were on ART and not on ART in some domains. Sunil²⁶ found female HIV patients have lower scores on several areas of quality of life as compared to male patients. Nirmal *et al.*,²⁷ reported that quality of life score was considerably lower among patients with less CD4 counts. Findings also show that female patients have low quality of life scores than male patients. Bunjongmanee *et al.*,²⁸ found moderate level of quality of life among HIV/AIDS patients. They also found that patients on ART treatment with good compliance have higher health related quality of life.

While reviewing the above literature, we select the problem to investigate the impact of social support on quality of life of AIDS patients, with following, objectives and hypotheses.

Objectives

1. To find the level of social support and quality of life among male and female AIDS patients.
2. To find the level of social support and quality of life among married and unmarried AIDS patients.
3. To find out the correlation between gender, social support and quality of life.
4. To find out the correlation between marital status, social support and quality of life.

Hypotheses

1. There would be significant effect of social support on quality of life of male and female AIDS patients.
2. There would be significant effect of social support on quality of life of married and unmarried AIDS patients.

3. Female AIDS patients would show high level of social support and quality of life than male AIDS patients.
4. Married AIDS patients would show high level of social support and quality of life than unmarried AIDS patients.
5. Gender would be significantly correlated with social support and quality of life.
6. Marital status would be significantly correlated with social support and quality of life.

Variables

In the present study experimental variable is, social support, criterion variable is quality of life and demographical variables are gender, and marital status.

Sample

The present study was conducted on a sample of 60 AIDS patients equally divided into two groups on the basis of gender (males and females). Further these two groups were equally subdivided into two more groups on the basis of marital status (married and unmarried), selected through simple random sampling technique. Only those AIDS patients were selected in this study who met following inclusion and exclusion criteria.

Inclusion Criteria

- Patients hail from Srinagar, Baramulla and Budgam districts.
- Patients between the age group of 20-40 years old.
- Both Male and Female patients were included
- Patients registered in ART center Srinagar from last 4 years.

Exclusion Criteria

- CD4 Count was excluded
- Education level of the patient was not taken
- History of previous psychological as well as physiological illness

- Family pattern of patients were excluded

Psychological Tools

1. Quality of life Scale
2. Enriched Social Support Inventory

Quality of life Scale

Quality of life Scale constructed and standardized by Sarika Sharma and Nakhat Nasreen was used to measure the level of quality of life of patients. The scale consists of 42 items (34 positive and 8 negative items) with three-point scale (Always, Seldom, and Never). Positive items are scored as 3, 2, and 1, while as negative items are scored as 1, 2, and 3 respectively. Cronbach’s á

(alpha) method was used to determine the reliability of the test which was found .806. And validity was measures through face and construct types of validity.

Enriched Social Support Inventory

7-item Enriched Social Support Inventory developed by Mitchell et al., (2003) was applied to find the level of social support among Patients. Out of 7 items first 6 items are scores as 1 (None of the time), 2 (A little of the time), 3 (Some of the time), 4 (Most of the time), and 5 (All the time), while as item 7 is scored as 4 for Yes or 2 for No response respectively. Reliability of the scale is found through intra class correlation

coefficient and Cronbach’s Alpha methods and was found 0.94 and 0.88 respectively.

Procedure

The study was conducted in Kashmir province of Jammu and Kashmir State consisted sample of 60 AIDS patients, selected through simple random sampling technique from SKIMS, ART center Srinagar. Prior to administrating the Quality of life Scale and Social Support Scale on patients, investigator gets the permission from concerned authority. Information about the patients was also received from the doctor in charge at ART centre. While meeting each patient individually proper rapport was established and they were told the purpose of meeting. After that Quality of life Scale and Social Support Scale was administrated on them.

During examination investigator helped those patients who found difficulty in understanding the statements, after 15-25 minutes the patient handed over the questionnaire to the investigator and were thanked for their cooperation. Therefore, the data was collected from AIDS patients, after that obtained data was arranged in tabular form, then systematically analyzed by applying Mean, t- test, ANOVA and Pearson Correlation by SPSS 16.0 version.

Results

The main findings of the present study are shown in tables given underneath.

Table-1

ANOVA Summary of Social Support and Quality of life of Male and Female AIDS Patients

Variable		Sum of Squares	df	Mean Square	F
Social Support	Between Groups	150.41	1	150.41	8.70**
	Within Groups	1002.43	58	17.28	
	Total	1152.84	59		
Quality of Life	Between Groups	1363.26	1	1363.27	4.37*
	Within Groups	18073.33	58	311.61	
	Total	19436.59	59		

** Significant at the 0.01 level, *Significant at the 0.05 level.

Table-2
ANOVA Summary of Social Support and Quality of life of Married and Unmarried AIDS Patients

Variable		Sum of Squares	df	Mean Square	F
Social Support	Between Groups	421.35	1	421.35	33.40**
	Within Groups	731.50	58	12.61	
	Total	1152.84	59		
Quality of Life	Between Groups	821.40	1	821.40	2.56 N.S
	Within Groups	18615.20	58	320.95	
	Total	19436.60	59		

*Significant at the 0.05 level.

Table-3
Gender and Marital Status wise Mean, S.D, SED, and t- value of Social support and Quality of life scores of AIDS patients

Variable	Parameter	No	Mean	S.D	S.E.M	df	t-value
Social Support	Male	30	19.63	4.16	3.70	58	2.95**
	Female	30	16.46	4.15	2.65		
Quality of Life	Male	30	78.06	20.27	.76	58	2.09*
	Female	30	68.53	14.56	.75		
Social Support	Married	30	20.70	4.17	.76	58	5.78**
	Unmarried	30	15.40	2.79	.51		
Quality of Life	Married	30	77.00	19.15	3.49	58	1.60 N.S
	Unmarried	30	69.60	16.58	3.02		

** Significant at the 0.01 level, *Significant at the 0.05 level.

Discussion

The results of present study validated that social support have significant effect on quality of life, male and female AIDS patients as the obtained f-value [F = 8.70, (df=1,58), P<.01] of social support is found significant. Simultaneously the obtained f-ratio [F = 4.37, (df=1, 58), P<.05] of quality of life of the same group is also found more than tabulation value at 0.05 level. Therefore, we can say that social support is an influential variable in quality of life of AIDS

patients. Thus, our first hypothesis is accepted. Similar findings are reported by Degroote, Vogelaers, and Vandijck²⁰, Shin¹⁷, and Friedland.¹⁸

Our findings also show significant effect of social support on quality of life of married and unmarried AIDS patients. As the obtained f- value [F = 33.40, (df=1, 58), P<.01] of social support exceeds higher than the tabulation value at 0.01 level. Therefore, we can say that social support is representative variable. But the f-value [F = 2.56, (df=1, 58), P>.05] of quality of life scores is found insignificant at 0.05 level which rejected our 2nd hypothesis.

The results of present study also demonstrated that there is significant difference between the mean scores of male and female AIDS patients in respect to their social support and quality of life. The Mean, S.D, and SEM of social support scores of males and females AIDS patients is found [Male (M = 19.63, S.D = 4.16, SEM =3.70), (Female M = 16.46, S.D = 4.15, SEM =2.65)] and t- value [t=2.95, (df=58), P<.01]. Similarly, the Mean, S.D, and SEM of quality of life scores of males and females AIDS patients is found [Male (M = 78.06, S.D = 20.27, SEM =.76), (Female M = 68.53, S.D = 14.56, SEM =.75)] and t- value [t=2.09, (df=58), P<.05]. Thus, we can say that male AIDS patients have higher levels of social support and quality of life scores than female patients. Therefore our 3rd hypothesis is accepted. Our findings are supported by Tesfay et al.4 and Sunil.26.

On the basis of our findings we can say that married AIDS patients have high level of social support and quality of life than unmarried AIDS patients. Because the mean value of married patients in both social support and quality of life is higher than mean value of unmarried patients in both social support and quality of life. The obtained Mean, S.D, SEM and t- value of married and unmarried patients in respect to social support was found [Married (M = 20.70, S.D = 4.17, SEM = .76), (Unmarried M = 15.40, S.D = 2.79, SEM = .51) and (t-value = 5.78, (df =58), P<.01] which is more than critic value given in the table at 0.01 level of significance. Concurrently the obtained t-value (t-value = 1.60, df=58), P<.05] of quality of life scores of married and unmarried AIDS patients was found less than tabulation value at 0.05 level of significance, which rejects our 4th hypothesis. The obtained Mean, S.D, and SEM of quality of life of same group was found [Married (M = 77.00, S.D = 19.15, SEM = 3.48), (Unmarried M = 69.60, S.D = 16.58, SEM = 3.20) respectively.

Findings also show negative significant correlation of gender with social support (-.361) and quality of life (-.265). Both the obtained values were found significant at 0.01 and 0.05 level. As positive correlation is found between social support and quality of life (.424) significant at 0.01 level. Therefore, we can say that gender is negatively significantly correlated with social support and quality of life, while as social support positively correlated with quality of life. Therefore our 5th hypothesis is also accepted.

Our results also show that marital status is negatively significantly correlation with social support (-.605) and quality of life (-.206). Simultaneously social support is found positively correlated with quality of life (-.424), all these obtained values are found higher than table value at 0.01 level of significance. Therefore, our last hypothesis is also accepted.

Conclusion

In the light of the above observations, it can be concluded that social support, gender and marital status are influential variables in quality of life of AIDS patients. People living with HIV/AIDS have physical, psychological as well as social problems. Most of AIDS patients are isolated from their families, workplaces even societies. They have stress, anxieties, depressions, even suicidal thoughts and ideations, they feel lonely and avoided by dear ones. Thus, as a human being it is our moral responsibility that these people should be supported throughout life.

Social support not only reduces stress level and depression level but it also improves physical, psychological, social as well as spiritual health. People living with AIDS can be support financially, or by giving material goods for their daily use. Education and material is not enough for those people who are living with AIDS. But there should be an emotionally support too, they need love, care, affection, trust, encouragement.

That is how they can live normal life; people will not let them alone, they make social relationship with them, these people lived with various psychological problems results breaking of social relationship. Thus, it is our moral responsibility to stand with them when they need us; social support plays a vital role in one's life and has impact on individual's quality of life.

References

1. Bennett, P. (2011). Abnormal and clinical psychology an introductory text book 3rd Edition, McGraw Open University Press Two Penn Plaza, New York 10121-2289 USA.
2. WHO Report from <http://www.who.int/hiv/en/> assessed at 12.00 1/29/217.
3. NACO (2015) Technical report, National AIDS Control Organization & National Institute of Medical Statistics, ICMR Ministry of Health & Family Welfare Government of India.
4. Tesfay, A., Gebremariam, A., Gerbaba, M., and Abrha, H. (2015). Gender Differences in Health-Related Quality of Life among People Living with HIV on Highly Active Antiretroviral Therapy in Mekelle Town, Northern Ethiopia. *Bio Med Research International*, Article ID 516369: 1-9.
5. Nunes, J., A., Raymond, S., J., Nicholas, P., T., & Webster A. (1995). Social Support, quality of life, immune function, and health in persons living with HIV. *Journal of Holistic Nursing*, 13(2):174-198.
6. Adewuya, A. O., Afolabi, M. O., Ola, B. A., Ogundele, O. A., Ajibare, A. O., & Oladipo, B. F. (2007). Psychiatric disorders among the HIV-positive population in Nigeria: a control study. *Journal of Psychosomatic Research*, 63(2): 203-206.
7. Nakimuli-Mpungu, E., Musisi, S., Katabira, E., Nachege, J., & Bass, J. (2011). Prevalence and factors associated with depressive disorders in an HIV+ rural patient population in southern Uganda. *Journal of Affective Disorders*, 135(1-3): 160-167.
8. Bajunirwe, F., Tisch, D. J., King, C. H., Arts, E. J., Debanne, S. M., & Sethi, A. K. (2009). Quality of life and social support among patients receiving antiretroviral therapy in Western Uganda. *AIDS Care*, 21(3):271-279.
9. Hough, E., S., Magnan, M., A., Templin, T., Gadelrab, H., F. (2005). Social network structure and social support in HIV positive inner city mothers. *Journal of the Association of Nurses in AIDS Care*, 16:14 24.
10. Charkhian, A., Fekrazad, H., Sajadi, H., Rahgozar, M., Abdolbaghi, M., & Maddahi, S. (2014). Relationship between Health-Related Quality of Life and Social Support in HIV Infected People in Tehran, Iran. *Iranian Journal of Public Health*, 43, 1: 100-106.
11. Khumsaen, N., Aoup, W., & Thammachak, P. (2012). Factors influencing quality of life among people living with HIV (PLWH) in Suphanburi Province, Thailand. *Journal of the Association of Nurses in AIDS Care*, 23(1): 63-72.
12. Rotheram, M., J., Stein, J., A., Jiraphongsa, C., Khumtong, S., Lee, S., J., & Li, L. (2010). Benefits of family and social relationships for Thai parents living with HIV. *Prevention Science*, 11(3), 298-307.
13. Glenn, N., D., & weaver, C., N. (1979). Attitudes towards premarital, extramarital, and homosexual relations in the U.S. in the 1970's. *The Journal of Sex Research*, 15, 2: 108-118.

14. Phillis, D., E., & Gromko, M., H. (1985). Sex differences in sexual activity: Reality or illusion? *The Journal of Sex Research*, 21, 4: 437- 448.
15. Clement, U., Schmidt, G., & Kruse, M. (1984). Changes in sex differences in sexual behavior: A replication of a study on West German students (1966–1981). *Archives of Sexual Behavior*, 13, 2: 99-120.
16. Davison, G., C., & Neale, J., M. (1990). *Abnormal Psychology 5th Edition*, John Wiley & Sons New York.
17. Shin, S. (2011). A Study on Health-Related Quality of Life in People Living with HIV/AIDS in Korea. *Health and Social Welfare Review* 31, 4: 424-453.
18. Friedland, J., Renwick, R., McColl, M. (1996). Coping and social support as determinants of quality of life in HIV/AIDS. *AIDS Care*, 8(1): 15-32
19. McDowell, T., L., & Serovich, J., M. (2009). The effect of perceived and actual social support on the mental health of HIV positive persons, *AIDS Care*, 19(10): 1223-1229.
20. Degroote S, Vogelaers D, Vandijck D., M. (2014). What determines health related quality of life among people living with HIV: an updated review of the literature? *Arch Public Health*, 72:1-10.
21. Li L, Lee, S., Thammawijaya, P., Jiraphongsa, C., & Rotheram, M., J. (2009). Stigma, social support, and depression among people living with HIV in Thailand, *AIDS Care*, 21, 8: 1007-1013.
22. Debra, A., M., Barbara, A. (2000). Psychological Distress among HIV positive Adolescents in the Reach Study: Effects of Life Stress, Social Support, and Coping, *Journal of Adolescent Health*, 27, 6: 391-398.
23. McCrough (1990). Assessing social support of people with AIDS, *Oncology Nursing Forum*, 17, 1: 1-5.
24. Swindells, S., Mohr, J., Justis, J., C., Berman, S., Squier, C., & Wagener, M., M. (1999). Quality of life in patients with human immunodeficiency virus infection: impact of social support, coping style and hopelessness. *International Journal of STD AIDS*, 10: 383-391.
25. Rajeev, K., H., Yuvaraj, B., Y., Nagendra, G., & Ravi, K. (2012). Impact of HIV/AIDS on quality of life of people living with HIV/AIDS in Chitradurga district, Karnataka. *Indian journal of public health*, 56 (2):116-121.
26. Sunil, G. (2012). Impact of HIV on gender and quality of life a study from western India. *The international research journal of social sciences and humanities*, 1 (1): 10-15.
27. Nirmal, B., Divya, K., R., Dorairaj, V., S., Dorairaj, & Venkateswaran, K., (2008). Quality of life in HIV/Aids patients: A Cross sectional study in south India. *Indian Journal of Sex Transmitting Disease*, 29, 1:15-17.
28. Bunjongmanee, P., Chunloy, K., Tangsathapornpong, A., Khawcharoenporn, T., & Apisarnthanarak, A. (2014). Quality of life assessment among patients living with HIV/AIDS at a tertiary care hospital in Thailand. *Southeast Asian Journal of Tropical Medicine and Public Health*, 45, 4: 834-842.



Agriculture & farmers' suicides in Mahabubnagar (Telangana)

M. Galenna*

[About 3000 Andhra Pradesh farmers committed suicide in the past five years owing to debt trap, drought and crop failure. Desperate farmers are committing suicide with the hope of getting the relief package. Government perspective in India on farmers' suicides is that it cannot be reduced to personal problems but related to the context agrarian crisis.]

The incidence of suicides was very high during 2001 as many farmers had sustained loss in agriculture owing to erratic monsoon during 2000. Farmers' suicides in Mahabubnagar district at present indicate that the incidence is again very high during 2002-03 due to severe drought conditions and crop failure.

Farmers' suicides cannot be attributed to any specific social phenomenon. About 95% of the sample cases among suicide victims, about 55% of the victims in Mahabubnagar are in the age group of 31-45 years. For many young people, there are no adequate employment opportunities outside agriculture. This compels them to remain in the village and somehow improve their income. Traditional subsistence farming not being more income-yielding, there is a tendency among young people to shift for commercial farming and many of them are caught into the quagmire of mono crop.

Our data indicate that there is no correlation between education levels and suicides. The data clearly show that victim farmers were more caught in the debt trap of non-institutional sources of credit compared to control cases. In many cases, extreme step of suicide was taken due to heavy pressure and humiliation from the private money lenders. This is mainly because of the tie up that the farmers, especially the small marginal and medium level farmers, have with the traders who also act as input suppliers, money lenders and traders in agricultural commodities.

* Asst. Prof., Dept. of Social Work, University College, Palamuru University, Mahabubnagar,

This paper highlights the rural distress and agrarian crisis of Mahabubnagar district, Telangana State.

Reasons for committing suicides

Our study reveals that the debt trap is the main cause of certain farmers taking the extreme step of committing suicide. Debt trap is getting tightened up because of the agrarian crisis on the one hand and inaccessibility of institutional credit on the other. No institutions are forthcoming to lend money to farming community for the same purposes for which they lend money to urban middle class. Thus, the farmers have to depend on non-institutional credit.

Crop failure got less value than alcoholism in the probability analysis of the Committee. During the late 1990s, hundreds of farmers committed suicides in Mahabubnagar district of Andhra Pradesh. This was associated with heavy loss they suffered in cotton cultivation and the resultant debt trap. There were some interventions and the situation has improved with regard to cotton cultivation for the time being.

Land reforms

The fact is that in spite of all crises, the peasants are clinging on to their land and also leasing in small parcels of land for cultivation. On the one hand land is seen as the basic line and on the other, peasants are not felt with any other option but to depend on agriculture. Thus, the issue is to protect the interest of these resource-poor farmers.

One of the important recommendations of this committee is to bring radical changes in the existing land reforms act. As the tenant farmers are leasing in land on contractual basis, they are not eligible for institutional credit and crop insurance. They have to depend on private sources of money lending at high rate of interests. The committee has, therefore, recommended for appropriate amendments to the land reforms act so that the consolidation of small holdings and leasing operations of land are facilitated for a gainful employment without sacrificing the interests of farmers.

Such amendments should be proactive in attracting private investment and to prompt contract farming by groups, corporate sector and individuals can take lead on lease basis. Further, such activities should also be cleared as eligible for availing institutional finances and MSP. In essence, this step would only strengthen the corporate sector to lease in vast tract of lands as they have the needed resources. Peasants who are already under crisis cannot imagine to leasing in lands to the extent that it would be economically viable.

Agriculture Sector

Agriculture has always been celebrated as the primary sector in India, which has an agrarian economy, which means agriculture is the predominant sector of the Indian economy even to this day in spite of the Indian economy opening out to the world and globalisation. Close to 70% of the population still depends on agriculture for its livelihood. The secondary and tertiary sectors in India are growing at rapid rates, still a vast majority of Indians continue to depend on agriculture.

Every plan for the growth of the Indian economy aims at agricultural development which is justified because to achieve the growth rates that the economy aims at it is important to first address the growth rate of the major sector of the economy. Since the first five-year plan, India's focus has been on agriculture and after 50 years of five-year plans, where does Indian agriculture stand?

Thanks to the Green Revolution, India is now self-sufficient in food production and gone are the days when India had to import even food grains for daily consumption. Indian agriculture has been making technological advancement as well. Today, a visit to the villages will reveal that more and more farmers are adopting mechanization for their farming and there is an overall improvement in the agricultural trends in India.

Does that mean everything is looking bright for Indian agriculture? A superficial analysis of the above point could tempt one to say yes, but the truth is far from it. Behind all the growth and development lies the reality that Indian farmers have to face extreme poverty and financial crisis driving them to suicides. The year 1997 saw the first few cases of farmers committing suicides coming from the states of Andhra Pradesh, Karnataka and Maharashtra. What are the grave adversities that drive the farmers to commit suicide at a time when Indian economy is supposed to be gearing up to take on the world?

Indian agriculture is predominantly dependent on nature. Irrigation facilities that are currently available do not cover the entire cultivable land and any failure of nature directly affects the fortunes of the farmers. Secondly, Indian agriculture is largely an unorganised sector, where there is no systematic planning in cultivation. Farmers work on lands of uneconomical sizes; institutional finances are not available and minimum purchase prices of the government do not in reality reach the poorest farmer.

Added to this, the cost of agricultural inputs has been steadily rising over the years, farmers' margins of profits have been narrowing because the price rise in inputs is not complemented by an increase in the purchase price of the agricultural produce. Even today in several parts of the country, agriculture is a seasonal occupation. In many districts, farmers get only one crop per year and for the remaining part of the year, they find it difficult to make both ends meet.

India has witnessed a spate of droughts over the last decade. The worst affected being the farmers of Mahabubnagar district in Telangana state where nature has repeatedly failed the farmers and owing to lack of facilities to save their crops these farmers have no means to face the adversities of crop failures. If the farmers are at the mercy of monsoons for timely water for their crops, they are at the mercy of the government for alternative irrigation facilities. However, the government cannot be trusted to always act in the interest of the farmers.

The farmers normally resort to borrowing from money lenders, in the absence of institutionalised finance. Where institutional finance is available, the ordinary farmer does not have a chance of availing it because of the procedures involved in disbursing the finance. The institutional finance where available is mostly availed by the medium or large land owners. The small farmers do not even have the awareness of the existence of such facilities.

The money-lender is the only source of finance to the farmers. Should the crops fail, the farmers fall into a debt-trap and crop failures piled up over the years give them no other option other than ending their lives. The input-output ratio in terms of money invested in agriculture is very meagre, primarily because of raising cost of inputs and insufficient support prices from the government.

Agriculture works out profitably where the size of the land is medium to large to benefit from the economies of large scale production. The fact is that majority of the farmers in India own as little as acres of land cultivation on such small sized lands is not feasible; in many cases the farmers are not even the owners of the land which makes profitable cultivation impossible because a significant portion of the earnings goes towards the permanent of lease for the land. At times, even the middle to large land owners are faced with the difficulties of the vast majority of farmers; however, they are able to at least realise their investment of each crop

Repeated crop failures, debt hassles, lack of alternative sources of income, absence of institutional finance etc., have left the farmers with no other solution other than ending their lives, another disturbing trend has been observed where farmers commit suicide in order to avail relief and benefits announced by the government to support the families of the farmers who have died. This is true in the case of several farmers in Telangana state who committed suicide so that their families could at least benefit from the government's relief programmes.

Objectives of the Study

The following are the specific objectives of the study.

1. To examine the socio-economic origins of small and marginal farmers
2. To study the agriculture problems of small and marginal farmers

Methodology and Sampling

Data were collected from both primary and secondary sources

Sampling Plan

A sample of 371 small and marginal farmers' families selected among 1200 farmers who had committed suicides.

Review of Literature

Dr. A.R. Vasavi concludes that it would be fair to recognize that the victims of agrarian distress are not only those who have committed suicide and their family members but also those who continue to live there, believing as do most cultivators, that they have an obligation to the land, to the community, to the state and to the nation to continue to cultivate the land.

Shiva, Vandana argues that farming has indeed become like signing the death warrant for the farm sector and death traps for poor farmers of India. Thousands of farmers in the state of AP have been forced to commit suicide. Rising input costs, declining farm prices due to globalisation of agriculture and the increasing indebtedness of the farmers are the prime culprits behind these unnatural deaths.

Justice P.A. Chowdary states that so far climate has been considered as the most unpredictable variable affecting the agricultural sector. But, the influence of global market forces., whose behaviour is always not amenable to prediction and control, has become another factor affecting the progress and well-being of farmers.

Prof. Jasmeet Kaur opines that suicides are supposed to be the last steps of desperation, apparently driven by growing burden of debt. It's time that we, the people call upon the power for solutions. We do not want any more farmer suicide.

Prof. Dubhashi states that to solve the farmers' suicides requires large public investment in irrigation and rural infrastructure, rejuvenation of the cooperative credit, marketing and processing system, strengthening of the agricultural extension services and sympathetic administration working closely with the farming community.

Meeta and Rajivlochan opine that the suicide of the farmers, whether young or old, leave the families desolate and disrupt the social order. The causes of farmers' suicides are both economic and social. The economic causes are: growing expenditure, especially on inputs, low productivity, inadequate prices of agriculture produce, difficulties in marketing and marketing hazards, natural hazards caused by drought, absence of proper crop planning, unsatisfactory agriculture credit and accumulated burden of debt.

RM Vidyasagar and K. Suman Chandra state that the solution to the farmers' plight should be directed towards enabling the farmers to help themselves and sustain on their own. Temporary measures through monetary relief would not be the solution. The efforts should be targeted at improving the entire structure of the small farmers wherein the relief is not given on a drought-to-drought basis, rather they are taught to overcome their difficulties through their own skills and capabilities.

Basic Statistics of Mahabubnagar District

Mahabubnagar is the second largest district in Telangana State. The district lies between the North Latitudes 16* and 17* and East Longitudes 77* and 79* and is comparatively elevated in the north and west, gradually declining its altitude from northwest to the southeast. The vegetation is a dry deciduous with scrubs in the north and northwestern parts and teak forests in the southeastern Kollapur-Amrabad forest region.

Geologically, the district mainly belongs to the Archaean formation. The district forms the southern part of the Telangana Region of Andhra Pradesh. It is bordered with Raichur and Gulbarga districts of Karnataka in the west, the river Krishna and Tungabhadra in the south, Nalgonda and Guntur in the east and Rangareddi and Nalgonda in the north. Mahabubnagar has an area of 18,432 sq. km and a population of 3.51 million.¹

The literacy rate in the district is lowest in the state, in 1991, it was just 29.58 per cent, and in 2001, increased to 44.4 per cent. The district is predominantly rural, with villages housing a population of 3.1 million. The decennial population growth rate (1991-2001) has been 13.97 per cent (marginally more than the state average of 13.86 per cent), 11.9 per cent less compared to previous decennial growth (1981-1991 decennial growth was 25.87 per cent).

The district registers an annual crude growth rate of 1.4 per cent. The analysis of the 1991 data (Census of India) indicates that agriculture is the main occupation, with 39.42 percent of the rural main workers classified as cultivators; and about 42.18 percent of the rural main workers are to be reported agriculture labour. According to 2001 census report cultivators are 30.4 percent of main workers and the agricultural labourers amounting to 39.6 percent to main workers. The population density of the district is about 190 persons per sq. km, compared to the state average of 275; the district has a population of 35.09 lakh (as per 2001 census) of which 17.81 lakh are male and 17.28 lakh female.

Among the total district population, 24.18 lakh stay in (Census of India, (2001) Series-2, Part-xii- A&B, District Census Hand Book, Mahabubnagar District) 275 rural areas and the rest belong to the urban areas. The district records an annual crude growth rate of 1.4 per cent.² The district has 1,544 revenue villages with 2496 habitations comprising 7.52 lakhs families and organised into 64 revenue Mandals administered by four revenue divisions located at Narayanpet, Mahabubnagar, Gadwal and Nagarkurnool.

Presently, Mahabubnagar district is divided into four districts like Nagarkurnool, Wanaparthy, Gadwal and Mahabubnagar district after formation of Telangana State. The district experiences a dry climate with very hot summer when temperatures exceeds 40* C. During the southwest monsoon, the district receives 77 per cent of the annual rainfall. Agriculture and livelihoods are impacted upon by the scanty rainfall and dry spells during the southwest monsoon. Ironically, the district has a long catchment area of Krishna and Tungabhadra rivers. The recorded average rainfall is also very low.

To conclude, the contemporary agrarian crisis in India, which was caused primarily by the relative marginalization of agrarian interests in the national policy agenda, is a direct outcome of the economic reforms in India since 1991. The economic reforms led to a gradual withdrawal of state from agriculture that happened in various forms such as declining public expenditure and increasing marketization of agrarian sector. The withdrawal of state was an integral part of neo-liberal or free-market policy framework that India adopted to become a partner in the increasingly supra-national regime facilitated by globalization discourse. Ostensibly, this regime claims to strive for an inclusive, symmetrical, decentralized and democratically cultivated rules-based world.

Analysis of facts

Officially, the state government started recognising farmers' suicide since 1998. The official record puts up the total number of

farmers' suicides in the districts at 371 from 2003 to October 2015. These are the cases, which have been as genuine suicide cases, the actual number of farmers who ended their lives in the district. There are many more suicide cases dismissed by the authorities as the genuine farm suicide cases and denied the official rehabilitation packages. This shows that the state has been underplaying the intensity of the agrarian crisis. The civil societal organization, the Palamuru Adhyayana Vedika (Palamuru Study Forum) puts the total number of farmers' suicides in the district differently.

Table-1: Year wise Farmer Suicides in Mahabubnagar District

Year	Number of Cases	in Percentage
2003	17	5.58
2004	117	31.53
2005	56	15.09
2006	35	9.43
2007	31	8.35
2008	27	7.27
2009	16	4.31
2010	02	0.53
2011	04	1.04
2012	15	4.04
2013	20	5.39
2014	09	2.42
2015	22	5.92
Total	371	100

Source: District, Revenue Department, Mahabubnagar District, Collected by the Author

Note: Suicides Cases Registered Up to 13-10-2015

Farmers' suicides in the district were reported in vernacular dailies from the beginning of 1990s. However, they got official recognition from 1998

onwards. Since it was started reporting officially, the year 2004 witnessed the highest 117 farmers' suicides in the district. Prior to this, the district faced a severe drought conditions, during the same period, the economic reforms policies started affecting the farmers in adverse terms.

Table-2: Size Distribution of Ownership Holdings of the Victim Farmers

Land Class	Number of farmers	in percentage
Marginal	82	22.10
Small	108	29.11
Semi-Medium	83	22.37
Medium	30	8.08
Large	0	0.00
Data not available	68	18.32
Total	371	100

Source: Revenue Department Records, Collected by the author

Note: Marginal (0.01-1.00 ha), Small (1.01-2.00 ha), Semi-Medium (2.00-4.00 ha) Medium (4.00-10 ha), Large (>10.00 ha)

The patterns of landholding size of suicide victim's shows that the majority of them were small and marginal farmers who had resorted to commercial crops. In terms of percentage, the marginal farmers are 22.10 per cent and small farmers are 29.11 per cent, if both categories of farmers are combined together, they account for around 51.21 per cent. That means more than half of the suicides cases have occurred among the marginal and small farmers.

The suicide percentage among the medium and semi medium farmers is 30.19 per cent. If we see the gender pattern of suicides 98.12 per cent have taken place among the male farmers, because, patriarchal nature of the family, which assigns the land rights to the male head of the family.

Table-3 : Social Breakup of the Suicide Victims in Mahabubnagar District

Caste	No. of Suicides	In Percentage
SCs	45	12.12
STs	28	07.54
OBCs	193	52.02
Other Castes	57	15.36
Caste not Known	48	12.93
Total	371	100.00

Source: Revenue Department Records of Mahabubnagar District, Collected by the Author

The landed dominant castes/classes, which were earlier deriving their social power from land and agriculture do not derive now, because of the onset of crisis in the sector. The rural neo-rich class has shifted its power base from the agrarian village economy to the cities essentially in the burgeoning business of education, real estate sectors. The poor from the dominant castes, who continue to rely on villages and agricultural economy, have become victims of the distress. The recent trends that have emerged in agriculture land purchase practices in rural areas make it discernible that either the poor among the dominant castes or backward castes, in some cases even the Scheduled Castes (SCs) and Scheduled Tribes (STs) are purchasing the land, which is considered as the 'distress land market practices'.

Agriculture was not new to this class of farmers but surely commercial agriculture, which is linked to the global predatory market practices. It is surely increasing the vulnerability of this class of farmers in the background of their inability to negotiate with the predatory market situation. Thus, farmers are becoming primarily the victims of market fundamentalism.

Conclusions

There is a dwindling intervention in correcting the current pace and direction of rural economy

by the state. State intervention in the form of assuring canal irrigation to the dry regions like Telangana is either absent or discriminatory. This attitude is one of the reasons for the sustenance of Telangana movement. The peasantry in the area has hopes on the formation of the Telangana state and they think it is the right kind of panacea for their present problems. Relief package in any case would not pull out the distressed agrarian families and the sector out of the trouble. Whatever intervention is done by the state is in the form of post-suicide compensation. Packages alone will not, in any case, pull out the grieving families from indebtedness and distress.

Moreover, compensation does not reach the grieving family because of corrupt revenue officials and the village-level political leadership. In all or most of the cases, farmers are caught unawares about the liberalisation, privatisation, and globalisation of agriculture sector. They are also not having much idea about many government-sponsored programmes/schemes like crop insurance scheme, MGNREGA.

NGOs' (Non-Governmental Organisations) work was not reported in the district. Moreover, much hyped loan waiver scheme implementation was full of flaws and did not help much to the distressed farmers and it remains as a policy-adhocism of the state. Marketisation of education and health has become a very important distress accentuating factor in the district.

The main cause behind suicide of farmers in the districts is drought conditions and discrimination in irrigation policies. The well-endowed and large arable land available in the district remains dry because of the invidious attitude of the state. The farmers in the district resorted to capital and water-intensive commercial agriculture in the absence of assured irrigation and credit facilities. In a volatile market situation, income from the crops remained very low and farmers entered into unending vicious circle of debt.

The district is the worst sufferer in the irrigation front because it is structural location in Telangana

region. The district is traversed by nearly four hundred kilometres of Krishna River but due to discrimination against in the region, Mahabubnagar hardly gets any irrigation water from the river. The enduring distressed socio-economic and political conditions have been pushing lakhs of peasants in distress conditions.

Other than the economic reasons, spending on social festivities, on marriages in the form of dowry and spending on health and education, are working as non-economic accentuating factors behind the suicides in the district. Along with starvation deaths, suicides have become a permanent feature of the district. Now there is an urgent need for state's radical intervention in the district to control the present distress situation in the district. There is need to chalk out long-term goals/strategies to mitigate drought and drought-induced distressed in the distress.

Reference

1. Dr. A.R. Vasavi, Research paper on farmers' suicides
2. Justice P.A. Chowdary, Farmers Commission of Experts in AP
3. Shiva, Vandana, the Ecologist, Nov, 2001.
4. T. Lakshmi pathi, The Hindu, Nov, 2000.
5. Meeta and Rajivlochan - Farmers' Suicides—Facts and Possible Policy Interventions, pub: Yashwant Rao Chavan Academy of Development Administration, 2007.
6. Prof. Jasmeet Kaur, Research paper on Farmers' suicides
7. Prof. Dubhashi, In-depth Study of Farmers' Suicides, their Causes and Remedies
8. RM Vidyasagar and K. Suman Chandra, Centre for Social Development, NIRD,
9. Hyderabad published the study "Farmers' Suicides in Andhra Pradesh and Karnataka" in April 2003.



Women Bank Employees – In Public Sector Banks in Virudhunagar District

Mrs.K.Kaleeswari* Dr.A.Muthumani**

In this era of competitive world, success of any organization depends on its human resource. Job satisfaction is an integral component of organization climate and it is an important element in the management employee's relationship. Job satisfaction means individuals emotional reaction to the job. The degree of satisfaction is determined by the outcomes against the desire of employees from their respective jobs. Job satisfaction is dynamic, as it can go as quickly as it comes. Job satisfaction is pleasurable or positive emotional state resulting from the appraisal of one's job experience. Banks are no exception to this. The banking industry are being a service - oriented industry, its manpower is its prime asset. People at the front office as well as back office are catalytic agents for their banks.

The efficiency and inefficiency in delivering service to the customer has a direct bearing on the organization success. If they are highly satisfied they produce more and it is profitable for the organization. So in this competitive environment it is necessary to know the employees views towards their job and to measure the level of satisfaction with various aspects of their job. Efficient human resource management and maintaining high job satisfaction level in the Banks will determine not only the performance of the bank but also the growth and performance of the entire economy. So it is very important to manage human resource effectively and to find whether its employees are satisfied or not, if they are satisfied, they will work with

commitment and project a positive image of the organisation.

In short job satisfaction is a synchronization of what an organization requires of its employees and what the employees are seeking from organization. Today the becoming sector plays a vital role in the overall development of the country. It serves the community in several ways. Banks and financial institutions have significant contribution in the development process of the country. Due to Government and NGO's support the percentage female participation is increasing the all the sector. To uphold the increasing part of female employees with the goal of government (women empowerment) it becomes important to measure the job satisfaction of these employees.

Statement of the Problem

Banking industry in India is engaged in providing various types of financial services to the customers. The service rendered by the Public Sector Banks will be more efficient if the employees of the banks are a satisfied lot. Satisfied employees provide better service to its customers as well as to the organization. The gradual preeminence of women in the power hierarchy , overcoming workplace discrimination in the corporate sector displays not the change in the outlook and the perception of the management , but the strenuous efforts made by dynamic women in that direction.

In Indian society, women's role traditionally has been of child bearing and home making while men performed the activities concerned with relations of the group to external situations including goal achievement. Now the whole pattern of male –female roles are undergoing a considerable change. Women employees have

* Research Scholar, PG and Research department of commerce, Sri SRNM College, Sattur.

** Assistant Professor, PG and Research department of commerce, Sri SRNM College, Sattur.

gradually started to dominate the work force recently especially in banks. So, the researcher has undertaken the research on the topic “Job Satisfaction of Women Bank Employees – in Public Sector banks in Virudhunagar District”.

Objectives of the Study

The objectives of the study are as below:

- To analyze the socio-economic status of the women employees of public sector banks.
- To measure the extent of job satisfaction among women employees of Public Sector Banks.

Sampling Design and Method

For the purpose of the study, the researcher selected the branches of public sector and private sector banks on the basis of random and stratified technique. Random and stratified sampling is the least expensive and least time consuming of all sampling techniques. The sampling units are accessible, easy to measure and cooperative. The researcher personally contacted 30 women employees in public sector banks in the Virudhunagar region on the basis of convenience. They were appraised about the purpose of the study and request was made to them to fill up the questionnaire with correct and unbiased information.

Data Analysis and Interpretation

The data so obtained was subjected to analysis and interpretation and the findings drawn are as follows:

Table 1: Age of Employees

S. No	Age	Public Sector Bank	Total
1	Below 30	6	20.00
2	30 – 40	16	53.33
3	Above 40	8	26.67
	Total	30	100.00

From the above Table it is inferred that out of 30 employees, 20.00% of the employees fall into the age category of below 30, 53.33% belongs

to the age group 30-40 and the rest 26.67% of the employees are of above 40 age.

Table 2: Marital Status

S. No	Marital Status	Public Sector Bank	Total(%)
1	Single	7	23.33
2	Married	23	76.67
	Total	30	100.00

From the above Table it is inferred that out of 30 respondents 23.33% are single or unmarried and the rest 76.67% employees are married.

Table 3: Educational Qualification

S. No	Education Level	Public Sector Bank	Total(%)
1	Graduate	20	66.67
2	Postgraduate	10	33.33
	Total	30	100.00

As far as educational background of the respondents is concerned, 66.67% employees are graduate and rest 33.33% are post graduate.

Table 4: Income Level

S. No	Income Level	Public Sector Bank	Total(%)
1	Less than Rs.15000	2	6.67
2	Rs.15000 – 25000	8	26.67
3	Rs.25000 – 35000	12	40.00
4	More than Rs.35000	8	26.67
	Total	30	100.00

Total Number Respondents 894000

Monthly Income

Average 29800

On the basis of the above Table researcher finds out the monthly income level of the employees. It is inferred that 6.67% of the employees are less than Rs.15000, 26.67% earn a monthly income between Rs.15000 to 25000, 40.00% earn a monthly income between Rs.25000 to

35000 and remaining 26.67% of the employees earn income more than Rs.35000.

Table 5: Job Satisfaction of Women Bank Employees

S. No	Education Level	Public Sector Bank	Total(%)
1	Highly Satisfied	4	13.33
2	Satisfied	11	36.67
3	Neutral	10	33.33
4	Dissatisfied	0	0.00
5	Highly Dissatisfied	5	16.67
	Total	30	100.00

Above Table inferred the satisfaction level with the nature of job find out by the researcher. It shows that 13.33% of the employees are highly satisfied with the nature of their job, 36.67% are satisfied with their job, 33.33% are neutral and 16.67% are highly dissatisfied with the nature of their job.

Factor Analysis

It could be seen from Table that the Bartlett's Test is significant with $P = 0.000$ being less than 0.05. Sampling significant measured using the Kaiser-Meyer-Olkin (KMO) of 0.269 is taken as acceptable. Thus, the factor analysis may be considered an appropriate technique for analyzing the data.

Results and Interpretation

The rotated factor matrix for the variables relating to the factor which are the most important activities opinion regarding the job satisfaction of the women employees in public sector banking operation are given in Table. Table gives the following received by the factors under F1, F2, F3, F4 and F5.

It is inferred from the table 13 that the statement, heavy work load (0.948), psychological stress and frustration (0.854), freedom in job of (0.846) personal relationship of (0.924) and training of (0.733) are the statements with the highest factor loading under the dimensions namely, work-life balance (F1), prizes and awards (F2), job security (F3), career development (F4) and benefits and facilities (F5). Hence, these are the

identified impact of job satisfaction of women bank employees.

Conclusion

The result of the study indicates that layoff threats, quick turnover, less welfare schemes, and less scope for vertical growth increase job dissatisfaction. On the other hand, secure job environment, welfare policies, and job stability increase the degree of job satisfaction. Efficient human resource management and maintaining higher job satisfaction level in banks determine not only the performance of the bank but also affect the growth and performance of the entire economy. So, for the success of banking, it is very important to manage human resource effectively and to find whether its employees are satisfied or not. Only if they are satisfied, they will work with commitment and project a positive image of the organization.

References

1. Bernardi, N. Kowaltowski, D.C. (2006). Environmental comfort in school buildings: A case study of awareness and participation of users. *Environment and behavior*, 38(2), 155-172.
2. Blum L Milton and Naylor C James. *Industrial psychology: its theoretical and social foundation*. New Delhi: CBS publisher. 1st edition. pp 364-380.
3. Chandan S Jit. (2005). *Oranizational behavior*. New Delhi: Vikas Publishing House pvt.Ltd. 3rd edition.pp 83-85
4. Chigot, P. (2005). Effects of sound in offices: subjective experience vs. objective assessment. *Facilities*, 23(3/4).152-63.
5. Edwards, L., Torcellini, P. (2002). A literature review of the effects of natural light on building occupants . *National Renewable Energy Laboratory: Colorado*.
6. Karasek, R., Heorell, T. (1990). *Health work stress: productivity and the reconstruction of working life*. Basic Books Inc, New York.
7. Leaman, A., B. Bordass, (1999). Productivity in buildings: the 'killer' Variables. *Building Research & Information*, 27(1), 4- 19.
8. Lu, L. (1999). Work motivation, job stress and employees' well-being. *Journal of Applied Management Studies*, 8, 61-72. ◆◆

DELHI POSTAL REGN. NO. DL (ND) - 11/6026/2015-16-17

R.N.I. NO. 45898/87

POSTED AT N.D. PSO ON 7/8 EVERY MONTH

Date of Publication : 4 - 10 - 2017
