

Available online at www.joac.info

ISSN: 2278-1862

Journal of Applicable Chemistry, 2012, 1 (5): 586-702

(International Peer Reviewed Journal)



e-Proceedings *of*

National-Level Roving Workshop Series on

**WOMEN IN SCIENTIFIC RESEARCH – EXAMINING THE CHALLENGES
AND IDENTIFYING THEIR NEEDS**

Nagaland University, Lumami

23-24 August, 2011

North Eastern Hill University, Shillong

21-22 October, 2011

Gauhati University, Guwahati

2-3 March, 2012



Organized by
Department of Chemistry
Nagaland University
Lumami – 798627
Nagaland

Catalyzed and Supported by
National Council for Science &
Technology Communication,
DST, New Delhi

Edited by

Dr. Upasana Bora Sinha, *Workshop Coordinator & Project Investigator*

Dr. Dipak Sinha, *Project Co-Investigator*

Mr. Chubaakum Pongener

Department of Chemistry

Nagaland University

2012

Opinions in this publication are those of the contributors and not necessarily of the Organizers

The organizers acknowledge Prof. K. S. Rao, Chief Editor, JOAC, for kindly consenting to publish the Proceedings as a special issue of the journal. Special thanks to Heather Layton for the image, '*Beautiful Burden*'.



नागालैण्ड विश्वविद्यालय
NAGALAND UNIVERSITY
(A Central University)

मुख्यालय : लुमांगी, जिला : जुन्हेबोटी (नागालैण्ड)
Headquarters: Lumami, District: Zunheboto (Nagaland), पिन कोड / Pin Code - 798 627
दूरभाष/Phone: 0369-2268268, फैक्स/Fax: 2268248
ई-मेल/E-mail: vicechancellornu@yahoo.com

Prof. Bolin Kumar Konwar, Ph.D (Lon), DIC (IMPCOL)
Vice Chancellor



If we look at the traditional model of family, the onus of creating a home, right from conceiving, giving birth and child caring to home decoration, home management, maintaining family relations, cooking and food distribution are the domains of women. In contrast, works requiring bodily strength, the responsibility of bread earning, family protection and forming social linkages, arranging familial, social and religious functions, providing medical support, attending funerals, etc are the duties of men. However, this model is fast changing in the modern day world. Women today work as officers, executives, scientist, etc, which were previously only a man's prerogative. A girl with acquired qualifications desires to become independent and self-supporting, even as she intends to provide care for the family. In this model, a girl, even after becoming a wife wishes to carry on with her profession whether as an office staff, officer, executive, academician or scientist. And a man, even though traditionally modeled to be solely the bread-earner of the family, now needs to provide supportive care to his working wife and is required to be a caring father to their children. Thus, along with time, the role of a man and women are changing all over the world, including India and in this changing world scenario, the role of a woman is no longer just that of a housewife's nor a man's remains to be just as a bread earner.

However, for many women, the biological reasons such as the confining period of pregnancy, delivery and child care as well as the various problems because of being physically weaker create obstacles for professional progress. Women in scientific works are no exception in this regard and they too suffer in the same way. Through this DST sponsored workshop organized by Nagaland University, an effort has been made to analyze these problems of Women in Science and to describe their needs so that their careers are not jeopardized in the process of doing justice to humankind who again in all possible ways is dependent on the period of conceiving, pregnancy, delivery and maternal care.

I offer my sincere thanks to those all engaged in organizing the series of workshops and to publish the proceedings.

(B.K Konwar)



APEEJAY STYA UNIVERSITY

University Campus
Sohna – Plawal Road
Sohna, Gurgaon – 122 103
Haryana, India

T +91 124 2013718 – 721, 2013218
F + 91 124 2013125
E – mail: vc@asu.apeejay.edu; kkdwivedi@yahoo.com
Web: www.apeejay.edu/asu

Prof. Kamal Kant Dwivedi
Vice Chancellor



MESSAGE

I am happy to note that the Department of Chemistry, Nagaland University has taken it upon itself to address the issue of women scientists' in the International Year of Chemistry, 2011.

The Status of Women Scientists continues to be a matter of concern for policy makers all over the world, and efforts are being made to improve women's access to and retention in the profession of scientific research.

In view of this, this initiative is appreciable because it makes an effort to examine the challenges women confront in day-to-day life. In fact a study of the challenges faced by Indian women scientists is also relevant as it provides a window to observe some of the most dynamic social transition processes as society tries to grapple with the almost antagonistic forces of professional liberation and traditional conservatism.

As former advisor and head of the NCSTC Division of DST which had sponsored and catalyzed this project, I also appreciate the continuing efforts which are being made by DST towards the cause of women scientists.

I convey my best wishes towards this endeavor.

(Kamal Kant Dwivedi)



Professor
Department of Zoology
NEHU, Shillong 793022
tandonveena@gmail.com

MESSAGE

Through the centuries, almost every society has considered women less important than men. But with time, these ideas have undergone a gradual change. Round the globe, women are increasingly challenging society's traditional image of what a woman may choose to be. It was not always that the state of women has always been miserable and pitiable; thousands of years before Christ's birth women owned property and took part in public debates. But, about 200 B.C., various world religions including Christianity impoverished the laws that gave women an inferior status to men. It was only during the late 1800s and early 1900s that woman suffrage was given a priority in many countries. Women's right movements with educational and employment reforms slowly increased their rights. As women gained more education and greater opportunities to work outside the home, they began foreseeing other rights as well.

Until recently women, the world over, kept low profiles in science and technology. However, the current statistics reveal that times are changing and the number of women opting for careers in every sphere of science and technology is burgeoning day by day. Still, when we try to make an assessment on the present perspectives of women in science, we observe that though there is a greater access to the subject of science for the girl student, it does not necessarily lead to or allow retention of women in the profession of scientific research. This phenomenon, which is not restricted to India alone but is actually a global concern, therefore creates a necessity for explicit research focusing on all issues that act as barriers towards women pursuing the profession and opting for a career in science.

Thus, this initiative taken up by Dr. Upasana Bora Sinha from the Department of Chemistry, Nagaland University, is indeed appreciable because it provides a forum for examination at a common platform of the situations, which women professionals as a whole, and women scientists in particular, have to encounter on a day-to-day basis.

I have observed that through the course of the three workshops that were held in three different Universities of the North-East Region of India, different issues pertinent to women scientists were taken up for discussion. The views expressed and shared by the participants of these workshops have been compiled in the form of Proceedings, which I trust would be useful in providing to the policy makers and stake holders deeper insights into the whole issue.

It is encouraging to note that the Department of Science and Technology (Government of India) is catalyzing and supporting this initiative to address the social issues, which create impediments for women pursuing the profession of scientific research.

I wish this endeavour all success.

Veena Tandon

(Veena Tandon)

COORDINATOR'S NOTE

Many woman scientists falls victim to an extraordinary situation in which they are considered as less dedicated professionals if they prioritize family over work, but at the same time child rearing is considered to be exclusively their prerogative and other social and familial responsibilities are also primarily theirs. Dichotomy of demands and unnatural expectations weigh heavily upon many and compounded with several other problems ultimately lead to a situation where there are women who are trained towards scientific research but are often not in a position to join the profession, and even if they do, their professional visibility is not as per their actual potential.

In the year 2011, declared as the International Year of Chemistry by the United Nations, one of the themes that received focus in many of the conferences, symposia and workshops held the world over was the issue of participation of women in scientific research. The Department of Chemistry, Nagaland University also took up this cause through a DST-NCSTC sponsored project entitled “*Women in Scientific Research – Examining the Challenges and Identifying their Needs*” through which it organized three workshops on the same theme in three different Universities across North-East India.

These roving workshops were organized in an effort to bring to the forefront the recurrent issues most women scientists encounter which are possibly responsible for reducing their presence and professional productivity. In order to have a complete analysis of the issue, participation was invited from all members of society sensitive towards these issues or impacted by them and women who could not pursue their career (in any specialization or training) albeit adequate education were “specially” invited.

Papers were invited from participants in the form of single-page submissions focusing on the problem(s) working women face and the suggested solution(s) according to each individual's perception, based on sub-themes (i) Analyzing why women do not opt for the profession of scientific research; (b) Examining the challenges faced by women scientists/ women professionals; (c) Social problems faced by working women, (d) Impact of marriage on career and profession, (e) Bringing up children – addressing the concerns of working mothers, (f)

Identifying the needs of women scientists and (g) Women friendly scientific policies and programmes.

Since the biggest problems faced by women are known to be in balancing family and work, in each of the workshops a session was dedicated to lectures by medical professionals. Thus gynecologists spoke on pregnancy related issues, pediatricians spoke on child care by working mothers and psychiatric counseling was given on caring for family needs while managing a demanding profession.

The objective of these roving workshops was to comprehend and record the different situations most women scientists confront in their day-to-day life in this contemporary age of liberalization and globalization. The challenges faced by women scientists are much the same as those faced by all working women, and it was hoped that these workshops on examination of challenges and identification of needs could help benefit all those women who aspire to have a meaningful professional career.



(Upasana Bora Sinha)

RECOMMENDATIONS:

Intensive group discussions took place during all the three workshops to collectively identify the needs of women in scientific research and certain recommendations were made as stated below-

1. **Making PhD programmes time bound** which would enable women aspirants to have a clear time frame to work out their future plans.
2. **Mentoring**-The biggest problem young women scientists in academia face are in starting out with an independent research career, since in most cases this time coincides with their time of marriage or starting out a family. To mitigate this, a methodology could be worked out for mentoring young women scientists. This could be done by creating a network between neighboring scientific organizations
3. **Counseling for women research scholars** – It needs to be accepted that familial responsibility is indispensable to any woman's life. Thus counseling programmes could be started for women research scholars on career planning without compromising on family needs and responsibilities. This would be helpful to women research scholars, say in the way of generating achievable milestones as an example, especially during the initial crucial years, also the years for starting a family.
4. **Incentives for research** – Women scientists start their independent research career at a time which invariably overlaps with their usual 'child-bearing and child-rearing' period. This is an extremely important and involving time in a woman's life. In this regard it would help if there could be some funding schemes exclusively for women as a motivator, and a provision for reduced research load, such as part time research facilities.
5. **Age-bar relaxation** – It is possible for many women to enter the workforce and even apply for fellowships only after their children become a little independent. However, by that time many opportunities are lost because of the age limit. Thus, it might benefit many if some relaxation in age is made for women having research aptitude, so that they can apply for certain positions and also post-doctoral fellowships.
6. **Provisions for school teachers to take up research based projects** – It is often the case that women who have training towards scientific research but are unable to pursue it as a career often land up with jobs as high school and higher secondary teachers. These women retain a

zeal towards research but are faced with a lack of scope to do higher research or get connected with scientific research institutes and scientists working at higher education level. Thus it would be a helpful initiative by research sponsoring agencies such as the DST to create provisions for school teachers to apply for research based projects of social and academic relevance. Since schools and their teachers are often hard-pressed for time and facilities, it was felt that some initial need-based survey would be required in order for the programme to have desired success and sustainability.

7. **Promotion processes for UGC guided institutions**– The inability of women to rise up the professional ladder is often circumstantial as promotions require a number of other criteria to be fulfilled in addition to having a certain requisite teaching and research evidence, such as attending conferences and workshops. Additionally, in the UGC system, career advancement promotions require completion of certain courses, described as orientation and refresher courses, and offered in different Universities through the Academic Staff Colleges. Since these courses are of few weeks in duration, it is often not easy for young mothers to leave home for prolonged periods, leading to their absence in such seminars or career advancement courses. Thus, if there is a provision for some amount of relaxation on the promotion criteria for women with young children, it would be helpful.

8. **In-house child care facilities** – It was unanimously felt by all, that unless improved and institutionalized childcare facilities were made available, the onus of childcare would continue to remain on women alone. In this regard, setting up of day care centres should become a mandatory requirement for teaching and research institutions, with pediatricians on the payroll, to circumvent absenteeism of women with ailing children. Additionally, workshops on child care should be held regularly in all institutions so that men become familiar with the different aspects of child care while women become better equipped.

GLIMPSES OF THE WORKSHOPS SERIES





**PROGRAMME SCHEDULES OF NATIONAL WORKSHOPS ON
WOMEN IN SCIENTIFIC RESEARCH – EXAMINING THE CHALLENGES AND
IDENTIFYING THEIR NEEDS**

WORKSHOP AT NAGALAND UNIVERSITY

Date: 23 – 24 August, 2011

Venue : University Auditorium, Lumami Campus

Order of Programme for 23 August, 2011

Session I - INAUGURAL SESSION

Session Coordinator – Dr. Nei zo Puro, Dept. of Botany, Nagaland University

Prayer	Evangeli cal Uni on, Nagaland University	9:30 am
Song	Tenyimia Fellowship, Nagaland University	9:35 am
Welcome Address & Declaration of Programme Open	Vice-Chancellor, Nagaland University	9:45 am
Introduction of the Concept and introducing the Guests	Dr. Upasana Bora Sinha, Workshop Convener	10:00 am
Views:	Prof. K.K. Dwivedi, Chief Guest <i>Vice-Chancellor Apeejay Stya University, Gur gaon, former Vice-Chancellor, Rajiv Gandhi University, Itanagar former Adviser & Head, DST-NCSTC, New Delhi</i>	10:20 am
	Prof. H.L. Duarah, Guest of Honour <i>former Vice-Chancellor, Gauhati University</i>	10:40 am
	Padmashree Dr. Anil P. Joshi, FNASc, Guest of Honour <i>Director, HESCO, Dehradun</i>	11:00 am
About DST's initiatives	Mrs. Ujjwala T. Tirkey <i>Scientist E, DST-NCSTC Division, New Delhi</i>	11:20 am
Award for Best th ree Concep t Papers		11:30 am
Vote of Thanks	Mr. Tovishe Phucho, Department of Chemistry, NU	11:35 am

REFRESHMENTS

Session II - TECHNICAL SESSION

Opening Remarks	Prof. A. Lanunungsang Ao, Dean, School of Sciences, Nagaland University	11:50 am
------------------------	---	----------

Technical Session I [12:00 – 2:00 pm]

Chairman: Prof. A.K. Singh, Department of Political Science, Nagaland University	Coordinator: Dr. Temjensosang Imsong, Department of Sociology, Nagaland University
---	---

Themes to be discussed during this session:

- Examining the challenges faced by women professionals
- Social problems faced by working women

RESOURCE PERSONS

Ms. Rosemary Dzuwichu,
Department of English, Nagaland University and
Expert Member, National Commission for Women
(NCW)

Dr. Meinam Binota,
Dept. of Economics, Imphal College, Imphal

Dr. Imlirenla Walling,
President, Watsu Mungdang (Ao Women's
Organization), Mokokchung

Mrs. Rajeshree Mohapatra,
DAV School, Cuttack, Orissa

PANELISTS

- Dr. Limasenla, Dept. of Botany, NU
- Dr. Wangshimenla, Dept. of Geography, NU
- Dr. Sangyu Yaden, Dept. of Geography, NU
- Dr. Toshimenla Jamir, Dept. of Sociology, NU
- Prof. R.C. Gupta, Dept. of Soil Sc & Agrichem, SASRD, NU

TEA BREAK**Technical Session 2 [2:20 – 4:30 pm]**

Opening Remarks Prof. Kalpana Duorah, Dept. of Physics, Gauhati University 2:20 pm

Chairperson: Prof. Bimola Kshetri, Former Director, Women Studies' Centre, Manipur University
Coordinator: Mr. Likhase Sangtam, Department of Pol. Sc., Nagaland University

Themes to be discussed during this session:

- Impact of marriage on career and profession
- Bringing up children – addressing the concerns of working mothers

RESOURCE PERSONS

Dr. Sobhana H.,
Ph D (Psychiatric Social Work)
working in the field of Family and
Marital Therapy,
LGBR Institute of Mental Health,
Tezpur

Dr. Partha P. Borah,
Pediatrician, Pratiksha Hospital,
Guwahati

Mrs. Abie Meru,
President, Naga Mothers' Association,
Kohima

PANELISTS

- Dr. K. Rajendra Singh, Dept. of Sociology, NU
- Dr. Elizabeth Hangsing, Director of Women Studies & Research Centre, Rajiv Gandhi University, Itanagar
- Ms. Elizabeth Imti, Dept. of Sociology, FAC, Mokokchung
- Dr. T. Banrida Langsteih, Dept. of Anthropology, NEHU
- Dr. Kilangla, Dept. of Economics, NU

Concluding Remarks Dr. K. Kikhi, Dept. of Sociology, NU
(approx. 5 minutes each) Dr. Lanusashi Lkr, Dept. of Geography, NU

Order of Programme for 24 August, 2011

“Balancing Family and Work”

One-to-one Interactive Session (10:00 am – 12:00 noon)

Venue: Department of Chemistry, Nagaland University

Resource Persons:

- Dr. Sobhana Hariharasubramanian, Psychologist, LGBR Institute of Mental Health, Tezpur
- Mrs. Ujjwala T. Tirkey, NCSTC Division, DST- New Delhi
- Dr. Dipak Sinha, Dept. of Chemistry, NU

WORKSHOP AT NORTH EASTERN HILL UNIVERSITY

**Hosted By: Department of Anthropology
North Eastern Hill University**

Shillong

Date: 21 – 22 October, 2011

Venue : Dean's Committee Room, School of Human and Environmental Sciences (SHES),
NEHU Campus, Shillong – 793 022

Order of Programme for 21 October, 2011**INAUGURAL PROGRAM**

Time: 9:30 – 11:00 am

Chairperson : Prof. A. N. Rai, Vice-Chancellor, NEHU, Shillong

Welcome address : Prof. T. B. Subba,
Head, Department of Anthropology
NEHU, Shillong

Introducing the workshop : Dr. Upasana Bora Sinha
Workshop Coordinator
Department of Chemistry
Nagaland University

**Present Day Needs
of Working Women-an
Analysis** : Padmashree Smt. Patricia Mukhim,
Editor, The Shillong Times

Chairperson's Remarks :

Vote of Thanks : Dr. Banrida T. Langstieh
Workshop Convener
Department of Anthropology
NEHU, Shillong

TEA BREAK

TECHNICAL SESSION I
Timing: 11:30 am – 1:30 pm

Chairperson: Prof. S.M. Sungoh (Chairperson NEHU Women's Cell)

- Prof. Veena Tandon, FNASc., Dept. of Zoology, NEHU *Women in Scientific Research –the Present Perspectives*
- Prof. A. Henia, Dept. of Education, NEHU *Problems of Women in Higher Education*
- Dr. Lucy Zehol, Dept. of Anthropology, NEHU *Career, Home and Family? Can she do it all?*
- Dr. Partha P. Borah, Pediatrician, Pratiksha Hospital, Guwahati *Bringing up Children- Concerns of Working Mothers*
- Dr. Jayanta Das, Consultant Psychiatrist, Guwahati *Women and Mental Health - Balancing Family and Work*

Lunch : 1:30 pm – 1:55 pm

TECHNICAL SESSION II
Timing: 2 – 4 pm

Chairperson: Prof. V. Tandon

- Dr. Utpala Ghaley Sewa, Dept. of English, NEHU *A Mother -friendly Environment in Academic Work-Places*
- Dr. Anudhriti Dutta, Gynecologist, Pratiksha Hospital, Guwahati *How Late is a Late Pregnancy?*
- Dr. Banrida T. Langstieh, Dept. of Anthropology, NEHU *Experiences of a Women Scientist*
- Dr. Chintamani Rout, Department of Law, NEHU, Shillong *Social Legislations for Working Women – Legal Possibilities*

22nd October 2011

TECHNICAL SESSION III
Timing: 10:00 am – 1:00 pm

Moderators: Dr. Banrida T. Langstieh and Dr. Geetika Ranjan

- Prof. Bikash Roy, University of Gour Banga, Malda, West Bengal *The Question of Gender Equality and the Science Policy in India*
- Dr. Jyoti Narayan, Dept. of BSSS, NEHU *Participation of Women in Science & Technology Industry: Challenges and Prospects*
- Dr. Sanghamitra Deobhanj, Cuttack, Orissa *A Study on women scientists at CRRI and CIFA, Bhubaneswar*

Dr. Amena Passah, Dept of History. NEHU	<i>Impact of Marriage on Career and Profession</i>
Dr. Rajeshwar Singh, Dept. of Statistics, NEHU	<i>Career Growth of Married Indian Women</i>
Ms. Koushiki Dasgupta, University of Gour Banga, Malda, West Bengal	<i>The 'changing' women in an (un)changing world: The Women Scientists and Gender Politics in India —A study From Within</i>
Dr. Geetika Ranjan, Dept. of Anthropology, NEHU	<i>Women in Profession – from an Anthropological Perspective</i>
Dr. Brinda Bazeley Rymbai, Dept. of Education. NEHU	<i>Status of Working Women in Indian Society- Problems , Issues and Challenges</i>
Dr. Pallavi Borah. Games Village, Guwahati	<i>Marriage and Career-Its Challenges and Positive Returns</i>
Dr.(Mrs.) P.K. Ryngnga, Dept of geography, NEHU	<i>Women and Career: Barriers to Equality in Academic Ladder</i>
Mrs. Wandinecia Tariang, Dept of Economics, NEHU	<i>Women's Workforce Participation and Education in India</i>
Dr. Yodida Bhutia, Dept of Education. NEHU	<i>Problems of Women Scientists in Research Institutes</i>

Interactive Discussion: (Papers submitted by the following participants will be discussed);

Moderator: Dr. Upasana Bora Sinha

Dr Ibadani S. Syiem, Dr. Bula Choudhury, Dr. Sabita Mahanta, Mr. Amit Kumar Verma, Ms. Jeemina Baglari, Ms Nivedita Mishra Thapliyal, Ms. Rekha Kalita, Ms. Intinaro Longkumer, Ms. Namrata. Sewa Lala, Ms. Pallavi Kushwala

LUNCH

VALEDICTORY FUNCTION

presided over by

Prof. B.S. Mipun
Dean, School of Environment and Social Sciences
NEHU, Shillong

WORKSHOP AT GAUHATI UNIVERSITY, GUWAHATI**Hosted By: Department of Chemistry
Gauhati University****Guwahati****Date: 2 – 3 March, 2012****Venue :** Phanidhar Datta Seminar Hall (Near VC's Office), Gauhati University**Order of Programme for 2 March, 2012**INAUGURAL SESSION (10:00 – 10:45)

- Welcome address** : Prof. D. C. Deka,
Head, Department of Chemistry
Gauhati University
- Introducing the workshop** : Dr. Upasana Bora Sinha
Workshop Coordinator
Department of Chemistry
Nagaland University
- Inaugural Address** : Prof. R.K. Bholā
Dean, School of Sciences
Gauhati University
- Remarks on the Issue** : Prof. Archanā Sharma Goswami
Head, Department of Chemistry
Cotton College
Guwahati
- Vote of Thanks** : Prof. D.K. Kakati
Department of Chemistry
Gauhati University

TEA BREAK 10:45-11:00**TECHNICAL SESSION – I (11:00 – 12:00): Theme ‘Present Day Status of Women’****Chairperson: Prof. Archana Sharma Goswami, Dept. of Chemistry, Cotton College**

Prof. A. K. Bhagabati, Head, Dept. of Geography, Gauhati University

Prof. Chitrani Medhi, Dept. of Chemistry, Gauhati University

Dr. K. Rajendra Singh, Head, Dept. of Sociology, Nagaland University

Mrs. Ramya Ayer, Teacher, KVK, Khanapara

Mrs. Divya Pandey, IITG Campus, Guwahati

Ms. Sudesna Chakravarty, Student, M.Sc. Chemistry, Gauhati University

Ms. Barsha Ritu Goswami, Student, M.Sc. Chemistry, Gauhati University

TECHNICAL SESSION – II (12:00 – 13:00): Theme ‘Support for Working Women’**Chairperson: Dr. Elizabeth Hangsing, Director Women’s Studies Centre, Rajiv Gandhi University, Itanagar***Impact of Marriage on Career and Profession of Women* Dr. Sobhana H., LGBR Institute of Mental Health, Tezpur*How Late is a Late Pregnancy?* Dr. V. Nahata, Pratiksha Hospital, Guwahati*Bringing up Children- Concerns of Working Mothers* Dr. Partha P. Borah, Pratiksha Hospital, Guwahati*Gender Neutral Parenting* Dr. H. R. Phookan, Gauhati Medical College, Guwahati**LUNCH 13:00– 13:30****TECHNICAL SESSION – III (13:30 – 16:00): Theme ‘Challenges and Needs of Present Day Women’***In conversation with:*

Prof. Archana Sharma, Director, Women’s Studies Centre, Gauhati University

Prof. Gayatree Goswamee, Dept. of Education, Gauhati University

Dr. H. R. Phookan, Gauhati Medical College, Guwahati

Prof. Jyoti Tamuli, Dept. of English, Gauhati University

Dr. K. Rajendra Singh, Head, Dept. of Sociology, Nagaland University

Dr. Meenaxi Barkataki-Ruscheweyh, University of Gottingen, Germany

Prof. Pronita Sharma, Dept. of Statistics, Gauhati University

Prof. Rita Rani Talukdar, Dept. of Psychology, Gauhati University

**3rd March 2012,
TECHNICAL SESSION IV
Timing: 10:00 am – 1:00 pm**

Paper presentations by the following, followed by open house discussion.

S.No.	Name of Participant	Address
1.	Dr. Keisham Radhapyari	<i>Analytical Chemistry Division, CSIR-North East Institute of Science & Technology, Jorhat</i>
2.	Dr. Elizabeth Hangsing	<i>Director, Women Studies & Research Centre Rajiv Gandhi University, Arunachal Pradesh</i>
3.	Mrs. Babita Kalita & Mr. Tridib Bharali	<i>Librarian, Damdama College, Kulhati, & Dept. of Political Science, Cotton College, Guwahati</i>
4.	Suneeta Khanna Ganguly	<i>Lecturer Dept of Psychology Handique Girls College</i>
5.	Shyam Sundar Sarma	<i>Address: Research Scholar, Department of Psychology Gauhati University</i>
6.	Nitashree Mili & Darsana Sarmah	<i>Centre for Studies in Geography, Dibrugarh University</i>
7.	Mrs. Binapani Kalita Pathak	<i>Associate Professor, Dept. of Philosophy, Tihu College, Tihu</i>
8.	Mrs. Babita Debra	<i>Asst. Professor Dept. of History, Tihu College, Tihu</i>
9.	Eli kumari Das & Mofida Begum	<i>Beltola College Guwahati</i>
10.	Ms. Shweta Dey	<i>Shantipur Hill side, PNGB Road H.No. -11 Ghy-781009</i>
11.	Pranita Medhi	<i>Zoo Narengi Road, 5th Bylane, Bhaskar Nagar House no.28 Guwahati</i>
12.	Manashi Garg	<i>M.Sc Biotech 2nd Sem, Gauhati University</i>
13.	Basabi Gogoi Faculty of Computer Education	<i>Computer Education Centre, Tyagbir Hem Baruah College, Jamugurihat</i>
14.	Mrs. Sudha Sharma	<i>Department of English, Tyagbir Hem Baruah College Jamugurihat</i>
15.	Alpana Choudhury & Anasuya Kakati	<i>Guwahati</i>
16.	Vaswati Das	<i>Department of Biotechnology, Gauhati University</i>
17.	Rulee Baruah ¹ Kalpana Duorah ²	<i>1. Deptt. of Physics, HRH The Prince of Wales Institute of Engineering and Technology, Jorhat 785001, India. 2. Deptt. of Physics, Gauhati University, Guwahati – 781014, India</i>
18.	Kabita Devi Kusre	<i>Assistant prof.. Deptt. Of Psychology, Nonoi College, Nonoi, Nagaon</i>
19.	Mrs. Sutopa Rai choudhury B.	<i>Department of Chemistry, B. Barooah College</i>

CONTENTS**WORKSHOP AT NAGALAND UNIVERSITY**

1. **Examining The Challenges Faced By Women Scientists/Women Professionals.**
Dr. Meinam Binota, Department of Economics
Imphal College, Govt. of Manipur Manipur University, Imphal.
2. **Challenges Faced by Women in Academia.**
Dr. Moamenla Amer
Department of Political Science
Nagaland University – Lumami.
3. **Challenges of Women Professional in Nagaland: A Sociological Discourse.**
Dr. Temjensosang .
Department of Sociology Nagaland University.
4. **Women in Science: Breaking the Glass Ceiling and Beyond.**
Prof. R.C. Gupta
SASRD, Nagaland University, Medziphema 797106, India.
5. **Women Professionals: Socially stressed yet superior.**
Prof. R.C. Gupta
SASRD, Nagaland University
Medziphema 797106, India.
6. **Women Friendly Policies Can Help Better Participation Of Women Scientist In Scientific Research.**
Dr. Dipak Sinha
Department of Chemistry;
Nagaland University, Lumami.
7. **Patriarchal Theater of the Mind and its Impact on Naga Working Women.**
Mrs. Petekhrienuo.S.khuvung
Women's Studies Centre, Nagaland University
Campus: Kohima.
8. **Problems Faced By Working Women.**
Dr. Imlirenla Walling
President Watsü Mungdang, Mokokchung.
9. **Impact Of Marriage In Career And Profession.**
Dr. Temjennaro Jamir.
Dept. of Education,
Fazi Ali College, Mokokchung-798601.

10. Social Problems Faced By Working Women
Dr. R Vineetha Pillai
Dept of Chemistry,
Kohima Science College, Jotsoma
11. Bringing up children- addressing the concerns of working mothers:
critical analysis.
Likhase Sangtam¹ and Bisarila Sangtam²
¹Dept. of Pol. Sc., Nagaland University
²Inspector of Co- Operatives Societies Nagaland Govt
12. Analyzing why women do not opt for the profession of scientific
research.
Mrs Monalisa Tase
Department of Political Science;
NU, Lumami.
13. Parental Role of Women & Career in Science.
Dr Upala Barua
Department of Anthropology, Cotton College,
Guwahati. &781001, Assam.
14. Examining the challenges faced by women professionals
Ms.Monmoyuri Dutta.
Pratiksha Hospital, Borbari, Hengrabari
VIP Road , Guwahati -781036 Assam.
15. Impact Of Marriage On Career And Profession An Observation From
Naga Perspective.
Likhase Sangtam.
Deptt.of Pol. Sc. NU Lumami.
16. Marriage- A Blessing or a Bane.
Mrs.Rajashree Mohapatra.
W/O- S.K.Mohapatra. At- Niladrivihar.
Chauliaganj, Po- Nayabazar.
Dist- Cuttack 753004.
Odisha, India.
17. Working women and child care.
Dr. Bula Choudhury
Guwahati Biotech Park, Technology Complex
IITG, Guwahati-781039.
18. Analysing why women do not opt for the profession of scientific
research.
Sunepjungla.

- Town Higher Secondary School Mokokchung.
19. **Women Social Challenges.**
Kaushik Mookherji
Software professional, Bangalore.
 20. **The Career Woman as a ‘*Woman of a Thousand Tears*’ in an era of Globalization.**
Dr. Rosaline Jamir
Dept. of English
Assam University, Durgakona Silchar-788011
Assam India
 21. **The need for enacting a social Legislation for Women Scientists.**
Dr Shabeena Yasmin Saikia
UGC Academic Staff College.
Gauhati University. Guwahati.
 22. **Analysing the need for Financing Women Friendly Scientific Policy.**
Dr. Jonalee Bordoloi
Dept. of Economics,
Gauhati Commerce College. Guwahati
 23. **The Problem of the Working Mother in Bringing up Children.**
Ms. Jeemina Baglari (Research Scholar)
Department of Education.
North-Eastern Hill University, Shillong.
 24. **Social problems faced by working women.**
Dr. Kiran Negi
HESCO, Dehradun.
 25. **Thoughts to ponder: Women**
Akokla Walling
Department of zoology, 4th Semester, Nagaland University.
 26. **Thoughts of a young women.**
H.Kiholi Swu.
Department of political science, Aliper Hostel, Nagaland University.
 27. **Status of women in a present society.**
Litoli Achumi.
Dept. of Economics, Nagaland University.
 28. **Sexual Harassment.**
Temsutula.
Department of Economics, Nagaland University.

WORKSHOP AT NEHU

1. **Impact of Marriage on Career and Profession: Career Growth of Married Indian Women.**
Dr. Rajeshwar Singh
Department of Statistics,
North Eastern Hill University, Shillong – 793022.
2. **Social Problems of Working Women in India.**
Dr. Rajeshwar Singh
Department of Statistics,
North Eastern Hill University, Shillong – 793022
3. **Examining the Challenges faced by women scientists Summers' Cold Remark.**
Anjali Haloi
Electron Microscopy Division
Sophisticated Analytical Instrumentation Facility
NEHU Shillong – 22
4. **Women, Science And Anthropology.**
Radhe Amung, Arundhuti Das
Department of Anthropology, North Eastern Hill University, Mawlai,
Shillong- 793022.
5. **The Question of Gender Equality and the Science Policy in India.**
Prof. Bikash Roy
Department of Bengali
University of Gour Banga, Malda
West Bengal.
6. **Status of working women in Indian society- Problems, Issues and Challenges.**
Dr. Brinda Bazeley Kharbirymbai.
Department of Education, NEHU Shillong.
7. **Sexual harassment of women in working place.**
Dr. Chintamani Rout
Department of Law, NEHU, Shillong.
8. **Women and Career: Barriers to Equality in Academic Ladder.**
Dr. P.K. Ryngnga,
Department of Geography, North Eastern Hill University,
Shillong-3

9. Working women and child care.
Dr. Bula Choudhury
Guwahati Biotech Park
Technology Complex, IITG, Guwahati -781039.
10. Challenges Faced By Women Professionals.
Dr. Ibadani S. Syiem
Dept of Education ,
NEHU Shillong.
11. Participation of Women In Science & Technology Industry: Challenges And Prospects.
Jyoti Narayan
Department Of Basic Sciences & Social Sciences
School Of Technology
North Eastern Hill University, Shillong-793022.
12. The 'changing' women in an (un)changing world: The Women Scientists and Gender Politics in India — A study From Within
Miss Koushiki Dasgupta
Department of History, University of Gour Banga
P.O Mokdampur. Opp.Rabindrabhan
Dist Malda.732102, West Bengal.
13. Why women do not opt for the profession of scientific research.
Amit Kumar Verma
Faculty of Education,
B.H.U., Varanasi-10(U.P.)
14. The Problem of the Working Mother in Bringing up Children.
Ms Jeemina Baglari
Department of Education.
North-Eastern Hill University, Shillong.
15. Social Problems faced by present day working women.
Namrata. Sewa. Lala
Assam University
St.Edmunds College, Shillong
16. Psycho Social problems faced by working women in the Uttarakhand State of Dehradun.
Ms Nivedita Mishra Thapliyal
C /O Captain Rajiv Gupta, 146/1 Vasant Vihar, PO.
New Forest, Dehradun-248006
17. Marriage And Career-Its Challenges And Positive Returns.

- Dr. Pallavi Borah
BAMS
Games village, Guwahati, Assam-781029
18. Impact Of Working Women On Social And Psychological Aspects Of Children.
Pallavi Kushwaha and Lhilhing Mate
Department of Adult and Continuing Education
NEHU, Shillong-22.
19. Problems of Women in Higher Education.
Prof.A.Henia
Deptt. of Education
NEHU, Shillong.
20. Intension of women for scientific research with special reference to the subject Mathematics.
Sabita Mahanta¹ and Rekha Kalita²
^{1,2}Department of Mathematics
Handique Girls' College
Panbazar, Guwahati -781001; Assam.
21. A Study on women scientists at CRRI and CIFA. (Central Rice Research Institute, Cuttack and Central Institute of Freshwater Aquaculture, Bhubaneswar)
Dr. Sanghamitra Deobhanj
Ranihat High School,
Ranihat, Cuttack, Orissa, 753001.
22. Social Problems Faced By Present Day Working Women.
Namrata Sewa Lala
Assam University, St. Edmunds College, Shillong
23. A study on Female students and PGTs in Science at Kendriya Vidyalayas.
Tom P. Jacob, PGT (Bio), Kendriya Vidyalaya Okha, Okha Port, Gujarat.
24. A Mother -friendly Environment in Academic Work-places.
Dr. Utpala Ghaley Sewa
Dept of English, NEHU, Shillong
25. Women's Workforce Participation and Education in India.
Mrs. Wandinecia Tariang and Dr. Daisy Das
Department of Economics, North-Eastern Hill University, Shillong -793022.
26. Problems Of Women Scientist In Research Institute.
Mrs. Yodida Bhutia (PhD)
DOE, NEHU, Shillong.

WORKSHOP AT GAUHATI UNIVERSITY

1. Challenges Faced By Working Women.

Alpana Choudhury

C/O : M. Choudhury,

New guwahati last gate, sankar nagar

House no: 3, near kanika apartment,

P.O: Noonmati, Guwahati ,781020.

Anasuya Kakoti

C/O: Biren Kakoti,

R.K Enclave, Flat no 2 B, House no: 1 ,

Leela Baruah Lane, Ambari,Guwahati, pin : 781001.

2. Women between Public and Private: Problem Faced by Working Mothers of Unorganized Sector in India.

Anuradha Rai

Centre for International Politics

Organization and Disarmament

School of International Studies, JNU, New Delhi.

3. Social Problems Faced By Working Women.

Mrs. Babita Deka

Dept. of History,

Tihu College, Tihu.

4. Uses of Information and Communication Technology (ICT) and Women Empowerment.

Basabi Gogoi

Faculty of Computer Education

Computer Education Centre

Tyagbir Hem Baruah College

Jamugurihat

Dist- Sonitpur

Assam-784180

5. Challenges Faced By Working Woman In Bringing Up Children; An Exploration Of Positive Aspects On Working Motherhood.

Deluar Hussain

Deptt. English.

Hari Gayatri Das College, Azara.

6. Problems and solutions of working women in Assam.

Eli kumari Das

Assistant Professor, Beltola College,

Guwahati-28

- Mofida Begum.
Assistant Professor, Beltola College,
Guwahati-28
7. Social Problems faced by Working Women with Special Reference to Tribal Society.
Dr. Elizabeth Hangsing,
Women Studies & Research Centre
Rajiv Gandhi University, Arunachal Pradesh.
8. Impact Of Marriage On Career And Profession.
Hemasri k. Talukdar
Karmasree Hiteswar Saikia College
9. Bringing up children of working women-looking into the concerns.
Jonali Borah
C/o Mr. Tonmoy Kr. Bordoloi,
Rajaduar Howli, Behind Classic Showroom,
Nizarapar Road, Guwahati -781003.
10. Vision About Status Of Woman.
Mrs. KabitaDevi Kusre
Deptt.Of Psychology
Nonoi College, Nonoi , Nagaon Assam
- Dr. Rita Rani Talukdar
Assistant Prof. Deptt. Of Psychology
Gauhati University, Guwahati, Assam
11. Social problems faced by working women.
Manashi Garg
Gauhati University.
12. Changing Pattern Of Women Participation In Research Activities.
Nitashree Mili & Darshana Sarmah.
Centre for studies in Geography, Dibrugarh University.
13. Reproducing the Politics of Domination.
Pranita Medhi
Zoo Narengi Road, 5th Bylane, Bhaskar Nagar
House no.28
Guwahati- 21.
14. Women Scientist in India: Challenges and its Strategy.
Keisham Radhapyari
Analytical Chemistry Division,
CSIR-North East Institute of Science & Technology,
Jorhat – 785006, Assam, India.
15. Working Women , Challenges and Egoism.
Dr. Ramala Sarma .
Assistant Professor
Department of Philosophy

- Nowgong College ,Nagaon .
16. **Empowering Women As Professionals.**
Rulee Baruah
Deptt. of Physics,
HRH The Prince of Wales Institute of Engineering and Technology
Jorhat-785001, India.
Kalpana Duorah²
Deptt. of Physics, Gauhati University,
Guwahati-781014, India.
17. **Curse Of Uneducation For Women.**
Miss. Shweta Dey
Shantipur Hill side, PNGB Road
H.No. -11 Ghy-781009
Kamrup (Assam).
18. **Creation Rules the Creator.**
Shyam Sundar Sarma
Department of Psychology
Gauhati University.
19. **Social Problems Faced By Working Women.**
Mrs. Sudha Sharma
Dept. of English
Department of English
Tyagbir Hem Baruah College
Jamugurihat
Dist- Sonitpur
Assam-784180 .
20. **Social Problems faced by working women.**
Suneeta Khanna Ganguly
Dept of Psychology
Handique Girls College
Address: Adabari.
21. **Womens Employment: Issues and Perspective.**
Mrs. Babita Kalita
Damdama College, Kulhati

Mr. Tridib Bharali
P.G. pursuer, Dept. of Political Science
Cotton College, Guwahati.
22. **Women conflict in the world of Scientific Research.**
Vaswati Das
Department of Biotechnology,
Gauhati University, Guwahati-781014, Assam.

Examining the Challenges faced by Women Scientists/Women Professionals

Dr. Meinam Binota

Department of Economics

Imphal College, Govt. of Manipur Manipur University, Imphal

*“When women move forward, the family moves,
the village moves and Nation moves” – Nehru.*

India is one among the commonwealth countries with the lowest percentage of women (below 20%) at senior managerial / professional and level (ACU Bulletin, March 2004). It May be due to the unwillingness on the part of management to appoint women to these positions, or due to a feeling of insecurity in women to handle these positions for which reason they might not come forward. Cultural norms continue to dictate that the role of women at the work place is seen as secondary to her role at home as a nurturer and home maker. The patriarchal attitude to women in the Institution of family are carried over to other Institutions of society, including higher education and higher professionals. Women professionals get torn between being a professional and beings a home maker. Although their mind work as a professional their heart works as a traditional home maker.

However, that women have the potential, to contribute effective skill and management of higher scientific studies professional is an acknowledge fact and effort have to be made to meet this challenge. Majority of people are unaware of the role played by the women in major scientific breakthrough historically. Of course there are a few women scientist who had made great contribution for the welfare of human civilization in the Diverse Field Of Science. Nobody denied the personality such as Marie curie, Rosaline Franclin, Drothy Hodgkin, Rochel Carson, Gertrude B Elien etc. of their contribution for better mankind. The challenges, hardship experienced in the Scientific discovery by the great women professional paved the path as role model of women today.

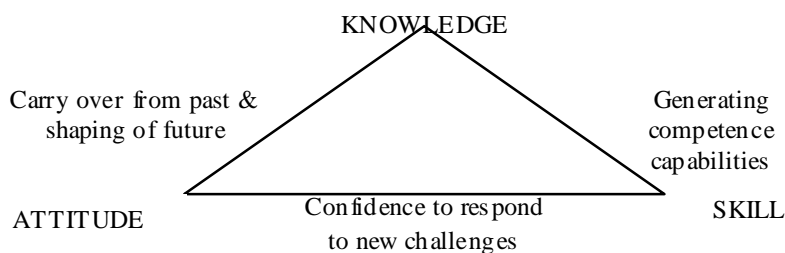
In the meantime, the world however, is changing at a speed never dreamt of into a single compact family easily communicate with one another. Gender relationship changing in a new matrix. The concept of womanhood is changing gradually but all these have thrown a new challenges to the women professionals.

What are the new challenges?

1. Women professionals isolated and burdened by the simultaneous demands of her new aspirations and traditions.
2. Women professionals experiences helplessness in making new response within the culture. (the culture is perceived as a monolith, rigid, and invincible)
3. The social system cannot accept the new roles of women and as such women end up feeling misunderstood and distress.
4. Women silently evaluate and judge man and social system and governance.
5. The location of women self is always transient and never had the chance to defined herself.
6. Women fail to talk from their own perspective.
7. To face these new challenges, women professionals and scientists needs to have new strengths and spirits.
8. Make your work/ profession visible that which is invisible.
9. Articulate your judgment that which unarticulated earlier
10. Decode the deeply embedded social cultural codings and discover new logical meanings.
11. Redefine yourself and other women
12. Own the disowned inner asset & skill of yourself
13. Integrate self, others and system of belongings.
14. Facilitate your inner feeling & ignore unlogical man-made laws & theories.
15. Keep a self'space between 'you' & 'your love one'
16. Belief and trust to physical service not to the lip-service overlook the trivial matters.
17. Clearly demarcate your emotional space and professional space.

Of the challenges and strengths there is a need for women professional scientists to move from social structure and roles to work structure and roles. It is not an either/or choice but an added concept and dimension of professional role taking. In this transitional stage, work/profession becomes a pivoted part of life space, tasks and performance acquires efficiency, effectiveness and new learning/meaning. There are the essential criteria for modern professionalism women need to give themselves legitimacy in formal planning policy formulation and strategic choice in the higher platforms. They need to acquire a competitive edge and professional parity by acquiring knowledge attitude and skill anchored in a personal professional perspective. It is essential that women take charge of their own destiny and give shape to substantive roles in the present, system women professional has to question her socio cultural beliefs her own need to held on the structured normative prescriptions and realistically assess her strengths, limitations and new challenges. They have to create new spaces, meaningful relationship in the family work with other women & men given the reality of both social and professional role, women experiences dilemmas, ambivalence, anxieties and stress. In an attempt to balance social & professional roles/demands they extend super human efforts and end up with high risk morbidity. Therefore a shared perspective between women & men needs to be evolved in the social & professional life. Here it is noteworthy to mention the KAS Model (Parikh, I-J, 1991)

Approaching system which can provide the basic understanding and widen the perspective, enhances the knowledge and generate the administrative/management competencies in women. The following figure depicts the KAS approach.



Life space of women professionals has many components and no any component can be looked in isolation. New definition of roles in society under transition is processing pulls & pushes of old and knew society is emerge. Women are at crossroads – attempting to forge the new horizon of tomorrow.

REFERENCE :

- Parikh, I.J. et, al* *Approach to women Managers Training commonwealth Secretariat, London, 1991*
Parikh. IJ *Managing personal and professional role, Foundation for Liberal and Management Education Mumbai 2009.*
- Indiresan, Jaya* *Women and Academic leadership, University Grant Commission, New Delhi 2008.*
Cherian, Mary *Information and Communication Technology form women Empowerment; in women Empowerment (ed) by M.K. Biju. Mittal Publications, New Delhi. 2006.*
Integrating gender perspectives into ICT policy making <http://www.un.org/womenwatch/daw/egn/ict2002/reportsweek4.html>.

Challenges Faced by Women in Academia

Dr. Moamenla Amer

Department of Political Science

Nagaland University – Lumami

There has been significant change in the field of higher education in recent decades in India, which has seen increasing numbers of women entering academic employment. Yet, there is a clear evidence of a “glass ceiling” that is preventing women from reaching the top-ranking academic positions on parity with men. Even in countries with highly sophisticated family-friendly policies such as it exist in the Nordic countries, women are still not ascending the academic hierarchy at the same rate as men. Given the fact that research performance is often a central factor in promotion to senior levels, the research activity undertaken by women clearly represents critical points in their career trajectories.

Today, unprecedented emphasis is being placed on research as key requirement for advancing in ones academic career and promotion. Academic work literally never ends where faculty have to deal with the demands of research and publication, attending seminars, workshops in addition to teaching and other workloads. There is considerable pressure to be productive. The pressure is apparently heavier for women. Regardless of whether they hold a career, women tend to shoulder a greater proportion of domestic work than men, and they typically balance multiple conflicting roles - professional, mother, house worker, etc. When domestic work is coupled with a busy professional life, the workload can become burdensome to the extent that their research activity becomes sidelined.

There are many factors which are recognized as creating barriers to women's advancement in research. For instance, Chrisler (1998) states that women have higher teaching loads and does more pastoral care of students while men focus on research output. In such a situation women may find it difficult to start or maintain research activity. Another factor that is often considered a limit to women's research development is women's less access to academic networks which are vital for a successful research career (Cox et al, 1995; Dean et al, 1996; Valian, 1985; Chrisler 1998). Further, pressures of dual careers are seen to have a dramatic impact on women's research capabilities with Probert (2005) arguing that research is the only thing that can be put off in a schedule filled with teaching, research, administration and children.

The literature also suggests that while men and women as professionals and parents struggle with the task of achieving a balance between work and family life, the challenge for women is greater than for men, given the simple logistics of the biological clock, the physical demands of pregnancy and childbirth, the gendered expectations of family obligations, and the ongoing disparity with which women take on the “second shift” through maintenance of children and home (Drago & Williams, 2000; Hochschild, 1975, 1989; Spalter-Roth & Merola, 2001; Varner, 2000; Williams, 2000a). For academic mothers, one of the most time consuming aspects of their lives and a source of significant professional, personal and marital stress is the fact that many feel as though they work a ‘second shift’ at home. The paper specifically addresses the above challenges faced by women in the academia and examines some of the factors that support or impede their research productivity.

Suggestions :

1. Keeping in mind the fact that it is very difficult to break through the research barrier, small funded projects can be very useful starting points for universities/academic institutions seeking to help women advance their academic research careers.
2. There is a need to raise women's consciousness for research. One way of doing it is through workshops.
3. Also needed are mentoring and access to professional networks especially to assist women with little research experience.
4. Women academics have to endeavor to create strong local, national, and international research networks, if possible, which would open up research opportunities.
5. There is a need to highlight successful women researchers within the institution who would act as role models and mentors especially for young researchers.

Challenges of Women Professional in Nagaland: A Sociological Discourse

Dr. Temjensosang

Asst. Professor

Department of Sociology Nagaland University

Specialization and professionalism is a tag of modern society. People of diverse culture, race, and irrespective of the place of living, attempt certain pace of life under the concept of globalization. As such woman professionals are confronted with countless challenges in life when compare with her male counter part, she is a home maker, mother, wife, an executive officer, professional elite, member of associations or clubs etc. Naga women are no exception to these modern phenomena. Such diverse role-taking often conflict one another and push her to victimization by way of compromising her profession. A judicious distinction between occasion and vocation becomes a great concern for professional women.

Women professional in Nagaland - A brief discussion: Economist maintains that resources are always scarce. This statement led to an understanding that limited resource causes specialization and professionalism in modern society. However, Sociologist follows Durkheimian social analysis. That is, "Division of labour in society". He argues that increase in volume, material density and moral density of society was the ultimate causes of social division of labour and specialization. In other words increase in population led to increase in standard of communication. He further state "nothing proves that man in modern society are happier than man in the primitive/traditional society. Specialization/ professionalism is the only peaceful means to survive this complex modern society. Sociologically speaking, the concept of professionalism was not just for mere economic ends but an essential feature of modernity. In Naga society, women role have change from the simple division of labour i.e. house hold chores and an unscientific and untrained occupation of cultivation (jhum/irrigation) to a highly complex role of professionalism and specialization. Today, Naga women are not just confined to home making role and submerging themselves as an invisible labourer. Women constitute a good segment of population as professional elites such as administrators, academicians, doctors, lawyers, business professionals and office goers etc who also, in many cases, are the sole bread earner of the family. Such diverse role-taking, besides being a wife and a mother, is indeed challenges in itself that need to understand women from a broader perspective and not from the frame work of traditional, cultural and customary practices. Culturally, Nagas follow a patriarchal form of family. However, a paradigm shift, modernity have ushered professionalism as a primary role to many women professionals as such it need further sociological examination.

Suggested solutions:

1. Given such challenges at hand, any marriage proposal for women professionals, opting love marriage would be the best solution. In it, the couple, both knows the emotions and sentiment of each other thereby do not waste time for adjustment.
2. Should plan for small but ideal family so that period of child upbringing is short and doesn't hamper her career.

Women in Science: Breaking the Glass Ceiling and Beyond

Prof. R.C.Gupta

SASRD, Nagaland University

Medziphema 797106, India

The enhanced enrollment of girls in science stream is a healthy sign; to add further the high percent of female in professional courses as well as in various discipline of science from basic to applied and clinical is seems to reversal of women taking care and man taking charge. Though path is long, dark with full of barrier and blockage yet meaningful demonstration of scientific ability by a large section of female scientist, technologist is a march towards, Breaking the glass ceiling, to achieve this and beyond it require certain essentials one of which is attaining the height of critical mass; which speaks a minimum require percentage of their participation at each and every step.

This concept presentation deals with essentials for activation, stimulation and exhibition of capacity building elements the, inside potential of women, the basic for better achievement in science and to move beyond.

Solutions:

1. A critical mass (15%) on top science decision making bodies/organization hierarchy should be women
2. Reservation in National institutes of science & education for women, will create a pool of dedicated women scientists
3. Flexible working hours, better working environment & scope for promotion

Women Professionals: Socially stressed yet superior

Prof. R.C.Gupta

SASRD, Nagaland University
Medziphema 797106, India

Since ages: women are professional; let it be child care, nutritional development to all types of management. The fundamentals of professionalism; create, care, share but not to destroy are all liked with inner character of women. Because of all these elements she does not require weighing balance to judge every thing. Women may be physically weak but mentally strong. There is a proverb Man is the head and woman is the neck, but the head always move in the direction, the which neck moves with all these potential it is dishearting to look their such skill confined with in the four walls, exploiting their biggest weakness, the emotional attachment with their traditionally define work, family and society. These are also responsible for their silence, now it is right time; women do not have to trap themselves to a life which pleases the society.

Let her have the courage to be impatient.

Let her have the patience to be brave.

If it happens in reality the world will be theirs.

Solutions:

1. To be good in professional life ;EQ (Emotional Quotient) should not overpower IQ
2. The shadow of, "learned helplessness " should be avoided
3. Professional-Life Balance leading to multitasking /multi-selfing is required

Women Friendly Policies Can Help Better Participation Of Women Scientist In Scientific Research

Dr. Dipak Sinha

Assistant Professor

Department of Chemistry; Nagaland University, Lumami

The problems faced working women are very complex and diverse in nature and the needs range right from policy to social mindset. From infrastructure to their own personality. In order to encourage the women professionals, there need to be holistic changes which might be very time taking. Thus to start with if some women friendly government policies are initiated, some of the problems can be taken care immediately. The requirements or problem faced by different women professional face are different in nature depending on the nature of work. Thus the requirements are going to be different. Given below some points which need to be addressed for better participation of women in Scientific research. The points are suggested keeping in mind only about women Scientist which may not be same for other women professional.

Difficulties faced by women Scientist

1. In most of women scientist cases, child rearing time and beginning of the carrier starts at the same time, the women find very difficult to devote complete time during this period.
2. Since the carrier starts with rather difficult ways, coping up with the competitive research environment becomes very difficult and slowing shades away from the research scenario
3. Women finds difficulties in networking which is a very important component in modern day
4. As the carrier starts rather in a difficult way, most of the women find very difficult to be fruitful in the initial carrier. This ultimately deprived them to apply for Post-doctorial fellowship/or projects
5. In this complex dilemma about giving time to family, research, profession etc make the time very difficult in the initial part of the women scientist carrier

Suggested solutions

1. The employing organization like UGC, DST or CSIR can make a policy about collaboration in the initial stage of the women scientist carrier and thus can have some laboratory/scientist ready to mentor. This will help the women to do some work and thus will be not gap in the research scenario.
2. In the initial carrier of the women professional, the provision for childcare allowance may be introduced which should be reimbursing in nature. This will encourage the women professional or her family to engage some secondary help.
3. Flexing working hours can be introduced for working mother in the initial time of the carrier.
4. Some percentage of sponsored research project or Fellowship can be reserved for women scientist who go through this difficult period so that they can come back to normal research life
5. Employing institute can make some policy about secondary support system for working mother.
6. Professionalization of domestic support system like babysitter, domestic helper etc.

Patriarchal Theater of the Mind and its Impact on Naga Working Women

Mrs. Petekhrienuo.S.khuvung

Project Officer,

Women's Studies Centre, Nagaland University

Campus: Kohima

The contemporary Naga society presents a blend of traditionalism and modernity. In this context, the traditional patriarchal practices on one hand and a development driven, modernistic focus on the importance of women as equal partners of a progressive society on the other hand are playing influential roles on the contemporary Naga women. The denigration of women to a weaker gender role in the patriarchal system are many but this paper would concentrate singularly on the traditional domestic responsibilities of the married women and how this patriarchal colour imposingly still percolate through the lives of the modern, married working women in Nagaland.

Problems Faced By Working Women

Dr. Imlirenla Walling

President Watsü Mungdang, Mokokchung.

In almost all fields, Women are in the forefront now. There are women Administrators, Police officers, Politicians, Engineers, Doctors, Lawyers, Professors, Pilots etc. They are more sincere and more competent in their official works. For which they should be acknowledged and encouraged by one and all. This is in view to enhance and maintain the virtue of self-reliance, self-confidence, self-respect and dignity of labour for women folk. Livelihood to be free to choose and not dependent on others for pursuing our lives according to our genius and for our survival. But society has remained male dominated and modern women face many challenges. They have to manage both the house and their jobs. The burden of traditional roles has not decreased, but the burden of bringing home a second income has been added. Modern Women are expected to be super women. This has added a new dimension to their roles. They have become equal as far as earning is concerned but real liberty still eludes them.

The Challenges Faced By Working Women in the Contemporary Age of Liberalization And Globalization:

1. They have to manage both the house and their jobs.
2. They are pressurized to quit the job because of no justified reasons.
3. They are harassed at work places by male colleagues and superiors.
4. They are under privileged for many facilities
5. They are deprived of Social platforms.

Suggestions:

1. The society should shake off the practices of old patriarchal system which prevents womenfolk to come out with their rights equally with the menfolk.
2. Menfolk should be educated and motivated to extend their helping hand in household works.
3. Working women should be protected and secured from any kinds of harassment at working place.
4. Gender sensitive curricula would be developed at all levels of educational system to eliminate gender disparities in the society.
5. The provision of support services for working women like- Child Care facilities including crèches at work places and educational institutions, basic health facilities, free transportation service, toilet facilities and sanitation, adequate and safe housing and accommodation for working women should be provided to ensure their full co-operation at work.
6. Media networks will be involved at all levels to ensure equal access for working women particularly in the area of information and communication technologies.

Impact Of Marriage In Career And Profession

Dr. Temjennaro Jamir.

Asst. Professor, Dept. of Education, Fazl Ali College, Mokokchung-798601.

Women have proved that they are as capable as their male counterparts in almost all spheres of human endeavour, but they still face a myriad of problems even in this enlightened age. This is due to society's dependence on archaic rules/traditional concepts, which particularly cannot shake off the concept of the weaker sex. This had been necessary during the early period of human existence, where the male was the hunter/gatherer/provider, while the female was the nurturer or minder of the hearth. But the march of time cannot be stopped, nor the accompanying changes. The plight of married women in India, particularly with respect to their professional careers, is an important issue that needs urgent mitigation. Women make up a sizeable chunk, if not half of the total population, and therefore this wastage of vital human resource is criminal in view of the fact that we have to play catch-up with the advanced western countries. Until this core/vital issue is addressed, we will always find ourselves trailing behind the others.

Suggestions :

1. Social traditions and customs should evolve along with the times to be relevant.
2. Flexibility is required from both parties concerned. There should be willingness to experiment and innovate.
3. The system of part-time jobs needs to be introduced.
4. Popularization of specialized institutions such as crèches and day care centres for the care of children of working mothers.
5. Provision for re-employment for qualified women who remain away for several years caring for young children.

Social Problems Faced By Working Women

Dr R Vineetha Pillai

Lecturer, Dept of Chemistry, Kohima Science College, Jotsoma

Gender equality is a phrase we hear very often now-a-days. The importance of this term has now grown in the minds of the people and the society. For a family to move forward it is imperative that the woman of the household should move forward with time as well. Much has been done in this direction yet much more needs to be done. It is a sad truth that a lady, especially in the Indian society, is given only superficial respect. Even today as we live in the age of post modernity the weaker sex is shunned from all the major opportunities that the world has to offer. Not because there are not enough slots for her to fill but because of the ways in which she finds herself shackled by the chains of our society. On the bright side of the present day situation we find that more and more women are coming up in all the fields, scientific research in particular. But this same facet of the issue is not free of its own demerits. She has to face a torrent of questions from the society and her family to which her answers are just a mere trickle. This is an issue for which the entire society must rise as one, come to terms with egalitarian views and speak for her as if in her own voice.

Suggestions in this respect are many yet very few are implemented in a way that is judicious. The society needs to learn to keep a broad mind when it comes to giving women their chance in proving themselves. Safer work places will definitely prove to be an impetus in encouraging her to take up better projects and aim higher. Proper incentives should be given to women, especially those from the backward sections of the society.

Bringing up children- addressing the concerns of working mothers: critical analysis.

Likhase Sangtam¹ and Bisarila Sangtam²

¹Dept. of Pol. Sc., Nagaland University

²Inspector of Co- Operatives Societies Nagaland Govt.

Motherhood/bringing up children is one of the most challenging job for every women. Working mother is considered to be one of the most difficult and demanding for a mother. Working mother can be classified into three broad categories, viz.

1. Career oriented mother-
2. Family oriented working mothers-
3. Working mother who balance well between her career and family.

The following points are the major problems faced by every working mother. This issues needs to be address at every level so that they are mentally prepared to face the incoming challenges. Targeted group for this work are: a) Working women and men intending to get married, b) Parents, c) Academicians, d) Policy makers.

PROBLEMS:

1. Affects career to the extent of giving up.
2. Confused whether to give more importance to child or work.
3. Finding difficulty to keep balance between the child and the work.
4. Affects both mothers' and child health.
5. Cannot feed the child in time affecting the Childs' health.
6. Less emotional attachment between the child and mother.
7. Career oriented mother gives less importance to her children. A child becomes secondary.
8. High chances of spoiling the child by meeting/giving all their demands.
9. Easy to adopt negative attitude unless being care by the mother.
10. Career oriented mother fails to give quality time to children.
11. Children misunderstand mothers love.
12. State govt. overlook working mothers problems with regard to child caring.
13. Career oriented mothers fail to understand child's minds and thoughts.

Remedies:

1. State Govt. need to be more sensitive towards working mother problem apart from three months maternity leave. Working mother should be given a period of two years of leave for child caring.
2. Every working mother should know that 1st two years of child's age is a crucial age, the child needs to be cared mostly by mothers.
3. Every working mother should know how to keep balance between both her career and family.
4. Since Workshop and seminars would be time consuming for working mothers another option is available for Govt., NGO's or any other groups in helping the working mothers providing information through pamphlet and play card containing helpful tips or guidelines for working mothers.
5. Since the present generation is going ahead on fast track with the internet, it can also provide a helping hand for the working mothers. For example, a website where working mother can contribute their experiences, stories, new ideas and thoughts which would be helpful for her sister or friends who might be facing the same problem.

Analyzing why women do not opt for the profession of scientific research

Mrs Monalisa Tase

Assistant Professor

Department of Political Science; NU, Lumami

Today in the contemporary world of digits and networking, professional women are highly skilled but women feels unchallenged when it comes to professional excellence or scientific research.

Challenges:

1. Exposure to prolonged cultural and traditional practices – This can be detrimental to the prospects of scientific research. Women tend to have strong emotional connections with their respective traditions and cultures, as a result it impinges on creativity of mind, mental flexibility etc.
2. Want of single mindedness – Women by nature are known as perfectionist, meticulous in most fronts therefore for a women when they are in the process of continuous juggle between child care on one hand and home maker on the other, it impinges on a single focus as a professional women.
3. Defensive attitude – most women prefers to play safe be it in the work place, homefront or society, which limits their potentials, prospect of creativity, limits their worldview, for some do not even see a need to move forward beyond their present status. This defensive attitude normally emerges one reason could be the physiological make-up where there is an element of insecurity be it emotionally, socially, professionally etc.

Suggested Solutions:

1. Educate working women – not all working women have the inspiration of presenting papers or even participate in seminars or workshops which otherwise would be a good platform to encourage, to enrich, person to person interaction would be far fruitful. So need based programmes can be worked out with the objective of larger participation among the professional women, highlighting the significance of professional excellence and scientific research. Mode of communicating with professional women can be both formal and informal.
2. Need for appropriate value system –women need to explore, to go to new level of technical skills with certain mental flexibility and psychological mobility. So, institutional working environment should restructure its value system such as giving women more research based activities and less routine activities.
3. Redesigning Institutional System – We cannot fix what ails women without attending to what ails the world. (Mahnaz Afkhami is a leading proponent of women's rights in the Islamic world). Professional women should be equipped with right knowledge, skills, ideas and self motivation to think globally, to thrive or atleast survive, work a little harder, run a little faster to keep pace with the contemporary age of globalization and liberalization. For which institutional system should be redesigned with simple and standard protocol in a best practice format that can be applied to women for meaningful professional carrier.

Parental Role of Women & Career in Science

Dr Upala Barua

Associate Professor.

Department of Anthropology, Cotton College, Guwahati. &781001, Assam.

Woman in occupation while enacting the parental role faces an uphill task of rescheduling her time distribution chart as she needs to meet the ends of both domestic chores and the professional role on one hand and the parental role on the other. She needs to do all the jobs that the parental role demands while at the same time also has to manage the demands of her professional career. In a brief study of twenty women scientists, it appears that in more than 80 percent cases women could not complete her scientific researches in time due to parental role constraint. This study brings out the common factors that hamper women in her pursuit to make career in scientific disciplines.

Suggested solutions:

1. Change in attitude of spouse,
2. Increasing activities of child welfare organizations and giving incentives for raising crèches at reasonable distances.
3. Government intervention by providing scholarship and other support during study leave; travel grant for utilizing laboratories outside state and conducting costly tests.
4. Liberalizing University rules regarding taking co-guides from outside universities.
5. UGC grants for conducting post-doc studies while in service.

Examining the challenges faced by women professionals

Ms. Monmoyuri Dutta.

Pratiksha Hospital, Borbari, Hengrabari
VIP Road , Guwahati -781036 Assam

Traditionally women have donned the mantle of a loving mother, dutiful wife, or a doted upon daughter. As society evolved over time, there arrived another facet to her role in the society-a successful working professional, which brought with it newer challenges and an urgency to adapt. In a world dominated by men, women are continuously challenged, assert their presence and abilities in the workplace.

Suggested Solutions

The solution lies in shrugging off traditional mind-sets and developing the requisite skill-sets to perform efficiently, which will imbibe in them, confidence and independence which are so critical to success. The demands of their personal lives can be met by efficient time-management, and having a clear-cut demarcation of where office ends and life begins. This transaction can be made easier by having understanding partners, most of whom, are yet to adapt to a working wife. This can be fostered, by encouraging co-educational set-ups in schools, where the idea of gender equality introduced in their minds. The road ahead is beset with challenges and the virtuous women, has to delve into their resources of patience and resolve, to claim their righteous share.

Impact Of Marriage On Career And Profession An Observation From Naga Perspective

Likhase Sangtam

Deptt.of Pol. Sc.NU Lumami

Nagas are a tribal people confined to their owned nomad way of life, just half a century ago. The penetration of modern civilization to the Nagas is not too long. Every body; men and women, boys and girls and young and old has a certain role to play in a Nagas society by convention. By tradition when a girl get married to a man she is expected to confined to a household work with her husband. Bearing and bringing up the children and extending a helping hand to her husband in farming are the duties of a woman. This traditional practice still prevails in rural Nagas.

In these confused and complicated transitional stages of Nagas society, the effect of working married women becomes so complex and challenging.

Let's identify some of the problems and its remedial measures of the impact of marriage on career and profession from Naga perspective.

Problems:

1. Priority change, as per society demand, bringing up of children and household activities occupies the top priority.
2. Husband expects traditional kind of attention and loyalty from wife, making wife extremely difficult pursue her career.
3. Bringing up of children and household activities occupies the top priority at least for few years.
4. Divorce cases are increasing among the working couples especially when they are working at different places.
5. Prime years are given to children and household activities, by then the enthusiasm to pursue for career is too late.
6. Career and marriage are equally important that when it clubbed together it affects both badly.

Remedies:

1. Government should initiate programs to educate the man folk the role of a working women in present context in every medium viz. visual & audio and print media.
2. Society needs to understand the working women more.
3. Government and institutions need to frame more friendly policies for a working woman.
4. Seminars and workshop should be organized frequently to educate the society especially at rural areas to understand on these issues.
5. Government should come with more incentive to attract the people and to educate the importance of small family.

Marriage - A Blessing or a Bane

Mrs. Rajashree Mohapatra Teacher (Physics)

W/O- S.K.Mohapatra. At- Niladri vihar.

Chauliaganj, Po- Nayabazar.

Dist- Cuttack 753004.

Odisha, India.

Marriage is a key link in the life cycle of a human being. Marriage is an absolute need. It's not that a person can not live without marriage but marriage needs to be solemnized for maintaining balance in the society. The impact of marriage on career and profession is phenomenal. Once a person is married building up one's career takes a beating. Career choice is no more a monopoly in the domain of one individual but is subject to agreement between at least a couple. In our society where the female literacy rate is not that high a female has to traverse a tough terrain and career will be judged against a very non-conducive perspective of husband family. Building one's career also entails a lot of money. Our people are not that wise to make long term investment in one's intellectual property or intellect. Especially for a lady career hits a road block on marriage.

Again there is massive impact of marriage on profession. In our male chauvinistic society there are some professions which are Gender-centric and exclusively reserved for males in society. Professional front also gets circumscribed to fairer sex. Not long ago females were quite averse to joining in police. Defense and a ny law enforcing agency and especially to specific working hours. A married lady can not take any independent decision for taking up any profession of her choice. Definitely she has to yield or succumb to the diktat of her husband.

Suggested Solutions:

1. It should be continuous evolutionary process. Profession should be Gender centric. Career building should not be left to post marriage time horizon.
2. In the present day perspective once there is strong support from the Spouse and his family there is strong positive impact of marriage.

Working women and child care

Dr. Bula Choudhury

Research Scientist, Guwahati Biotech Park, Technology Complex
IITG, Guwahati-781039

A drastic change comes to women's life after her marriage. A working woman find difficulties to continue her job as she could not find required time to take care of her child. But it could be possible for a woman to continue her job and taking care of her child together with the following points as suggested below.

Suggested solutions:

1. An organization should think about their woman employees and if sufficient numbers of women's interested to keep their children in babysitter the company should make necessary arrangement for the same.
2. Flexibility of work hours should make by the parent organization for the woman employees having children aged less than 12 years. She may complete 8 hrs per day as working hour with flexibility of time.
3. Contractual employees should also get required benefit like maternity leave or child care benefits.

Analysing Why Women Do Not opt For The Profession Of Scientific Research.

Sunepjungla.

Science teacher, Town Higher Secondary School Mokokchung.

We find many pamphlets and poster which reads, "Boy or Girl all the same" but in reality this is not so. From time immemorial, a girl child or woman was always the one who sacrificed her desires and her dreams. A girl mind was made to think till a level and even if one think beyond, it was considered as a dream which would never happen and remain as a dream.

Challenges are faced by women/girls even before they start to crawl on their four limbs, that is why female infanticide is still prevalent. I feel challenges starts from home itself, it is such an impolite manner or its unacceptable if a girl/woman speaks up one's thought or stand for her rights. It is taboo for a girl to go against the family's wishes or to think differently. And when one aims high and wants to pursue higher studies or become a professional one gets so guilty of even dreaming and has to think million times before disclosing her desires only to give up later on because she is a girl. Because in people's mind, a girl is thought of as inferior to men in all ways and that a women's sole duty is to raise kids or do household chores. Such thought are making the woman race like a robot, as if designed only for the above said and that they don't have desires; dreams, ambitions, or any of the other things men do to be successful.

As per my opinion, why women do not opt for scientific research profession is because of the 'equality problem', because it is so hard for the human race to accept that there is equality between a man and a woman, not just in terms of physical strength but of the mind and potentiality. For a man, he is first a doctor, or an engineer, or a scientist and later a father or husband but for a woman, she is first a mother, or a wife and later a professional. She, being a mother or a wife is her first priority rather than being a professional.

As far as my mind could search and my opinion is concern, women not opting for scientific research is because we are being orthodox in our beliefs and acts, we deny to change what needed to be changed; our thinking and attitude that a girl or a woman is not inferior in any ways to anyone. We should encourage women folk to dream big and aim high, that it is all right to have great ambitions and that she can make it happen. I strongly believe that women could excel in their dreams and could do better in her profession 'IF' only given a chance.

Women Social Challenges

Kaushik Mookherji

Soft ware professional, Bangalore.

1. *Plight of working women has to be analyzed across different domains. Consider software as an example. American companies like Adobe, Microsoft, Google, IBM have special provision for working women with/without kids: work from home, creche for working moms, flexible working hours. Awareness and preservation of human rights is deep rooted in their culture. So is equality of sex...almost. People are reared to be individuals not men and women.*

2. *Women there are not the dainty sweet nothings who are reared to breed and cook. I know men who return home and cook as cooking is not any gender's forte. So is baby sitting. India is right now at a weird state with the change dynamics of current work culture being pretty antagonistic to the inherent Indian dogmas and traditions. This is where the problem lies. The working woman is expected to be the mom of yester years and a wife of yesteryears. Men need to change but women also need to change. And I see this change here at blore: mom driving kids to school, dad returning home and cooking.*

3. *Another factor is the tools and facilities. Communication is key here. How many govt. offices would allow a seamless communication with the colleagues from home? Do we have the tools? I worked for a company in between and worked almost 6 months from home and i struggled everyday. They did not have a conferencing system readily available and no video conferencing either. Unlike say google or adobe, where I can work from Kolkata and be connected to my office as long as I have a great internet connection. Not every industry can offer work from home. Can you take a class from home? You cannot. But in USA you could. You could video conference to your class and you could interact with them seamlessly. Getting the problem? Our infrastructure is also a big problem. We cannot change the 24/7 work culture. It could be avoided in certain industries but like software, no. The dynamics at home need to change. The support system has to change. People need to change their lifestyle.*

4. *You struggled in between as the maid left. Why? The social support system was/is missing.*

So when you present your concern, you will have to deal with all these: family support system, infrastructural support system, policy support system, social support system, economic support system.

I remember I saw a person in his 50's, who lives alone with his dog, is fully blind, but, he works 8 hours a day and his dog guides him to work, through the streets. He worked at world trade centre.

The Career Woman as a 'Woman of a Thousand Tears' in an era of Globalization.

Dr. Rosaline Jamir

Professor, Dept. of English

Assam University, Durgakona Silchar-788011

Assam India

It is an open truth that working women have to face problems just by virtue of their being women. Working women here are referred to those who are in paid employment. Social attitude to the role of women pursuing a career out of home does not normally find encouraging responses. Workplace is considered men's domain and earning of women is taken as a disgrace. Discussing the problems of working women, who they have to face different types of difficulties and harassments the role is very challenging. The hazards faced by working women are manifold such as, at the work place alongside their male colleagues, in their families and in the society. Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior, and second-class citizens.

Suggested Solutions:

The Government of India declared 2001 as the 'Year of Women's Empowerment' which refers to increasing spiritual, political, social or economic strength of women. Thus, while discussing the issues and concerns about working women, the main emphasis should be on the 'opportunities for women', because like every human being, a woman has a 'natural desire for the expression of her inborn knack and abilities' thus making her, no longer a 'Woman of a Thousand Tears' in an era of Globalization.

The need for enacting a social Legislation for Women Scientists.

Dr Shabeena Yasmin Saikia

Assistant Professor: UGC Academic Staff College,
Gauhati University, Guwahati

Social legislation is a tool for bringing about social change. The social attitude towards women pursuing scientific investigation is not conducive – it is a common experience. This attitude is prevailing since long past without any change and harming women in her effort to pursue career in science. A social Legislation could intervene at this juncture. The essay analyses issues that needs to be addressed while enacting the legislation.

Enacting a statute that provides for:

1. Compulsory establishment of a women cell in all higher educational institutions for identifying, monitoring and recoding the outstanding women performers in science.
2. Designing schemes for providing incentives to female students for studying science and continuing studies in sciences.
3. Reservation of fellowships for women in all technological institutions for researching in emerging new areas,
4. Scholarships for longer duration for women than the usual two to three years.
5. Logistic support to married women researchers relieving her from strain of domestic roles.

Analysing the need for Financing Women Friendly Scientific Policy

Dr Jonalee Bordoloi

Associate Professor in Economics, Gauhati Commerce College, Guwahati

Despite Government's effort to achieve gender equalization, in many areas the gap remained as a great divide. One such area is motivating women for studying application aspect of science. This requires a change in attitude of a society. It is high time that Government should identify the areas and intervene and formulate policy. Long term Schemes needed to be designed to achieve this and at the same these should be rooted in a strong financial footing so that these could run till the desired objectives are met. This paper analyses the policy perspective of a women friendly frameworks and their financial constraints.

Suggested solutions

1. Existing budgetary provision of the State of Assam in respect of existing scientific policy needed to be evaluated.
2. Plan fund should be allocated for new schemes on scientific research where women component should be kept separately.
3. Schemes like foreign study tour in the IT Sector, for women researchers should be formulated extending from three to six months period
4. In the employment sector, separate thrust should be given in the scientific researches where a minimum of one third women should be employed.
5. Effective gender budgeting should be made compulsory.

The Problem of the Working Mother in Bringing up Children

Ms Jeemina Baglari (Research Scholar)

Department of Education, North-Eastern Hill University, Shillong.

Today, the status of Indian women has totally changed. The number of educated women including the number of working women is increasing. At present, women are in a position to compete with men in all walks of life. Every day more and more women are moving out of their houses and are efficiently proving their abilities by engaging themselves in different professions. Women are now capable of making particular contributions to their households. But when it comes to mothers, working outside becomes a more questionable thing. As the employments of women outside home have added to their duties and functions, so the problems of women who combine the different roles of a wife, a mother and a working woman are multiple; which can be categorised under different heads as physiological problems, adjustment problems, social problems and economic problems. Although more and more women are coming out in search of employment and their families also need their income but, the attitude towards women and their role in the family has not undergone much change. Even today, looking after the family and children is generally perceived to be primary responsibility of women. Carrying out all the duties and responsibilities of home almost single handed over strains a working woman. In addition, this perception that they alone are responsible for the domestic work, leads to a feeling of guilt when they are not able to look after the children or the family due to their official work, often resulting in emotional disorders. Therefore, the author would like to present some of the common problems faced by the working mother in bringing up the children and few suggestions will also be assured.

Social Problems Faced By Working Women.

Dr. Kiran Negi

HESCO, Dehradun

Working women face many problems in our society. The household work is the responsibility of women so the working women have overburden. After marriage she feels the child care is her first priority. But if she is keen to her career she needs some extra facility.

Time is one of the important factors. Most women prefer to do only teaching job because of the job timings. They have to take care of their family also so they have time limitation. They don't want to opt the job with long office timings. There should be special program for educated women which are not time bound. Program should be result based. At present the women scientist programs are supported through some institutes and they have to follow the rules like timings, leave and others according to the institute, there should be some relaxation, so that the women can also take care of the family other than the work.

Child care is the sole responsibility of women. They face the problem when she is working and have the tour job. There should be provision for them to take some family member and infants/child in meeting/workshops or tour with her and sometime extra facility for travel.

Age is another factor. There should be age relaxation for women worker. Because she spent time in family care and after few years she have time to work but then she doesn't have job opportunities. There should be such program for such women in their late age. There are schemes but these are for short period and again she doesn't have work to do. So there should be long term program for women scientists. The women scientists have good research experience should be supported with long term schemes.

Thoughts To Ponder: Women

Akokla Walling

Department of zoology, 4th Semester

No doubt we “the women” are treasured simply for our softness and tolerance since time immemorial. However we are considered a little odd when it comes to socially and academically fast track scenario of today’s world. It is so because-

1. We feel insecure to fit into this wild world where time and space leaps unnoticeably thinking that we might hinder the progress of socially, economically and scientifically outgrowth of today’s world?
2. Or are we being pressurized to sit tightly in our homes to look after our family alone in spite of encouraging us to contribute something gainful for a better outcome?
3. Is it because we are so much into our traditions of considering man’s supremacy over women in every aspects and that we are empowered by this sorrow mindset?

Its not just about those make up we put on our faces or not simply the way we dress fashionably. Why is there so many tortures, rapes, divorces in India? Is it because women doesn’t occupy in every field that stimulates man’s superiority over women?

In the midts of struggling to rise and voice out what is best in us, we “the women” should keep and nurture the voice that whispers within reminding us that “all are equal” and that we are no more in any way defined by how we dress and look or not just how we look after family alone but rather we have reached a climax to make strategies for ourselves to bring equality in every fields so as to fit into this world for a picture perfect society.

Thoughts Of a Young Women

H.Kiholi Swu.

Department of political science, Aliper Hostel.

Throughout the history, women have suffered all kinds of discrimination and untold miseries. Howsoever high the status of women might have been raised in the present context, in practice they continue to suffer from discrimination and humiliation due to the social attitudes of males and the existing customs and traditions. Today in our Naga society, though it is seen that women are respected and regarded to some extent, yet, our parents are no better or different from what it was. Women's activities and functions are too confined to the four wall of the household. Women are still denied the right to compete in the male domain society despite the zeal and abilities. It can not be denied that there has been a remarkable increase in the number of women getting out of the four-walls and becoming workers be it in private or public sectors. But still, in our male domain society, women are often made to feel guilty about playing a dual roles i.e. "home maker and a worker", by husband, in-laws, etc. So despite the capabilities to adjust the dual role effectively, many women have to be satisfied with just the role of 'Home Maker'. But when the entire world is rushing fast toward change, things in our society no longer need to be rigid. The cultures, customs and more importantly the mindset of the people need to be flexible and accommodating. More often than not, women become victim of their own ignorance and submissive nature. When men have freedom to walk all over the moon, why should women be confined and satisfied just within the four-walls? Women need resources to help them shape better conditions of life for themselves and their families and the support of their families to perform works and roles outside one's own home, but most important is making women aware of their own rights. Women must be free from fear, negative attitudes, low-self image and submissive nature. If women feel it's possible to 'adjust' themselves in home as well as working place then, the families (husband, in-laws) as well as the society should rather give full support than try to kill the spirit of a women by making negative remarks and criticisms.

Though orthodox and tradition-bound beliefs and practices cannot be done away overnight, nor it is easy to create a strong public opinion against such practices but taking into account that "Rome was not built in a day". We should start at least by taking one step at a time, voicing out against any discrimination or un-just actions. Let this be a wake up call to all the women suffering subjection or oppression, that black or white, man or woman, we are all equal and not less than men in any aspects of life. So break free of all chains come out of our shell and do what our heart so desire for we have but only one life!

Status of women in a present society.

Litoli Achumi.

Dept. of Economics, 4th semester, N.U.

It is often said that, today we are living in a "Post-feminist" age. But in reality, it is not happening. Women in our society have been the victims of male tyranny for many centuries, as a result, their talents and abilities have never been allowed to bloom fully. It has rightly said that women are perhaps the largest under-privileged group in the world. Women's activism continues and the touting of post-feminism says less about the women's liberation movement than about a counter-movement in which men have attempted to reassert control of women. Thus, it is often men who says 'women are liberated now' or 'you see: women were never meant to be equal'.

Women in this present society enjoy a fair amount of personal freedom and rights but they are never treated as equal to men or given the opportunity to enjoy the same rights and privileges as men. No, doubt, women in this present society has an access to education and training but still then, we are far behind than men. This is because; marriage is treated very important in our society. Same parents think that perusing too much education maybe a hurdle in their daughter's marriage life. They think their daughters should marry at a right age. Besides, most of the men folk does not like to marry a women who earned more than they do. This shows how attitudes of young males are still traditional and patriarchal with regard to the status of women.

Though almost all the countries of the world provide fundamental rights to their citizens to enable them to lead a good and dignified life, yet there are many situations of violence against women. One of the most extreme forms of such violence is rape. It is very shame to but today; even in our society such violence is taking place every now and then. Even a small girl is not safe to be all alone. Such is a status of women in the present society.

Employment is also an area where the women folk face exploitation. They are paid fewer wage than their counterpart for the same kind of work. They are harassed and exploited considerably in the unorganized sector especially in construction works, domestic employment and agricultural sector. Women in actual practice are at great disadvantageous position in the matter of employment and working conditions.

Despite the constitutional guarantees and several woman-protective legislation, yet the status of women still remains pitiable. She suffers gender bias all through her life. It could be in the nature of sex-selective abortion, prostitution, sexual violence, employment discrimination etc. Though, the situation is not so gloomy to men. 'Equal status' doesn't mean that women will dominate men or no more respect to men. But it means, identifying and recognition of one another's capabilities and abilities and making the best use out of it. This can only happen, if every man sees every woman in the form of a mother, sister, daughter, wife, aunt, grandma and above all a friend.

Sexual Harassment

Temsutula

Department of Economics, 4th Semester.

The Supreme Court defines 'Sexual harassment' as any unwelcome sexually determined behavior such as physical contact, demand or request for sexual favours, sexually coloured remarks, showing pornography and any other physical, verbal or non-verbal conduct of a sexual nature". Women everywhere are victims of such harassment each and everyday, at work, outside and even at the safety of their homes. Regardless of her position, a peon making sexually offensive remarks about his boss behind her back, a colleague cracking derogatory jokes or offensive statements about his female colleagues physical assets, all these amounts to harassment, no less than rape.

At such a crucial stage, what every right thinking women needs to be is to be vocal, to speak out and not just remain a mere spectator. It is not about fighting or trying to dominate men but it is about learning to fight for their rights. Every women needs to be taking these issues seriously instead of brushing it off and making it a trend.

The solution of the problems lies within the women themselves.

NEHU

Impact of Marriage on Career and Profession: Career Growth of Married Indian Women

Dr. Rajeshwar Singh

Department of Statistics , North Eastern Hill University, Shillong – 793022

Working and married Indian women continue to face verity of challenges to constrain their professional development in organizations where they work. Indian women desire to balance their multiple roles of keeping both family and career. The sociocultural environment also impact negatively on their practical freedom and career development. There are strong individual and environmental barriers to the career advancement of married women in India. Yet still, most married and working women cherish career and family lives nicely and meaningful. This paper looks into impact of marriage on career of Indian women.

Discussion in Brief:

Problems related to married and working women will be discussed and Whether Indian women are capable to perform and balance multiple roles to keep both family and carrier simultaneously in their lives. The impact of marriage on carrier of Indian women will also be discussed in this paper.

Suggested Solutions:

Gender disparity at all levels and its adverse impact on women has become a fact of life. Married women have to play the biological role and responsibilities as mother due to the traditional mindsets which visualize women as being child bearers and house makers and men as breadwinners. Among the various professional spheres, women seem to miss out more in science and technology, particularly physical sciences, agricultural and engineering fields. Those who complete study science, often end up in what are considered as less challenging jobs teaching and nurses jobs.

Impaired health and nutrition is compounded by early child bearing and consequence risk of serious pregnancy related complications. Women's risk of premature death and disability is the highest during their reproductive years. Demonstration of strong support to the small family norm by political, community and others will enhance its acceptance throughout society. The government should actively enlist their support in concrete ways. In India, nation should judge by their well-being, by levels of health, education and nutrition, by the civil and political liberties and by the protection guaranteed to their children. Increasing availability of affordable reproductive and child health services, convergence of service delivery, their participation in paid work force, women empowering and equitable improvement in family incomes will facilitate early achievement of the socio-demographic goals.

Social Problems of Working Women in India

Dr. Rajeshwar Singh

Department of Statistics, North Eastern Hill University, Shillong – 793022

India is one of the developing nations in the modern world. There are many areas in which Indian society is experiencing a variety of problems. Some of these problems have their roots in our colonial past while others are related to demographic changes, socio-political conditions and cultural processes. This paper looks into some of problems related to the social and demographic and the psychological factors involved for working women in India.

Discussion in Brief:

Social problems related to working women will be discussed. Impact of social tension, poverty, gender discrimination, demographic changes and corruption will be discussed in this paper.

Suggested Solutions:

Working women play dual role in societies. This gives birth to anxiety, worry and inability to tolerate the whole burden. Sinha (1997) found that status of working women had significant effect on anxiety. Sheikh and Bhushan (2000) found that in a patriarchal where male dominates, a growing sense of anxiety is imperative. The social situations that make women uncertain and hesitant also make them socially anxious. Minimization of social tension, poverty, gender discrimination and demographic patterns will be discussed. As we know rate of population growth is declining but there is a need to decrease further in India to reduce all kinds of problems and in this paper suggestion will be given for it. This paper will also discuss to reduce poverty and gender discrimination. Programmes and policies to reduce poverty and rate of population growth already exist but there is a need to implement those in nice way with the strong will-power and without any discrimination. There is need to monitor regularly and strong rules are required to be made for the punishment, if any discrimination made because corruption is the root cause of almost every problem in India.

Examining The Challenges Faced By Women Scientists Summers' Cold Remark

Anjali Haloi

Electron Microscopy Division

Sophisticated Analytical Instrumentation Facility

NEHU Shillong – 22

In the winter of 2005, Lawrence H. Summers, the then Harvard President, suggested in a speech that a lack of talent and/or motivation play a large role in explaining the relative underrepresentation of women in science and engineering fields. Although, there were immediate protests against these remarks in the scientific community, in a way his speech highlighted the bias and stereotypes faced by women who choose a career in science.

The challenges faced by women scientists, as I perceive it, may be broadly classified as systemic and societal. The obstacles created at the workplace – the University system, Research Laboratories, Scientific Societies etc. – fall in the former category. For instance, a women scientist's research may not be taken seriously in comparison to similar studies by male colleagues. She may face difficulties in publishing data in peer reviewed journals. She is often underrepresented in university faculties and memberships of scientific forums. These challenges arise because science is regarded as a 'manly' vocation, and personality traits such as 'assertiveness' and 'single-minded devotion' which are often imperative for a successful career in science are not tolerated in women.

Challenges posed by society are immense, particularly in a country such as ours. Women, in addition to pursuing a career, are expected to discharge her 'duties' as a home-maker by society. The pressure to get married at the 'right' age, raise a family and support one's spouse more often than not hinder or even preclude a career in science.

In spite of consistently good results in board examinations when compared to their male counterparts, women leave science and engineering disciplines more often than men. The net effect is that the nation has to suffer a significant loss of human resource.

So, what needs to be done? First, the science establishment has to be receptive to the challenges before the women members of its community. The authorities at universities and scientific societies can adopt guidelines to ensure a reasonable representation of women members. Fortunately, the government in our country has various programmes in place to motivate and support the career progression of women scientists. What is more difficult to achieve however, is a change in social mindset. One can only hope that each individual tries to discard stereotypes and perceives their colleagues as equals, whether they be men or women.

Lawrence H. Summers, unwittingly, did a great service to the cause of women's participation in science. His bitter remark sparked a discussion whose time has come. When the leader of one of the most prestigious universities, in an unguarded moment, questioned the scientific abilities and passions of women, he opened the door to questions about obstacles women face in the sciences.

Women, Science And Anthropology

Radhe Amung, Arundhuti Das

Department of Anthropology, North Eastern Hill University, Mawlai,
Shillong- 793022

The status of women in the society is conditioned by various factors and it is the same for women in scientific study and research. The present study tries to find the position of women in scientific research. Taking into account incidences from life of women with high education pursuing career in scientific research and others who could not, this paper tries to draw out various socio-cultural, biological, economic, psychological factors that influence the choices made by women. It also aims to find out if conditions have changed over time and if so, to what extend? This study is based on both primary and secondary sources. This study shows that women in the past could not pursue or continue with their career mostly due to the traditional mindset that visualise women as being child bearers and home-makers and men as breadwinners; as for others who could pursue or continue with their career had encouraging husband and supportive family. Though the degree of problems faced by women in their endeavour to pursue a career in scientific research has changed over time, it seems to retain its own kind. This is evident in more women pursuing scientific study but could not continue as a career.

Suggested solution:

Along with other suggestions that could be derived from the study, an important one is to have some financial assistance or funds from government, that could help women to pursue their dream in the small window of time they get due biological constrains and conflicting mindset of transitional society.

The Question of Gender Equality and the Science Policy in India

Prof Bikash Roy
Department of Bengali
University of Gour Banga, Malda
West Bengal

Gender discrimination is a part and parcel of the structure and culture of scientific institutions in India and underlines the relevance of gendered organizational perspective in science as well. Organisations provide a setting in which differential social power is acquired and various levels of social influences are exercised. Science is fundamentally hierarchical and Indian scientific institutions do exemplify the role of stratification in science. The disproportionate number of women from urban area and their higher social class background indicates the role of cultural and socio economic obstacles in the equal access to science education for Indian girls. Only the urban and a selected group of women are able to be in the career of science. The percentage of women is not only low, the number of women also declines with faculty rank and it becomes dismal at the highest rank. Women are therefore disadvantaged in developing networks. It has resulted in the limitation of intellectual contact for the women scientists as a whole. The intellectual and social isolation of female faculty in the social structure of academia has been known to affect women's research productivity.

Solutions:

It is important to examine and understand the influence of organizational settings on gender disparities' requires policy interventions. The low representation of women in science, particularly at higher ranks is due to the socio cultural system than the productivity of the women. Science, medicine and engineering are among the most prestigious occupations and one universal criterion for evaluation within these is important. The challenge is to situate gender inequitably historically, economically and culturally. Major institutional and psychological change thus, is required in Indian science to bring out an equal representation of female and male in that area.

Status of working women in Indian society- Problems, Issues and Challenges

Dr. Brinda Bazeley Kharbiryumbai

Assistant Professor (senior)

Department of Education, NEHU Shillong.

Women stands for power, tolerance, patience, sacrifice, pain, gentleness, tenderness and many others which words cannot describe. India is growing to be an economic super power. Women are also contributing by getting employed in various work places. It is an open truth that working women have to face problems just by virtue of their being women.

Social attitude to the role of working women still lags much behind. This attitude which considers women fit for certain jobs to be recruited by employees. Thus women find employment easily as nurses, doctors, teachers the caring and nurturing sectors, secretaries or in assembling jobs-the routine submissive sectors. But even if well qualified women engineers or managers or geologists are available, preference will be given to a male of equal qualification. A gender bias creates an obstacle at the recruitment stage itself. When it comes to remuneration the law proclaims equality but it is seldom put into practice. She has to almost always shoulder the burden of household chores as well. A woman could still bear up with these problems if she had control over the money she earns. But in most families even now her salary is handed over to father, husband or in-laws. So the basic motive for seeking employment of getting independence is nullified in many women's case. Problems of gender bias beset women in the industrial sector as well.

Working women face all kinds of problems relating to technological advancement, maternity leave, public harassment, sexual harassment, termination of jobs, satisfying the household members etc.

My paper will try to focus on various cultural, ethical issues, problems, challenges confronting a working women.

Sexual harassment of women in working place.

Dr. Chintamani Rout

Associate Professor,

Department of Law, NEHU, Shillong.

One of the evils of the modern society is the Sexual harassment caused to the women particularly the working women by their male counterpart and other members of society. There is no law in India which is adequate to combat the evil of the sexual harassment. In a Public Interest Litigation {PIL} filed before the Supreme Court recently, the court has emphasised the need for an effective legislation in India to curb sexual harassment of working women. In Vishaka v.State of Rajasthan {1997} 6 SCC 241 a Division Bench of Supreme Court speaking through Chief Justice J.S. Verma {as he then was} laid down number of guidelines to remedy the legislative vacuum.

Suggested Solutions:

1. Punishment of removal of a male employee from service after he has been found guilty of sexual harassment of a female colleague is proper and reasonable
2. The Parliament has to enact a law on sexual harassment of working women.

Women and Career: Barriers to Equality in Academic Ladder

Dr P.K.Ryngnga,

Department of geography, North Eastern Hill University, Shillong-3

Gender and science have come into the foreground in sociological theory, feminist research and human resource policy. Academic practices, presumed to be meritocratic and gender-free, often work against women's professional success. Their deleterious effects on most women are sometimes hidden behind a neutral or even positive facade erected on the highly publicized achievements of a few exceptional women, some of whom deny the existence of obstacles in their path. However, the lack of social and professional connections available to most women in academic science and engineering departments, in concert with obvious and covert gender bias as well as differences in socialization, creates special and unique problems for women.

In the light of the above, the present work will draw attention to the diverse problems encountered by women in professional career, impediment to achievement at all stages of the academic ladder.

Working women and child care

Dr. Bula Choudhury

Research Scientist, Guwahati Biotech Park
Technology Complex, IITG, Guwahati -781039

A drastic change comes to women's life after her marriage. A working woman find difficulties to continue her job as she could not find required time to take care of her child. But it could be possible for a woman to continue her job and taking care of her child together with the following points as suggested below.

Suggested solutions:

1. An organization should think about their woman employees and if sufficient numbers of women's interested to keep their children in babysitter the company should make necessary arrangement for the same.
2. Flexibility of work hours should make by the parent organization for the woman employees having children aged less than 12 years. She may complete 8 hrs per day as working hour with flexibility of time.
3. Contractual employees should also get required benefit like maternity leave or child care benefits.

Challenges Faced By Women Professionals

Dr Ibadani S. Syiem

Asst. Professor Dept of Education , NEHU Shillong.

Women have always been perceived to be different from their male counterparts. They are named the 'weaker sex' and are looked down upon at their work places. They are vulnerable to discrimination and are deprived of many opportunities which their male counterparts' enjoy. Sexual harassment in the work place continues to be a common occurrence. Majority of these women do not take action or lodge an official complaint for fear of losing their job and reputation or facing social stigma.

Women are relentlessly encountering challenges of proving themselves worthy and are not taken up seriously. They end up working harder; having to provide financial support to their families on one hand and fulfilling their domestic responsibilities on the other. They constantly juggle between family and career and end up being much stressed.

Another serious issue that continues to nag every professional woman is the denial of opportunities to grow in their work place. Appreciations and promotions do not easily come the way of women employees. Such denials fall on deaf ears and majority of them become silent victims. Further, it is no secret that women are underrepresented in public decision all over the globe.

Finally, women are deprived of fair remuneration at work. There is a large gap in the private sector where women do not enjoy equal pay like their male counterparts. This wage gap between men and women is a complex phenomenon and no single explanation suffices.

Suggested solutions: There is a pressing need to examine the aspect of sexual harassment at the workplace. Stronger legislation must be enforced to deal with sexual harassment at work places.

Secondly, there must be an equal sharing of responsibilities between men and women at the home front so that women can enjoy and have more positive feelings about life.

Finally, the problem of denial of opportunities for women must be seriously addressed. Opportunities to grow as an individual and appreciations for the effort she carries out must be made available . She must be encouraged to not only take decisions but must be respected for the decisions that she makes. Promotions etc should not be deterred rather rewards should be specified for shouldering the tasks that has been assigned to her.

Participation Of Women In Science & Technology Industry: Challenges And Prospects

Jyoti Narayan

Department Of Basic Sciences & Social Sciences

School Of Technology

North Eastern Hill University, Shillong-793022

Women are increasingly becoming prominent in business, medicine and law, but then Why so few women are there in STEM? Perhaps, it is attributed to environmental, social barriers and family responsibilities – including stereotypes, gender bias and the climate of science and engineering work places at the initial and the advanced levels of education, that continues to block women's participation and progress in science, technology, engineering, and math which ultimately cultivates the scientific temper in a person. Although the number of women in scientific fields are growing, yet men continue to out number women, especially at the upper levels of these professions. Cultural factors and effects of societal beliefs have also been found to be responsible to limit the issue of self-assessment in women in the field of STEM careers. It has been observed that there is a striking disparity between the number of men and women in the scientific professions which is attributed to the biologically driven gender differences in ability and interests. Women appear to encounter a series of challenges at midcareer that contribute to their leaving careers in STEM industries. Feelings of isolation, unsupportive work environment, extreme work schedules, and unclear rules about advancement and success as major factors have been noticed as the major causes of women leaving mid career position in STEM industries.

The gender stereotypes often results in bias attitudes in evaluative judgments of women in male dominated environments , although the women do prove themselves to be successful and demonstrate their competence. Nevertheless, a lot has been reported in the recent years about the quantifiable road blocks to the success of women in STEM industry but women's place in STEM needs to be cleared relative to men, since women do tend to excel in communication skills, social skills, multi-tasking, creative thinking and empathy, traits that are key for boosting scientific progress, especially as it becomes more and more innovative, collaborative, creative, competitive and integrative.

World needs to see the women as the role models who are dignified and gracious ,skillful and thoughtful willing to share their experiences, strive for implementation of measures and the men who will ensure the women's representation improves going from strength to strength. We all know that the world needs science and the scientific tempered humans then why not to make it possible for the science to get the women it needs.

The 'changing' women in an (un)changing world: The Women Scientists and Gender Politics in India — A study From Within

Miss Koushiki Dasgupta

Assistant Professor in History

Department of History, University of Gour Banga

P.O Mokdampur. Opp.Rabindrabhan

Dist Malda.732102, West Bengal.

Unequal proportion and uneven status of women in the field of science is one of the most serious problems in the higher academic world. Without entering into the debate on the gendered nature of science itself, it must be stated that science continues to be characterized by low number of females at the senior positions including a poor representation in the branch of natural sciences, engineering and mathematics. Such a situation not only prevents them from participating into the decision making process related to scientific practices but also questions the academic productivity of the women scientists. The situation is more disappointing for the married scientists working in different institutions either as faculty or as researchers. The present paper is an attempt to trace out the how the professional women scientists in India are getting vulnerable before the structural, institutional and socio cultural problems specific to their profession and why these issues have never been addressed from a gendered perspective on the basis of a feminist model of collective action. Infact women in all professions face some common difficulties in balancing their domestic responsibilities and job requirements but in case of women engaged in scientific professions the matter is a bit tricky because of different obstacles. If they have to face the structural barriers in traditional patriarchy, the self conscious image of science as a 'masculine domain' sometimes denies women access into the world of identity formation and puts them into serious mental pressure.

Suggested Solutions:

The first and foremost task should be that of creating at least some association between the women scientists, fighting against these artificial discrepancies on individual capacity. In order to trace out the roots of the problem close interaction between the scientists and the social scientists is very much necessary. It will help to find a practical way out for the total neutralization of the so-called dogma of male chauvinism in the organizational level. Side by side one has to acknowledge the very 'feminist' perspective of science so that the factors like family, marriage or child care could easily be accommodated within the structure of scientific establishment. It will help to unmask the politics of exclusion as well as make the society think beyond the visions of a gendered world in the coming days.

Why Women Do Not Opt For The Profession Of Scientific Research

Amit Kumar Verma

Research Scholar (M.Sc. in Physics), Faculty of Education,
B.H.U., Varanasi-10(U.P.)

In today's era, women are not only confined to household work but they have also made significant contributions in each and every sphere of life. In spite of all this, the presence of women is very low in scientific research as compared to other professions. Women residing in rural areas are yet quite away from various facilities like urban ones. The poor economy, educational background, health, childcare and sanitation etc., bound to the parents to provide their daughters only Arts and Commerce subjects. In the most of the cases, they are unable to teach them study of Science due to traditional thoughts, lack of motivation, expensiveness, unavailability of concerning facilities at local levels, marriage and other such rituals etc.

Probable Solutions:

1. Awareness and motivational programs among common people for popularisation of scientific research
2. More scholarship/fellowship schemes for girls and fee waiver etc. in scientific research
3. Awareness programs for parents for eradication of traditional thoughts regarding girls and science
4. Amendments in concerning policies etc.

The Problem of the Working Mother in Bringing up Children

Ms Jeemina Baglari

Research Scholar

Department of Education. North-Eastern Hill University, Shillong.

Today, the status of Indian women has totally changed. The number of educated women including the number of working women is increasing. At present, women are in a position to compete with men in all walks of life. Every day more and more women are moving out of their houses and are efficiently proving their abilities by engaging themselves in different professions. Women are now capable of making particular contributions to their households. But when it comes to mothers, working outside becomes a more questionable thing. As the employments of women outside home have added to their duties and functions, so the problems of women who combine the different roles of a wife, a mother and a working woman are multiple; which can be categorised under different heads as physiological problems, adjustment problems, social problems and economic problems. Although more and more women are coming out in search of employment and their families also need their income but, the attitude towards women and their role in the family has not undergone much change. Even today, looking after the family and children is generally perceived to be primary responsibility of women. Carrying out all the duties and responsibilities of home almost single handed over strains a working woman. In addition, this perception that they alone are responsible for the domestic work, leads to a feeling of guilt when they are not able to look after the children or the family due to their official work, often resulting in emotional disorders. Therefore, the author would like to present some of the common problems faced by the working mother in bringing up the children and few suggestions will also be assured.

Social Problems faced by present day working women

Namrata. Sewa. Lala

Research Scholar, Assam University

Lecturer, St. Edmunds College, Shillong

My paper will offer an account of some of the glaring issues/ social problems faced by the present day working women, cutting across socio-economic backgrounds. The discussion is based on this fact that today a sizable number of working women are highly educated and qualified, taking up jobs in politics, finance, higher learning, sports, corporate world, entrepreneurship and business world apart from their usual and expected involvement in entertainment and movies, music, modeling and are earning and contributing towards meeting household expenses. But their world is one of hindrances and hurdles.

A working woman is required to walk the tightrope and deftly balance job and family responsibilities. Often this stress of her multi tasking causes frustration and depression.

Yet another factor causing stress is her daily negotiating relationships and expectations in a patriarchal environment both at the professional and domestic fronts.

A corollary of this is that women are often exposed to sexual harassment and pressure from higher authorities, often being forced into compromising positions. These circumstances negatively reinforce her self-esteem and her lack of value/status within the workforce. Women in technical fields are underestimated and are mostly considered less competent than their male counterparts. They still suffer discrimination at all levels and consequently do not get exposure to expand and grow in their field. Women lag in their capacity at decision- making. The paper will discuss some of the reasons behind these real, or biased general perspectives towards woman.

The solution has to start with changing societal attitudes towards women and particularly women engaged in the workforce.

Psycho Social problems faced by working women in the Uttarakhand State of Dehradun

Ms Nivedita Mishra Thapliyal

C /O Captain Rajiv Gupta, 146/1 Vasant Vihar, PO.New Forest, Dehradun-248006

This paper is a study of the psycho-social problems of women working in the institution (school/college), area (rural/urban) and age (<35 years and >35 years) in the Uttarakhand. 500 (250 rural and 250 urban) were from schools and 500 (250 rural and 250 urban) from colleges. The data were subjected to statistical analysis and the results revealed that no significant difference existed in psycho-social problems of women teachers working in schools and colleges, in rural and urban areas of Uttarakhand . Significant difference existed in psycho-social problems of school teachers of age <35 years and >35 years.

Women in the hills faced problems due to atypical terrain and most of the cases the men are out for work to different town and cities and women managing the household chores and working in the institution. They have to manage both ways. Women are suffering ill health both mentally and physical

Suggested solutions:

Improved Facilities to the women worker, Provision for the health care facilities for the women and recognition of the job where they are placed.

Marriage And Career-Its Challenges And Positive Returns

DR Pallavi Borah

BAMS

Games village, Guwahati, Assam -781029

Career aspirations in the life of a woman is indeed an important issue for when a child starts to go to school, gets introduced to the possibilities of life, various avenues to shine and outshine. Never does she realize that perhaps one day she will turn into a mother, a wife. Life's mystery's unveils in front of her, her capacities, her career wants, her interests, her creative abilities. Few are able to realize their career objectives, few are extremely efficient in time management, for some no adversities pose in front of their careers. The question arises will the rest have to put their career at the altar?. Will family have to face the brunt?

My paper shall try to highlight the various aspects of Marriage and career, the productive years. Many a times, career takes a back seat in the life of a married woman, a mother, in her most productive years. It is needless to say that even the sharpest of weapons if not chiseled loses its sharpness. Therefore simultaneously addressing to career at least to some possible extent is important for the woman's moral, intellectual, familial and social high. Addressing to her career needs is extremely important from the point of economic view too. Ultimately if properly aspired, it surely gives positive returns.

Impact Of Working Women On Social And Psychological Aspects Of Children

Pallavi Kushwaha and Lhiling Mate

Research Scholars, Department of Adult and Continuing Education

NEHU, Shillong-22.

Working Women and Children

A working woman is defined as one who is engaged in full time continuous employment. The broader concept of working women certainly includes those who do household work and employed in some institutions. Working women can be called "double shift women" because they have to work at home as well as at the workplace.

Women make up almost half the population in the world. As far as women and work is concerned, there has been significant increase in women's participation in the work force. Women's access to jobs may once be a social issue, but in today's tough economic climate working is now a necessity for most women. The economic conditions of today, force women to opt for working outside their homes. Although women's employment is associated with numerous outcomes of interest, the impact of women entering into job market on the well being of children evoke significant interest because of working women's continuing role of child rearing and home management. The main effects of the changes in women have taken place in the personality and attitudes which have crucial social implications upon the basic unit of the society i.e. family. There follows a remarkable change in family structure and family environment. When a woman takes up a job outside home she has to function as a wife, as a mother and also as a worker. These places an additional responsibility on her shoulders as well as capabilities of acceptance and adjustment to the change brought about by the multiplicity of roles.

The working women certainly do impact their children. The impact is not on a particular aspect of their children's lives but it is multi-dimensional. The two most determined facts which makes it difficult for working women to pay due attention to their children are lack of time and this reality is also borne out of the fact that most women don't have sufficient time to spend with their children.

The questions of women's involvement in economic activities have been viewed from different angles.

- Circumstances force to take job
- Job satisfaction
- Social influence
- Desire for economic independence
- To gain identity/social status
- Utilization of time in productive way

In Indian society, bringing up of children is considered primarily the responsibility of women. Bringing up of children is a difficult job. Home keeping and child rearing is almost a complete profession. There is an enormous amount of hard work in childcare; preparing the proper diet, washing clothes, cleaning up the mess that a child makes, maintaining discipline at home and making arrangements for the child care etc., for a working women to manage everything becomes a difficult task.

When the mother works sporadically, the effect on parent-child relationship is more serious than when the mother works continuously. The reasons that the mother is unable to calculate and distribute her time resulting in some kind of mismanagement at home and workplace. There is a greater possibility that the home duties will get neglected or postponed or transferred, there are fewer opportunities for social life and recreation with the family. Children of such families are more expected to share in the household activities as compared to children of non-working mothers. They tend to become independent and responsible.

It has been found in the some of the research studies that the children, whose mothers are working outside their homes, are somehow affected (physically, emotionally and psychologically). The care of the children which is one of the most important functions of the family would be difficult without parents and specially the mother. She brings up her children with utmost care and love because her children become the natural focus of her tenderest affection. No one else denies herself many a comfort and cheerfully makes the highest sacrifices so that her children may have a happy future.

Home environment, though is a contributory effort of both – the mother and the father, later added by the efforts of children, a major share of it results from the contribution of the mother. Mother is understood to be a prime factor in the development of the child, as she spends most of her time satisfying the physical, mental and

moral needs of the child. The influence of the mother on her child is particularly important. Mother's influence may lay the foundation of happy and prosperous life or it may turn it towards disaster. It is from the mother specially that the child receives his first and lasting lessons of citizenship.

Family in the society occupies the central place around which human activities—social and economic—revolve around in such a way so that human survival becomes possible. It is in this context that role of family in socialization process has been recognized beyond doubt. The first agent of socialization is the mother of the child. The child receives from his mother valuable training of discipline and self-control. The quality of the child's adjustment is more dependent upon their interactions with mother than any other socializing factor. There is saying that 'the family revolves round the child and the child revolves round the mother'.

Child's personality formation and their development takes place as a result of close interaction with the significant people in the environment, where mother comes first, then father and siblings and later the members of the community and society. It is at first the family structure, pattern and the system and family environment that influences the child's development (physical, intellectual, emotional and social). The mother, of course, plays a very important role in the child's development. She gives affection and dispenses discipline; she rewards and punishes the child. Furthermore, she serves as a model which the child imitates. When there is a discrepancy between mother's instructions and behaviours, the child is prone to follow the latter. Thus, the mother is the major determinant of the hopes, fears and expectations of the child.

As stated by Kuhlen "Emotional Stress and anxiety are unpleasant psychosomatic accompaniments of frustration and conflict, involving characteristic physiological changes and tensions which if long continued will make for inefficiency and have repercussions upon physical health." With this view, the child comes closer to the outer world, gradually drifting away more from family. How well and efficiently the child adjusts in the social world is only a result of what he has learnt in the family, when he was a small child.

Today, more women work outside the home than before. Mother's working hours, her nature of job; the values attached to her job are all important features to determine the extent of child's adjustment to the mother's working. How the mother's work status affects the child, depends upon the child's age, the provisions made for child care and how seriously her work interferes with child's life. It is usually seen that young children are more affected by the mother's employment than older children and the girls are more affected than boys within the family. A number of studies confirm the importance of parents in the lives of their children.

Parental influence on child's development process: Conceptual framework

Some of the theories which emphasize parental influence on the child's developmental processes are described below:

- Psychoanalytic theory: This theory was propounded by Sigmund Freud. According to this theory personality development is a succession of stages. Freud emphasized on the effect of early childhood experiences in latter personality adjustment. According to him, many events that occurs in childhood are significant enough to create an impression (positively or negatively) will influence the development in later life. For instance, consider a child whose achievements were never recognized or encouraged will feel shy in sharing his feelings related to achievement in severe cases he may lose interest and tend to become the withdrawal type.
- The Behaviouristic Approach: This theory attempts to explain the acquisition, modification and extinguishing of all types of behaviours. Maladaptive behaviour is essentially viewed as the result of
 - (a) A failure to learn necessary adaptive behaviours or competencies, such as how to establish satisfying personal relationship.
 - (b) Learning ineffective or maladaptive responses, example how an irrational fear could be reality learned through conditioning.
 - (c) Stress situations that the individuals feel incapable of dealing with.

Behaviourists emphasize that processes like understanding, attitude forming, perceiving, solving, concept learning etc. are all an outcome of learned tendencies of generalization and discrimination? Since, family is the most immediate and important learning situation, it becomes the duty of family members to help in forming positive generalization and discrimination.

- The Humanistic Thought: This model emphasize on development of self, values and personal growth. They take a positive view of human nature and potential for which family indeed plays a significant role. Carl Rogers particularly talks of self and development of self. If the self is not rightly valued or self development is hampered the result is distortion in behaviour patterns. Humanistic psychologists stress on individuality as a consequential effect of genetic inheritance and social environment. It is the primary role of the family to put a child in favourable conditions.
- Existentialists view: A basic theme of existentialism is that our existence is given (how the child is brought up). Family has a major share of responsibility regarding bringing up the child. How and what the individual

chooses, how independent is he and how responsible he is –depends largely on the family he belongs to. It is the family that should mould the inner self of a child.

- The interpersonal model: This model emphasize on unsatisfactory interpersonal relationships as the primary cause for many forms of maladaptive behaviours. Such relationships may extend back to childhood and later socialization period.

Social and Psychological problems of children of working women

The problem starts with pre-school care when the mother leaves the child with a relative or a maid, or puts them in a crèche. Due to the change in the joint family system to the nuclear family system, elderly family members, or aunts and uncles, along with the elderly cousins are no longer at hand to look after the children. The maids being unreliable and difficult to procure, apart from being expensive, the only alternative remains the crèches or day care centres.

Children of working women usually feel lonely and unhappy when the mother is away for a major part of the day. They are less “well adjusted” than the children of non-working mothers. These children tend to become nervous and irregular in their work habits which affect their school adjustment. There is no one to relate to their woes to and they suffer silently. The result is that, children of working women suffer from various social and psychological problems such as:

Rejection: Rejection may be shown in various ways -by physical neglect, denial of love and affection, lack of interest in child’s activities and achievements, harsh or inconsistent punishment, failure to spend time with the child, lack of respect for the child’s rights and feelings as a person. These children when grow up to be adults find difficulty in showing care and affection. It also lead to low self-esteem, feelings of insecurity, unwantedness and inadequacy, retarded conscience and general intellectual development, loneliness and inability to give and receive love. Rejection at home makes the child feel insecure and leads to poor adjustment to school work which requires thinking. Likewise, a low parental regard for education and the cultural pursuits has a retarding influence on the child’s progress in school.

Communication Failure: After work when mother returns home she may prevent children to ask questions and may not show interest in listening to them. As such, both mother and child fail to foster the “communication exchange” essential for healthy personality development. Some parents are so involved in their work that they fail to give needed support and assistance during the crisis period. As, even more subtle and damaging communication pattern involves contradicting or undermining the child’s need of communication, which make him feel confused and devaluated as a person.

Deprivation of Health: Children of working mothers are less well-nourished and don’t eat the way they should. The children suffer most when they are ill. Illness may be the root cause of what appears to be the behavioural problems which may result in irritability, fatigue, restlessness and other unwholesome behaviour patterns.

Lack of proper attention: When mothers are working outside home children are more likely to be left alone and expose to dangerous situations. Due to lack of proper attention children feel neglected because they think they are not worth devoting attention to. If the child had experienced bitterness in the home atmosphere, he would perceive his home as disturbing and would prefer staying out of the house more often and for longer time. Such neglected children are likely to take up drugs, alcohol and sex at an early age.

Lack of attachment: Many social psychologists, William McDougall, John B. Watson, E.A Ross, Floyd Allport, introduced the concept of attachment. They proposed that infants and young children form emotional bonds to their care givers because through out human evolutionary history, close attachments to mother promote the survival of defenseless children. Attachment provides a secure base from which mature relationship develops. Some research studies shows that, inadequate attachment impedes social and emotional development throughout life. For example, when a child is subjected to maternal deprivation, and thus does not form a secure attachment, subsequent development is often severely a typical. Mother’s is always the first and foremost in child’s lives. That’s absolutely essential to children to who need good equality care in their families. Children who receive attention from their parents develop properly physically as well as mentally. If children get attention when they are young, they are able to cope better as teenagers. The amount of attention a child receives influences the child’s direction in life.

Deprivation of Self concept: If the care taker works just for the sake of earning and does not like the child whom he is caring for (or doesn’t like children in general) this attitude will be reflected in the child’s feelings about himself. If a care taker disciplines a child in a way that generates the feelings of guilt or shame, this diminishes a child’s self concept. This feeling can spread and the child may even erroneously reason that he is to blame for his parent’s absence. Thus, child’s self concept is further more diminished.

Single mother: As the children get support of only one parent, the problems of children of single mother is more adverse. Children need more support from mother but due to her constraints of working she may not be able to give required time and attention and gradually the children become prone to more maladjusted behaviour such as poor relation with classmates, more quarrels and shyness, more worry, anxiety, guilt feeling, loneliness and unhappiness.

Lack of educational guidance: What does a child want to do after coming back from school? Surely, they would yearn for the mother. Now-a-days a majority of mothers are working outside their homes leaving their children at the mercy of various unnatural situations. Merely paying the fee and dressing up the child are not enough but the involvement of parents is more important for a child's mental and physical growth. Mothers rarely attend the school functions of their children. Thus, they miss the chance of giving their children feeling of nearness. The children miss their mothers in the school functions and are bound to suffer from the psychological problems and develop inferiority complex.

All the above such problems affect the children psychologically which may lead to maladjusted and undesirable behaviour in them.

Solutions for coping with the problems of children of working women.

- In those households where mothers are working outside the house, it is crucial that father's take a greater share in the household responsibility and child care. Therefore, a change in the mindset of the men and women in society towards the family responsibility is required.
- Part-time employment schemes for working mothers to be implemented.
- Child care facilities should be provided in the work place, so that the women feel secure about their children.
- Establishing guidance and counseling centers in work place so as to provide guidance to the parents with reference to proper time management and adjustment at home and work place. Counselling to be provided to develop appropriate emotional attachment with their children.
- Schools should open guidance and counselling centers for children to provide guidance in terms of proper time utilization by encouraging them to involve themselves in productive and creative activities in the absence of mother. Counselling should be provided to them to develop positive perception of mother's work and enhance appropriate adjustment with their parents.
- Parents should take time out for family recreational activities such as going for outing together atleast once a week and spending time with children and develop more friendly and open relation with them.
- Religious institutions should come forward and play a very prominent role in enhancing moral and ethical values in children so that they do not indulge themselves in immoral, unethical and anti-social activities.
- Working women must acquire reliable detail information before keeping anyone as a baby sitters or care takers.
- Governmental efforts are also needed. Legislation needs to be made in this direction. Working women should be made entitled to more leaves / holidays (with safeguards, that they might not misuse the provision)
- Research works to be conducted to find solutions/alternatives to problems of children of working women.

It can be concluded that time is a great constrain on the working women. The lack of attention is likely to cause social and psychological problems. Further, work on macro-level is needed to be conducted for realizing the actual nature of the social, psychological and other such problems caused to the children and also to find the solutions for these problems. We have to change the environment and make it compatible with women's outside work. Therefore, things need to be re-adjusted. A woman, however, is not an isolated identity but is the infinitesimal part of a larger whole. The society as a whole has to blend to accommodate the transformed role of working women.

References

1. Bhowmik, K.L. *Development of Women and Children*. Inter-India Publications, **1988**, New Delhi-110015.
2. Chandra, Shanta Kohli and Lakshmiswaramma M. *Working Women and Infant Care*. **1991**, Mittal Publications, New Delhi-110059.
3. Dak, T.M. *Women and Work in Indian Society*. **1988**, Discovery Publishing House, Delhi-110031.
4. Nisa, Sham Sun. *Working Women and Child Development: A Sociological Study*. **2009**, Anmol publications Pvt. Ltd., New Delhi-110002.
5. Ratra, Amiteshwar. *Working and Non-working Women: Preparedness for family life*. **2006**, Mittal Publications, New Delhi-110002.

6. Sharma, Alakh N. And Singh, Seema. *Women and Work: Changing Scenario in India*. **1993**, B.R Publishing Corporation, New Delhi -110007.
7. Sircar, Basobi. *Working women And adolescent Well Being*. **1994**, Common wealth Publishers, New Delhi - 110002.
8. Singhal, Tara. *Working Women And Family*. **2003**, RBSA Publishers, Jaipur-302003.

Problems of Women in Higher Education

Prof.A.Henia
Deptt. of Education
NEHU, Shillong

Education is the most important instrument for human resource development. Education of women, therefore, occupies top priority amongst various measures taken to improve the status of women in India. In recent years the focus of planning has shifted from equipping women for their traditional roles of housewives and mothers to recognizing their worth as producers, making a major contribution to family and national income. Women participating in higher education as teachers, learners and administrators face enormous problems all over, particularly this is more so for women in science, technology and research. On the whole women's participation at large in higher education be it professional university or general university is still found to be behind men. In this regard the paper will focus on problems of women in higher education.

Intension Of Women For Scientific Research With Special Reference To The Subject Mathematics.

Sabita Mahanta¹ and Rekha Kalita²

^{1,2}Department of Mathematics

Handique Girls' College

Panbazar, Guwahati -781001; Assam.

The scientific research in Mathematics needs strong analysing and thinking capacity. Mathematics is frequently avoided by girls as there is a message in our society that Mathematics is more appropriate for boys. Women are encouraged to get married immediately after completing their graduation or masters and after marriage also they are overburdened by different responsibilities. This often leads them to think that they are incompetent for this profession.

Suggested solutions:

1. Full support needed from the family as well as from the society.
2. Teachers should take initiative to grow inquisitiveness among girls to develop the art of logical thinking, reasoning etc.
3. Sponsoring of more projects for women.

**A Study on women scientists at CRRI and CIFA
(Central Rice Research Institute, Cuttack and Central Institute of Freshwater
Aquaculture, Bhubaneswar)**

Dr. Sanghamitra Deobhanj
Asst. Teacher, Ranihat High School,
Ranihat, Cuttack, Orissa, 753001

Brief discussion of the topic according to one's own understanding of the issue: There are many aspects which account for the under-representation of women in scientific research in India. The paper focuses on the status of women scientists in two prominent national research institutes in the field of Biology and the challenges they faced both on academic and personal fronts while choosing to work in these institutions. The researcher has tried to analyse the effect of factors like family values, children's studies, personal security and male-dominated society on this sample of women scientists while deciding for a career in scientific research

Suggested solutions:

Equal opportunity as well as equal representation has to be emphasised in science related programmes, plans and policies at all the stages starting from primary to higher education and in jobs in scientific research field for empowering women and removing the gender gap in science. All scientific research institutes must develop linkages and more openness towards the society particularly women because they play an important role in supporting households and communities

Social Problems Faced By Present Day Working Women

Namrata Sewa Lala

Research Scholar, Assam University
Lecturer, St. Edmunds College, Shillong

Over the past few decades, the role of Indian women and their development in the society have experienced tremendous changes. Career has only recently become a priority for many Indian women. There was a time, when girls or women in most cases were considered as burdens to their families, meant to be married off and would barely make any particular economic contribution to the well being of the family and the household. The working women of the 21st Century are no longer confined to working within the four walls of the home, but are moving out of their homes, competing with their male counterparts in every field; educational or occupational. Today a sizable number of working women are highly educated and qualified, taking up jobs in politics, finance, higher learning, sports, corporate world, entrepreneurship and business world apart from their usual and expected involvement in entertainment and movies, music, modeling and are earning and contributing towards meeting household expenses. There is practically no profession today where women are not employed.

In a country like India, where tradition is so deep rooted in the fabric of the society, changes have been slow. With the society experiencing new and constantly evolving lifestyles, old values are still retained even now. For a working woman in India, having a career – and an identity apart from her family – has given her a sense of her own. However, the job, and the financial clout that it brings, has now resulted in career becoming a cornerstone of the Indian woman's identity.

There is no doubt that women have come a long way, and have walked the path of success in their respective fields of professions but there are still many challenges and barriers faced by women that prevent them from writing their success stories.

A working woman is required to walk the tightrope and deftly balance job and family responsibilities; even today they are expected to multi task. "When a woman chooses a career, she also considers the effects it would have on her family life. While the wife's presence in the labor force means higher income," the jobs women do take up illustrate their concern for making time for the family (Duker). This discourages them from going for high-paying, high-demand jobs. Most women take on a typical 9 am-5pm job "so that they can be home to cook dinner, do the laundry and oversee the children's homework; they come home to a second shift" (Duker). Balancing work and also wanting a happy and fulfilling relational life outside of work would often mean having to make personal "sacrifices" and "compromises" in order to achieve career aspirations. There is constant pressure and stress, especially if the woman is a working mother. One has to fulfill the demand at work followed by various demands at home. In today's scenario the husband and wife both work towards creating a balance with their work life as well as at home with their children. But it is still difficult for a woman as she has to play multiple roles. The mother is criticized for not placing the needs of the family first far more often than is the father. For example, if the mother chooses to go for skills improvement courses, the family is reluctant to allow her to do so and society looks upon her as not doing her real job as a care-giver or nurturer. However when it comes to the father, society does not criticize him for leaving the family responsibilities to a working woman.

The Indian Census Reports show that though every year, nearly 5.5 million Indian women join the workforce, almost 50% of the women in India tend to drop out of their careers, following marriage or children, and a number of them do so more because of cultural pressure. This can leave a working woman stressed and anxious; more so if the family is not supportive. Despite the increase in nuclear families, with both parents working and where child care facilities are unavailable or unaffordable, it may be more cost effective for the mother to stay at home and take care of the children herself or at best to employ a maid, not knowing how the maid is treating the child-an uncertainty that parents find hard to handle. In households where the joint family still exists, few working mothers are lucky enough to have their parents or parents-in-law staying with them to look after their children while they are out at work. Among married couples, if the husband is not supportive of a working spouse, women might be forced to quit

their jobs. There are husbands who want their wives to only be housewives, to only care about the well being of the family. Most of these men are concerned about how society would view them if they allow their wives to work which would give the impression that they are in such a dire economic state that the wife must forsake her duty towards the family and children, to go out and work.

Often this stress of her multi tasking causes frustration and depression that lead to several other problems, both in the domestic front as well as in her professional life especially in a society still dominated by men.

Most of the problems that beset working women are in reality rooted in the social perspective of the position of women-by virtue of their being women. More often than not, gender discrimination poses an obstacle at the recruitment stage itself.

Since women are often pre-judged as "soft" or "weak-hearted", people tend not to assign them responsibilities that demand assertiveness and a firm demeanor. This attitude which considers women fit for certain jobs and not others influences those who recruit employees. Women in technical-related fields are underestimated and are often considered less competent than their male counterparts. Thus, women are encouraged to take up the stereotypical jobs in the caring and nurturing sectors; as nurses, doctors, teachers, secretaries, childcare-givers, clerks or in assembling jobs and so forth. In sectors that demand assertiveness and are challenging, well qualified women engineers or managers lose out for preference of a male counterpart of equal qualification. The age old belief that women are incompetent and less efficient as compared to their male counterparts, leads to the discriminatory practices when it comes to wages and salaries. When it comes to promotion and advancement, women are not being considered for these promotions because of the employing agency's hesitance in hiring women employees for issues of time, commitment and maternity leave given the woman's responsibilities as the primary bearers and care givers of children. Women eventually might marry, if married, might have children, which would only mean they would need to take time off from work suggesting that they will have to be paid for a specific amount of time without any work. The biological role of child bearing and the need for a temporary absence from the workforce places women at an economic disadvantage at the time of birth and later. Hence most working women receive lower pay, are under-represented in management and over-represented in casual work.

Yet another obstacle that women fight to break through is "the glass ceiling". This is a term used to describe the "discriminatory practices that have prevented women and other protected-class members from advancing to executive-level jobs" (Mathis et al, 2003). In other words, the upper level of business is still a man's world. For women to work their way up the corporate ladder would mean they would have to perform better than their male colleagues thereby causing greater stress. Often the lack of support from the womenfolk in the workplace / women colleagues, in itself discourages women from moving forward. Another reason is also that women lag in their capacity at decision-making. It could be their responsibilities, need to consult, need to be accepted or peer pressure that might influence their decision-making skills. In some cases where women hold positions of authority, often the woman has had to deliberately underplay or disguise her femininity by her way of dressing, talking and mannerisms to be accepted seriously by her male colleagues and subordinates, which is more so in the corporate world. Hence women find it less stressful to be in preferred less challenging jobs, positions and vocations.

A corollary of women's unsure stepping into the workforce is that they are often exposed to sexual harassment and pressure from higher authorities: often being forced into compromising positions that indicate and reiterate the value/ status of the woman in the workforce. Today women are liable to suffer sexual harassment at all levels irrespective of their status in society, job profile or type of employment, be it at home, the workplace, hospitals, in the armed forces, or even the police stations when lodging a complaint.

One might not find this as common a problem in the North-East region of India as in the rest of the country, especially the metropolis but over-crowded public transport system make women easy prey to physical harassment by men. From men colleagues passing verbal comments to offering unwanted attention, it only gets worse if the higher officer demands sexual favors. Refusing the boss can only mean further harassment, pressure and a miserable work situation. Cases of sexual harassment are on the rise, recently being those of senior women officials. If a woman is praised for her work or given a raise in salary or even promoted on merit, her colleagues do not hesitate to attribute it to sexual favors. This kind of psychological pressure can lead to a woman leaving her job or her life.

Hence, some of these instances mentioned above may prove to be a deterrent when it comes to moving up the career graph for working women. A fundamental change is required in the attitudes of the employers, policy makers, family members and other relatives and the public at large.

Therefore, a significant shift in focus towards women's work and their needs at the workplace is required in India in order to bring the maximum women in the mainstream of gainful employment.

1. The society and the family are the two crucial influences that can raise the status of the working women in India. Family members and the husband need to be supportive of the woman's work outside the home. They need to share the household responsibilities in order for woman to be able to utilize her skills outside the home. Given India's patriarchal and male-dominated society, the real emancipation of working women will only be achieved with the positive and liberal mindset of the average Indian male to encourage the working women. Overall, a conducive and safe social environment and a proactive support from the family, corporate, government and other social networks can help to transform the Indian working women's status for the better. But above all, the working women themselves must assert their own rights in empowering themselves than all other forces combined.
2. The Government of India, in its efforts to support womenfolk in the workforce, and encourage their participation in various sectors, has come up with The National Policy for the Empowerment of Women in India which provides comprehensive support in terms of labour-legislation, social security, and other support services. The support services are to enable the woman to continue her employment even after marriage with child care facilities, maternity benefits, and medical assistance, flexi-timing, job sharing etc. It would be easier for women with young children to work if the employers keep a provision of flexible work timings for them and if possible, provide crèche facilities and child day-care centres within the premises of the workplace. This would reduce the dropout rates of women to a great extent.
3. Equal opportunities for employment, remuneration and compensation, access to promotion, career and vocational guidance, occupational health and safety, are some of the basic needs of working women that must be addressed comprehensively.
4. Though there is provisions made to stop Sexual Harassment at the workplace through the Sexual Harassment of Women at Their Work Place (Prevention) Bill, 2006 and is punishable under the law, it is no hidden fact that it is still going on. The legal system needs to be strengthened and stringent measures should be taken to eliminate all forms of discrimination and sexual harassment of women at the workplace, unsafe environment for women working in the night shifts, and unreliable and insecure transportation are the other key areas that need to be addressed for the sake of the working women.
5. Women are often reluctant to travel overseas or outside on work owing to the difficulty in balancing both work and family commitments at times. In such situations, available technology can also play a useful role by enabling women to carry out their official duties through virtual meetings, attending conference calls, and work online from their homes even the times when they are unable to visit office.
6. Other than the family and society, another very crucial stakeholder in raising the status of the working women is the employing agency or organization itself. The organization and employers need to become more sensitive towards the family and social pressures under which the majority of women have to work in India. Gender sensitization and awareness needs to be created in the society to encourage acceptance of women as part of the workforce and a larger acceptance with regard to women's work, particularly among men who are reluctant to let their wives work outside the home.
7. Corporations and work establishments must acknowledge and accept their responsibility in dealing with the issue of instituting sexual harassment programs in the workplace. For such a program to be truly effective it must (1) be issued from a high level within the company with a statement that clearly outlines what behavior will and will not be tolerated, (2) be thoroughly explained and equally understood throughout the organization, (3) consist of a complete policy that includes an exclusive procedure for handling complaints

of sexual harassment with the assurance to the victims that they will remain safe from retaliation if they make a complaint, and (4) impose strict penalties for noncompliance including reprimand for minor offenses, transfer, pay reduction or loss, and termination.

8. Last but not the least, the most crucial role in all of this is that of the woman herself. If there is to be a change in the status of working women, the need for change has to come from them first. It is women who need to be the fore-runners of change and to a large extent it is in their hands to decide their fate. Unless women themselves want to change their situation, emancipation of working women will only be a distant dream. Women need to know their rights, and be informed of their rights, at their workplace and outside and be assertive to demand for what is rightfully theirs.

References:

1. Blades, J., & Rowe-Finkbeiner, K. (2006). R: Realistic and Fair Wages. In *The Motherhood Manifesto (chapter 7)*. Retrieved September 10, 2008, from <http://www.momsrising.org/manifesto/chapter7>
2. Blades, J., & Rowe-Finkbeiner, K. (2006). E: *Excellent Childcare*. In *The Motherhood Manifesto (chapter 5)*. Retrieved September 10, 2008, from <http://www.momsrising.org/childcare>
3. Duker, Jacob M. Housewife and Working-Wife Families: *A Housing Comparison Land Economics*, (May, 1970), Vol. 46, No. 2. 138-145. <http://links.jstor.org/>
4. Fmlaonline.com. (n.d) *The Family Leave and Medical Act (FMLA)*. Retrieved September 12, 2008, from www.fmlaonline.com
5. Mathis, R., & Jackson, J. *Human resource management*. 10th ed. Mason, OH: Thomson Learning. 2003
6. Working Women In India: 'My Career – A Cornerstone Of My Identity' Retrieved October 10, 2011 from www.naree.com
7. Working Women In India: 'How To Improve Their Work Environment' Retrieved October 10, 2011 from www.naree.com
8. Working Women in India: 'Balancing Career and Family' Retrieved October 10, 2011 from www.naree.com
9. *Women's Diversity Issues in the Workplace*. Retrieved October 10, 2011 from www.ehow.com
10. Neelima Mahajan: *Working world is getting better for Indian women*, Jan 3, 2007 *The Times of India*, , retrieved on October 10, 2011 from www.timesofindia.com
11. *Asia-Pacific Human Development Report (2010)*
<http://content.undp.org/go/newsroom/2010/march/asia-pacific-has-one-of-the-worlds-worst-gender-gaps.en>
12. National Policy for Empowerment of Women (2001)
<http://wcd.nic.in/empwomen.htm>
13. *Indian Law for Working Women*. www.chillibreeze.com/articles_various/Indian-Law.asp
14. *Women Legislations: *Laws related to working women in India Economic Survey 2007-08. India Budget Employment, Labour Force and Workforce Participation Rates Retrieved 29th June, 2009 from Economic Survey 2007-08* access: <http://indiabudget.nic.in/> *Developed by Paycheck India team comprising of Prof. Biju Varkkey (Faculty IIM)

A study on Female students and PGTs in Science at Kendriya Vidyalayas

Tom P. Jacob

PGT (Bio), Kendriya Vidyalaya Okha, Okha Port, Gujarat.

This paper highlights the issues which prevented the sample women PGTs in science subjects at Kendriya Vidyalayas, from going for a career in scientific research after completion of their master's degrees in science subjects. The researcher has also tried to find out the status of girl students of science stream in the selected sample studying at Kendriya Vidyalayas in higher secondary classes regarding their interest in pursuing a career in scientific research and the reasons behind their choice.

The findings would help the policy makers to take into account the issues which restrict women from entering the profession of scientific research and make the necessary amendments at all levels starting from school education.

A Mother -Friendly Environment in Academic Work-places

Dr. Utpala Ghaley Sewa

Dept of English,
NEHU, Shillong

Irrespective of a working mother's status, whether single through separation due to career circumstances of herself or husband, divorce or choice, or whether she is married and living with her spouse, the ironic truth is that at the practical level parenting is still basically single-parenting. It is the mother who is wholly responsible from birth onwards with the husband chipping in with odd jobs every now and then. Even if this fragmentary help is fairly routine, like dropping the child to school, it is not privileged over his career commitments. Meetings, seminars, outstation academic programmes like lecturing in Refresher Courses, paper-presentations and workshops away, within the nation and outside etc are given priority. The working mother does not dare to think of them until the child is old enough, which again is so arbitrary a marker that 'free time' for professional outstation commitments has to be negotiated later between board examinations, entrance interviews etc. The familiar discriminatory and unacknowledged principal of the "glass ceiling" forces choices on her that will in the long run harm either, if not both, her child or her professional career.

Thus the working mother, here the reference is basically to one in academics, is torn between her commitment to her profession when where her ability may not only be at par, but sometimes ahead of her spouse or male colleagues, and her instinctual desire to nurture and protect her child, a desire so vital to the quality of human future that if thwarted may lead to changes that finally will be at par in enormity to results of genetic engineering of humans. It is here that society, not just legislation, must step in and ensure that a willing and competent member of the workforce not be forced to choose between the two, work and home, her professional future and that of the next generation.

The areas of negotiations where a working mother requires societal help are several. One of the chief problems is that of the caregiver, whether at home or in a crèche. The working mother has to negotiate on a daily basis the tentativeness of the help's presence. She lives from hour to hour, unable to plan the day in her mind. She is either awaiting the arrival of the caregiver she leaves the child to, or the uncertain quality of care of the crèche's attendants while at the same time calculating how much leave still accrues to her. If the child is a girl, the worry is multiplied many fold. Often the help is illiterate, herself often a mother who has left her children to stray in an uncertain environment and so with little patience for the child for whom she has had to leave home. She has seen little education, understanding and patience, gives very little of it to her own children and there is no emotional tie that will make her an interested and caring presence. Children are often neglected, slapped even beaten, threatened about being reported, and only when crisis like hospital visit or physical marks appear do the parents become aware of the hell that the child endures day after day. A doctor friend reported the arrival of a three-year old to Nazareth hospital in Shillong when she was on OPD duty, with his arm dangling. On enquiry he said the caregiver had twisted and pulled his arm till it was dislocated. Needless to say the mother was held responsible, as she must have privately done herself, because she was at work. Recently, a colleague found two big lumps on her son's head. He explained in great secrecy that his caregiver had hit him repeatedly on the head with the TV remote because he was disturbing her serial viewing with his loud, solitary games in the same room. She could not scold or remove the care-giver: it was mid-semester and work load was piling. An old student married to a lawyer who is today a judge in Shillong had the horrifying experience of seeing a spoon-shaped mark imprinted on her toddler's cheek: heated spoon had been smacked on her because she was making feeding too onerous a chore. Physical cruelty is almost a part of a working mother's deal when she leaves her home for work. Often she plies the care-giver with presents and treats to mollify her so her child is spared. It doesn't always succeed. Small physical abuse like pulling hair, twisting ears, slaps are common.

At par with physical abuse is the psychological abuse through neglect or blackmail. She may blackmail with threats of leaving her work, not letting anybody come in her place so that he is left alone etc. Petty and trivial but to the child they open a world of total abandonment as the mother is already absent. The issue of neglect can lead to

severe future problems. Young children of working mothers often tend to be very grave and formal if sensitive or boisterous and unmanageable if less so with all the uncaring freedom given to them.

One of the regular problems faced by the children is that of language learning. It becomes a challenge causing worry because the language development is not age-appropriate: language is learnt through hearing, through being spoken to. Hours of silent neglect deprives the child of a stimulating language environment. One child of a highly qualified ophthalmist was diagnosed as borderline autistic because of his total silence. Only later, after she took a year off to be with him that she realised that he had not picked up language skills through lack of adequate exposure to it.

Having a crèche within visiting distance of workplace is a suggestion followed in many institutions. Taking too many trips to see the child, a temptation that few mothers will resist, is as detrimental, in real terms, to the child's wellbeing as are frequent complaints to class-teachers later on. Common knowledge dictates that often it is best to let those in direct power over our children not think of us as pests and trouble makers: they avenge themselves on the defenceless children with small cruelties that have long shadows. These visits are marked and male colleagues, sometimes even female colleagues without children, and management may both penalise the mother either by looting or believing rumours about her lack of professional commitment.

The experiment of nuclear families has led to unforeseen but disturbing consequences. At the risk of sounding out of date, the only solution that unshures company for the child, exposure to interactive relation within a large age range as well as caring supervision of the caregiver's care of the child is, if not a total return to the joint family, the inclusion of elderly parents or relatives. The additional benefit would be that the experience of seeing caring of parents or relatives within the family fold reinforces his faith in the value of sharing and caring.

Otherwise the neglect and/or small physical abuse that scar the child's emotional development may show in unexpected relational problems and issues of trust in later life. Childhood experiences influence human behavior significantly, the science of psychiatry proves. An increase in divorce rates, multiple marriages, sociopathic behaviour are already beginning to manifest themselves in the next generation. Emotional bankruptcy and extreme materialism will mark the future if child-rearing is left to hired help and the child grows up unable to form, respect and understand human relationships unless he experiences them positively first hand.

At the workplace the mother faces silent criticism should she even mentions her domestic situation. Any attempt to rationalise her work hours through occasional exchange of class, preponement, postponement of assignments are held as evidence of a lack of professionalism. Maternity leave benefits were recently increased under the sixth pay commission from 135 days to 180 days to be availed post-natally. The child is still too young to be left alone with the caregiver: the mother's dilemma has to be understood if the welfare of both mother and child matters. Male colleagues and childless female colleagues are quick to imagine that academic excellence has been compromised. A departmental Head once said children's problems should not be discussed in the academic world and a childless female colleague would not make a mother-friendly routine, slotting the mother of a very young child to four out of five first classes on the ground that the child was not her problem. If a mother makes an issue of situations like this then she risks highlighting the pressure of her 'domestic' life reinforcing the issue of intellectual and professional compromise. When desperate, children are sometimes secreted into the mother's office, told to remain quiet and hidden. The child may enjoy the clock and dagger atmosphere but he imbibes the silent message of his unwantedness by society.

Male colleagues have no negative impact on reputations of their professionalism if they take part in some child-rearing chores. A distinguished colleague would not be available from 2 pm to 4pm in the Department and his return from school duty at that time was accepted and did not even merit a discussion. A mother in this situation would have her professional future in shadows. Another male academician, now retired, is said to have made a small bed of chairs and blankets in his room for his daughter when small until the mother's return from KV Upper Shillong at 3pm everytime the caregiver was absent. It never dented his reputation as a competent academician. Mothers do not even ask for leave on grounds of her child's illness: no reason is assigned for fear of losing her professional credibility. This is a ground every mother has had to tread.

The contention of this paper is that pressures of domestic life do not diminish professional commitment, rather in several instances the mother goes that extra mile to fulfil it competently that women without children or men might

not. Many mothers come back to put in hours of work after official departmental time and during holidays. Saturdays and Sundays to make up and sometimes even go beyond the input of their peers. But they bring the child with them. The academic atmosphere has to be more human, not only entertaining the idea of flexi-hours when tenable, but getting over the rigid and inflexible old world atmosphere of officialdom. Those who work and those who study are members of the human society: this fact cannot be negated, rather to reinforce awareness of this reality it requires emotion and reason to go hand in hand. The men must be sensitised to the issue of a competent colleague who also has the valuable task of rearing a child who will one day enter as a student. The awareness by all of the importance of this duty should help make child-rearing no longer a dirty word to be hidden or sniggered at.

At the societal level a working woman is still an anomaly challenging the traditional concept of woman as home maker and nurturer exclusively. Every domestic misfortune and childrearing hurdle is seen as nemesis of her own making as she is seen as complicit by virtue of her rejection of the role of stay at home mother. Every working mother knows her real support comes from other working mothers: stay at home mothers stand back and watch you do the impossible juggle between work and child. Seldom is real help offered by them; often they send the rejected and the worst, proven so through successive trials and stints with them, to the working mother who has little time and even less knowledge about the quality of available help and caregivers. The society thus needs to move closer to the mother and lend a helping hand, at least by offering understanding and support. In this women must bond to give a strong support although male understanding is also imperative.

Counselling and mental health support system must be mandatorily made a part of the academic set up to offer advice, insight and support to the working mother. Hounded by the silent criticism of family, neighbours, work colleagues and superiors, and most of all by her own sense of tremendous guilt towards both child and work, she is as vulnerable to psychological breakdown as are professionals in high-risk professions like the defense and police personnel who are given periodic counselling.

Her sense of guilt may lead her to over-compensate by giving the child limitless material goods and gizmos, and overly non-critical parenting leading to materialistic and uncaring children who will wreck the whole foundation of a value-based future society. Most of all, the importance of her task of child-rearing must be emphasised to her emphatically because although some of her research and her students tomorrow may blaze a trail, her child growing as a confident, loving adult will definitely contribute to a better world. Empowering the mother thus positively though counselling will help her see her situation rationally and proudly.

The obvious conclusion that emerges is if the child is truly the face of the human future, it cannot and must not be the sole responsibility of one individual, the mother. Every human being is a stake holder in our collective future and his deposit towards the future must begin now by making child-rearing a societal responsibility. There is ancient wisdom in the African proverb that says it takes a village to raise a child. The whole of society must now accept the responsibility to become that village

Women's Workforce Participation and Education in India

Mrs. Wandinecia Tariang and Dr. Daisy Das

Department of Economics, North-Eastern Hill University, Shillong -793022

We are living in an era of rapid change. Accordingly, the role of women in the economy is also expected to change. In the early days, women were more or less confined strictly to the household. Their participation in the society and the economy was significantly low. However, with time, the trend is changing with the growth of literacy and the spread of education. Rather, we can say that there is an increasing role that today's women play not just as the homemaker but also as an important contributory factor to the society and the economy. Over the years, it has been observed that there is increasing participation among women in the workforce. However, despite the spread of education, women are still found to be engaged in agricultural related activities. Keeping this in mind, this paper attempts to show the trend of participation among women in different economic activities. It finds that women workforce participation has been increasing gradually though not satisfactorily. At the same time, this paper finds that women workforce participation is remarkably low particularly in the child-bearing period.

Hence, to address these problems, institutional interference is called for.

Problems Of Women Scientist In Research Institute

Mrs. Yodida Bhutia (PhD)

DOE, NEHU, Shillong

In the present century we see women taking every job even those considered masculine before. So we find number of women becoming scientist in various institutions but still women face various problems and have to work harder to prove themselves in male dominated profession. Women scientists when decides to marry and have children which is taken as a sign of a weak commitment to work. There is no doubt that women have more work to perform as scientist as well as homemaker at home and take a lead role in child rearing. Though with time there is a change in the way people think of working women especially scientist working in research institute. The full time research like In

Therefore paper would like to explore the problems faced by women scientist in Research Institutes and the type of support system received by them at home and at work place. To collect relevant information, investigator has developed a questionnaire with components such as decision to be scientist, distance, working hours, family life, discrimination in workplace, child care and social obligations, stress, ailment, support system, security and satisfaction. The paper will highlight the problems related to components selected in the blueprint of questionnaire.

GU

Challenges Faced By Working Women

Alpana Choudhury

C/O : M. Choudhury,

New guwahati last gate, sankar nagar

House no: 3, near kanika appartment,

P.O: Noonmati, Guwahati ,781020.

Anasuya Kakoti

C/O: Biren Kakoti,

R.K Enclave, Flat no 2 B, House no: 1 ,

Leela Baruah Lane, Ambari, Guwahati, pin : 781001.

Women are the backbone of a nation. Women occupy nearly one-half of the present population of the country. They are expected, like their counterparts in developed countries, to play significant role in the development and progress of the national economy. So, as a social group the working women is an emerging phenomenon. But it is needless to say that working women have to face problems just by virtue of their being women. The greatest deterrent to women entrepreneurs is that they are women. Indian society is patriarchal and Indian women are traditionally considered to be home-makers and not as working personnel. They lack encouragement and motivation from others. There are innumerable challenges and problems faced by them both at home and work place.

In this paper attempts has been made to trace the problems and challenges faced by the working women and also give some suggestions in this regard.

Suggested solutions:

Elevation of the status of working women lies primarily in their own hands. In this regard they need to be more assertive and aware of their own rights at home as well as at work.

The government should take a significant role in raising the status of working women by taking policy initiatives as well as implementation of the women's employment, entrepreneurship and financial empowerment programmes specially at grass root level. The organisations should try to bring about positive changes in regard to gender biasness at work place. So, the policy of gender inclusiveness should be implemented.

The society and the family are two crucial influences that can raise the status of working women. The husband and the other family members need to be supportive of the women's work outside the home. In this regard, mass media can play an important role in changing the attitude of the members of society towards working women.

Women between Public and Private: Problem Faced by Working Mothers of Unorganized Sector in India

Anuradha Rai

Senior Research Fellow, Centre for International Politics

Organization and Disarmament

School of International Studies, JNU, New Delhi

With the coming of liberalization and globalization, and increasing awareness of women about their rights and need for empowerment to avoid violence and harassment they had faced in the domestic arena in India, the participation of women has increased in the economic force of the country. However, by entering in new role and assuming new responsibilities, women in India continued to pursue their traditional role of care-taker of family and the child rearing role. Thus, we see that the responsibilities of women has got doubled and sometimes it is argued that empowerment of women in this way is a myth. Women now are facing challenge at both public and private fronts and find it hard to keep a balance between the two. Government has initiated many policies to help the pregnant women and the mothers of new-born to take care of the child in the form of maternity benefits. However, child rearing is not a short term of affair and mothers face the problem of keeping the baby in other hands. Another problem of Indian women engaged in the economic activities is that majority of women are engaged in the unorganized sector where they lack any such benefits. There is a pressing need to extend the maternity benefits to the women of unorganized sector of economy. This paper will look into the problem working women in India are facing and what measures have been adopted to deal the problem. It will further look into the initiatives needed for women to address the problem the working mothers in unorganized sectors are facing.

Key words: liberalization, female workforce, working mothers, unorganized sector.

Social Problems Faced By Working Women

Mrs. Babita Deka

Asst. Professor

Dept. of History,

Tihu College, Tihu.

Working women have to face problems just by virtue of their being women. Working women here are referred to those who are in paid employment. They work as lawyers, doctors, teachers, nurses and secretaries etc. There is no profession today where women are not employed. A gender bias creates an obstacle at the recruitment stage itself. The age old belief of male superiority over women creates several hurdles for women at their place of work. For centuries, women have been subjected to exploitation and torture physically, sexually and mentally. There are innumerable able challenges and problems faced by them both at home and work place, working in such conditions inevitably put much greater strain on women. These problems tend to make women less eager to progress in their careers.

Appropriate steps must be taken by employers or persons in charge of workplaces, public or private sector, to ensure safe working atmosphere for women. Appropriate work conditions must be provided in respect of work, health and hygiene to further ensure that there is no hostile environment towards women at workplaces. There must be gender equality which includes protection from harassment and right to work with dignity. A fundamental change is required in the attitudes of the employers, policy makers, family members and other relatives and the public at large.

Uses of Information and Communication Technology (ICT) and Women Empowerment

Basabi Gogoi

Faculty of Computer Education

Computer Education Centre

Tyagbir Hem Baruah College

Jamugurihat

Dist- Sonitpur

Assam-784180

Women are the foundation of society and forerunners in a changing world. Their role in and contributions to science influence the relationship between science and society in many ways. In my paper I would like to highlight how the uses of Information and Communication Technologies can enhance women empowerment.

Socially the majority of Indian women are still tradition bound and are in a disadvantageous position. Since globalisation is opening up the Indian economy at a very high speed, advances in information technology have facilitated a global communications network that transcends national boundaries. There are numerous possibilities for ICT to improve women's economic activities in the field of trade, governance, education, health, crafts employment, in formal as well as informal sector.

Suggested solutions:

ICT bring lot of opportunities to women in the work situations and small business. It makes the role of time and distance less significant in organizing business and production related activities. As a result of the technology, a high proportion of jobs outsourced by big firms are carried out by women. Women therefore can work from anywhere and at anytime and raise that extra income to become more financially independent and empowered. Knowledge networking requires skilled and trained knowledge workers who can perform specific tasks of understanding, compiling, analysing, searching, providing value addition and disseminating information etc. ICT have put women in a greater control over the activities performed by them laying the foundation for entrepreneurship development.

Challenges Faced By Working Woman In Bringing Up Children; An Exploration Of Positive Aspects On Working Motherhood.

Deluar Hussain

Astt. Professor,

Deptt. English.

Hari Gayatri Das College, Azara.

Bringing up children successfully is really a matter of great concern for the working mothers. A working mother is she who spends most of the time out of door for business or job. She cannot give much time to her children. So, she has to face various challenges to bring up her children. The children are also seen diverted from their studies as mother being the first teacher stays out and cannot take proper care of the children. The children form various bad habits and spend most of their times by watching T.V and playing video games. In this situation, parents are seen anxious regarding the future of their wards.

Suggested Solution:

Despite all burdens, A working mother can grow up more responsible children. She can make her children understand that everyone has duty to perform in life and one should perform them with full responsibility. Thus She can make them duty conscious where they would do everything by them self. A working mother can provide practical example to make her children practical and active in their day to day activities. Now time has come, working motherhood turns into a reality and accordingly children would also learn to cope up with the existing social trends.

Problems and solutions of working women in Assam

Eli kumari Das

Assistant Professor, Beltola College, Guwahati-28

Mofida Begum.

Assistant Professor, Beltola College, Guwahati-28

Women represent nearly half of the world's population, but their development is far behind the male segment of population. It is an universal truth that working women have to face many problems because they are women. Working women are referred to those who are paid worker. Although most of the women are highly qualified, gender bias creates an obstacle at the recruitment system.

Working women form a major chunk of society. They are faced a lot of challenges in their work place than their male counterpart. The Indian society is male dominated and they do not share on most of the household works. It is women, who have to cook, clean the house, look after their children, wash clothes, get their children ready for schools, take care of their age old in-laws etc. They face problems and difficulties in working place also. They have no own choice regarding their job. They do not get the higher post inspire of their high q ualification and efficiency. Their hard work and contribution to their family economy are under valued. After all women have to work in a highly pressurized environment. They become a victim between the tug of war of career and household work. Indian women are often deprived of promotions and growth opportunities at work place even after the implementation of the Equal remuneration Act, 1976.

Men and women are not competitive rather they are complement to each other in many ways. If women face problems in working place they should be given favorable environment in which they can resolve problems amicably and boldly. The women should be educated to cope with the working place environment, so that they can manage their dual responsibilities at home and working place. They should be trained to develop their capacities for decision making & individual thinking. In this era of globalization, all types of relevant education should be made easily accessible to women. Proper government policy is necessary for the development of women power. To ease the psychological problems, the meditational program should be implemented at the working place. The laws of the country should be strengthened for the support of working women so that they can claim their maintenance in the case of estranged husband if their monthly income is not sufficient for proper maintenance.

Social Problems faced by Working Women with Special Reference to Tribal Society

Dr. Elizabeth Hangsing, Associate Professor
Director, Women Studies & Research Centre
Rajiv Gandhi University, Arunachal Pradesh

Traditionally women are seen as the house-keepers and child bearers. But in the contemporary world, women no longer lag behind in terms of career. Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior, and second-class citizens. Women have to face problems by virtue of their sex. There are innumerable social problems faced by working women and some of the challenges commonly faced by working women in a tribal society are discussed in this paper. The paper focuses on the challenges like lack of support system like day care facilities at work places and training centres, lack of security and confidence to travel alone day and night and to different regions and states, too much expectation every place: at home, children's school, social functions, etc, parenting, inadequate household help and depending on others for baby sitting and maintaining the family, too much care giving responsibilities at home including attending to visitors and guests. Women are expected to comply and conform to the social and cultural norms within the society failing which she is perceived and evaluated as bad woman. These social obligations affect their professional development and subsequently have adverse impact on their health and psychology. Thus, most of the problems that beset working women are in reality rooted in the social perspective of the position of women.

Suggested Solutions

- 1 To set up more day care centre in all institutions, offices and training centre so that women can participate wholeheartedly in their work. Training centre should also have extra provision for the child too if need arise. In most cases women have to delay their work due to lack of proper child care support.
- 2 Short training programme for child care giver/ baby sitter may be initiated by the government/organization/institution for the benefit of both the family and the care giver who is usually illiterate and not trained. This will enable him/her to perform his/her duty efficiently. The nature of the course may be more practical oriented and need-based. This initiative will be a great contribution to the society as a whole.
- 3 Special provision and relaxation for safe transport facility may be made for women particularly in hill areas considering the long distance with no flight connectivity and the security risk.
- 4 Awareness/ sensitization programme may be organized for both men and women professional so that they can become an effective change agent in the society.
- 5 Gender course may be integrated in the curriculum of the school so that children at their young age can understand and develop positive mindset for social equality.

Impact of Marriage On Career And Profession

Hemasri k. Talukdar

Karnasree Hiteswar Saikia College

Marriage is the most beautiful relationship and special bond shared between two souls. But after marriage, the role of working women becomes very challenging.

To carry out the career and profession, working women after marriage have to face many problems of time, even teasing in office and on roads, problem of guilt feeling of not giving the proper time to their kids and family. The major problem is time management between work and home. For rearing up their kids, they have to leave their job also. Unsupportive manners and attitude of family members may very badly influence in the career and profession of working mother.

Suggested Solution:

For working women to be successful in their career and profession, the following suggestions may be put forward:

1. Secured work environment should be ensured by the employer to the working women.
2. Working women should try to give quality time to their kids and family.
3. Should manage time very properly between work place and home.
4. Should not be upset due to unsupportive manners and attitudes of the family members.
5. Should try to develop proper understanding among the family members.
6. Should try to build up emotional, respectable lovable relationship among the family members.
7. There must be relaxation of duty hours for the working women have children below 5 years of age.
8. Sufficient without pay leave should be given to those working women/who requires it for proper rearing of children. This will facilitate in proper upbringing of children which may have a very good impact on the future society

Bringing Up Children of Working Women-Looking Into The Concerns

Jonali Borah

C/o Mr. Tonmoy Kr. Bordoloi,
Rajaduar Howli, Behind Classic Showroom,
Nizarapar Road, Guwahati -781003

Working women has a dual responsibility for the family as well as for the profession. In maintaining her responsibility, working women has to come across several concerns in bringing up her children. Some of the major concerns may be: A working women cannot give full time to children and as a result children get less care from their mother; cannot give satisfactory emotional support fully to their children; it is quite impossible for a working mother to feed their children a balanced and healthy diet in her absence; we cannot blame working women for not being able to take full care to her children as she is bound to take dual responsibility; and so on.

Suggested Solutions:

From the above discussion of the issue, some solutions may be offered in this regard: working women should try to give extra care after their return from workplace; working women should try to give satisfactory emotional support so that their children do not become frustrated and aggressive; working women should take care of health and balanced diet of their children; last but not the least working women should keep an eye on what is going on around during her absence and thereafter.

Vision About Status Of Woman

Mrs. KabitaDevi Kusre

Assistant prof. Deptt.Of Psychology
Nonoi College, Nonoi , Nagaon Assam

Dr. Rita Rani Talukdar

Assistant Prof Deptt. Of Psychology
GauhatiUniversity, Guwahati, Assam

The base of the society of the world is made up by the co-operation of man and woman. In animal world as well as in human world also the preference of female is significant. The feminine society of the world is the creator of their descendents. The society, which is designated genetically as "XX" today facing, so many problems. The number of female is decreasing in world especially in India.

From ancient times these section of people were known as active and strong but today the status of woman became degraded. India is known as the country of villages. And the woman of this country are not walk together with man in physical, social, political and economic fields. There are so many problems with them. In so many areas they are unsecured also. Some of the women exposed themselves in name of fashion and decreases their social values. Another side some woman does not get their proper right from the society.

Today in India (According to 2011 census) out of total population, there are 62.37 crore of men and the number of female is about 58.6crore. The literacy rate in compare to male which is 78.81%, in female it is67.27%. But the scene is slight better in town areas where the rate is 91.84%(Pragjyotish 3 Aug.2011).

The development of the country is related to the development of economy. Man and women of the society must come forward supporting each other. The woman may also take the responsibility of the family; she may adjust herself in both the fields.

In this study the problems of woman of both the fields (family and economic) is discussed and try to solve the problem of them.

Social problems faced by working women

Manashi Garg

Msc Biotech 2nd sem

Gauhati University

In contemporary world, women no longer lag behind in terms of career. They always try to keep themselves shoulder to shoulder with opposite sex. They always expected to do multi tasking and in doing so they have to take care of family and household. Working women refers to those in paid employment. They work as lawyers, nurses, teachers .doctors etc. and thus they have to face innumerable challenges and problems both at home and work place.

It is an old convention that women are less capable and inefficient in working as compared to men. Such attitudes often holds back women from the competitive world. Such attitude even governs injustice of unequal salaries for the job. in order to achieve success in corporate sector women feel that they must do better than their men colleagues and thus they often face from mental harassments by their bosses and subordinates. Another problem face by them is their less eager for upgrading skills with technological advancements which makes it easy to terminate them from their jobs. Sexual harassment being a major problem to look up into.

Solutions:

For all those problems faced by the working women it is important that they should be well updated with modernized society. In today's contemporary age of liberalization and globalisation it is very much important for them to be well employed so that they can face all the hurdles that comes in their way of success. There is a need of changing the mindset of society also. Government should take initiatives for the protection of women in their working field so that they can come forward to live their lives with full modesty and the political structure should be altered to achieve the goal.

Changing Pattern Of Women Participation In Research Activities

Nitashree Mili & Darshana Sarmah.

Centre for studies in Geography, Dibrugarh University.

Women in general do not have strong presence in Science and technology. More women are taking part in most areas of economics, social and political life but they remain particularly under-represented in scientific research and technological development. Women do have different preferences from men in choosing their academic field. Women are more likely enroll in humanities, arts and education while science and technology are the least favored fields. Also the gender disparities at all levels become a fact of life. Although at present there is no disparity existing in enrolments of male and female in scientific and technological research, an imbalance does exist in the decision making policies and exercise of authority which is solely dominated by men. This is partly because of the biological role and responsibilities of women but mostly due to traditional mindset. In recent years the Global trend indicates an overall improvement in the level of education and skills of women. Women have the ability and drive to succeed in science and technology. New technologies are offering employment opportunities where intellectual and specialized skills matters more than the physical labour.

Suggested Solution:

1. Encourage women through scientific recognition, awards etc.
2. Social institutions have to be democratic and then gender rules have to be women friendly.
3. Women's voice must be heard in every text.
4. Government's role is crucial in bringing about these changes through providing an adequate social infrastructure and policy environment which facilitate women's entry into the fields of science and technology.

Reproducing the Politics of Domination

Pranita Medhi

Zoo Narengi Road, 5th Bylane, Bhaskar Nagar

House no.28

Guwahati - 21

Reams of paper and reels of film have been made. But the issue of women remains an inconceivable reality in the field of gender studies. Questions do arise: Why illuminate a girl child's career if she has to compromise with it to save her marriage. Why associate 'honour' in entirety with women?

In this light the paper will try to analyse the concrete woes of dominated women amidst the patriarchal and chauvinist social order. Women, particularly educated, working and married are "torn in between two worlds - employment and domestic duties". Added to it are a host of other problems like oppression, exploitation and presence of glass c

Suggested Solutions:

A search for solutions to the manifold problems of women ranging from issues like control of sexuality to barriers in career growth shall remain the central theme. It will also look into questions like if empowerment of women is possible through spread of education and social reforms? Or remaining single throughout is an answer? Women themselves have to overcome the shackles of bondage. But, how? Media can also be a torchbearer in encouraging the deprived women for equal participation. For dreams are big and a slight relocation of our initiatives and ideas shall truly have a positive influence in gender equality.

Women Scientist in India: Challenges and its Strategy

Keisham Radhapyari

Analytical Chemistry Division,
CSIR-North East Institute of Science & Technology,
Jorhat – 785006, Assam, India

(i) Challenges

Women's participation decreases as they move up in the higher education system due to number of reasons. In the area of science and technology institutions women were grossly under-represented and are still a long way from participating on the same footing as men. A woman in science is characterized by obstacles and various ways of discrimination. One reason for under-representation of women in science and technology is due to poor access to higher education and a clustering of women in the traditional female studies of arts, humanities, languages, education, and nursing. Some challenges faced by women in science are lack of family-friendly workplace policies, gender-bias, patriarchy, harassment in the workplace, recruitment policies, discriminatory salary scales and fringe benefits, stereotyping and preconceptions of women's roles and abilities, segregation, cultural and structural barriers.

(ii) Strategies

For those women who have tremendous love for science and technology and extreme dedication to their research and profession paved their way and open many strategies to overcome those challenges. Governments of India had provided a flexible scheme for maternity and child-care facilities for women scientist and actively support the women scientists through various specially-designed schemes. Besides some key enabling factors which have helped the cause of women in science are (i) introduction of revise official policy of gender neutrality (ii) commitment and support from the top management (iii) establishment of support structures (iv) transparency of recruitment and promotion procedures (v) integrating women's programmes into strategic plans of countries or institutions (vi) establishing special leaderships programmes and networks for women etc.

Working Women, Challenges and Egoism

Dr. Ramala Sarma.

Assistant Professor

Department of Philosophy

Nowgong College, Nagaon

Curiosity leads to knowledge, knowledge leads to utilization and which again leads to the rat race of owning a job in which women are also not lagging behind. But problem arises when a working woman has to maintain the trio-tie of work, family and society. For the women, the mother-class, are preoccupied with some natural assignments which they cannot share with their male counterpart. Though it is somewhat easier to carry on her career in a joint family, she lacks it if she belongs to a nuclear family. Again it becomes an acute problem for her when she has to stay away from her spouse. Naturally it is a challenging job on her part to put in a balanced state the trio relationship (work, family and society) within which her existence is certified. As a result, in most cases, the women of that category are found to develop a sense of egoism and detachment from her surrounding. This paper makes a humble attempt to bring in light some of the challenges faced by the working women with special reference to those who are staying away from their spouses.

Suggested Solutions:

1. Helping hand who can shoulder her domestic chores.
2. Increase mutual cooperation among the family members at home
3. Day-care centre at work-place.

Empowering Women As Professionals

Rulee Baruah

Deptt. of Physics,

HRH The Prince of Wales Institute of Engineering and Technology

Jorhat-785001, India.

Kalpana Duorah²

Deptt. of Physics, Gauhati University, Guwahati-781014, India.

Women do multitasking – mothers do more than that. In addition, if she is a professional specially a scientist, her workload and liabilities multiply to unknown extent. To cope with the challenges faced in this path and be successful is a difficult job. For these women empowerment is a critical need of the hour. Critical because to attain success, women have to face numerous challenges, in social and also in family front.

Looking around we see that, in Indian tradition the women always have the tendency to compromise on their profession to balance with their family life. The social and family values though have changed with contemporary age of liberalization and globalization – at the root level women are still branded as “Loving and Caring”. They compromise many a times for their family and children. We feel that it is no derogatory to their role as professional provided they are successful in both fronts. Women require principally social support to fight their sense of inadequacy and fears to enhance their self-respect and dignity.

Basically, they require to focus on their priorities with a careful self analysis of their capabilities and interest. Today the society is a bit disoriented and people are more self centered. Social bonding is not as it used to be earlier. So, women may concentrate not less on their career, though giving first priority to their family and children. A peaceful family and society is everybody's desire. Then only she can rise up and stand as a milestone. Whatever a woman does, it should be pleasant to her near and dear ones. A tough attitude is also called for many a times. Thus while developing strategies for empowering women, some programmes are sensitive to recognizing women's contribution and their knowledge as the first step.

Curse Of Uneducation For Women

Miss. Shweta Dey

Shantipur Hill side, PNGB Road

H.No. -11 Ghy-781009

Kamrup (Assam)

The so called word "SOCIETY" plays a very key role for every women. Generally it is very difficult for a married women to adjust in a new environment. And if she is a working women then there is nothing to say, her problems and difficulties goes upto the last. Her husband may be broad minded & adjusting but family may not be so. And that's the root of all for her.

Differences in the thinking between the two generations also creates a huge problems for a working women. Being in the 21st century, some people are orthodox that according to them the first and foremost duty for a women is only towards her family. They do not like their daughter -in-law to be employed. Even they are not satisfied by her dress-up style. In addition to that, a working women has a time-limit within which she has to complete her works by hook or crook.

As we are Social being, all of us have to pass through its own rule. And sometimes it may not be followed as well as maintained by a working women upto that level. However there are various other problems faced by working women, but its not possible to mention about all those through words.

Suggested Solutions:

This kind of problems generally arises due to differences of the generation and also lack of education. And where the curse of uneducation spread, no one can survive. All have to be ruined serially. Situation becomes unexpressible in the middle and lower middle class families.

So the main & only solution of this social evil is "GENERAL AWARENESS THROUGH EDUCATION". When the holy touch of education will spread all social evil cannot be there for long. They have to make their way very soon. When there is proper education, it can built "A BRIDGE OF GOOD UNDERSTANDING" between the two generations.

Thus, when well education and understanding prevails we can get a good and healthy society in which all of us can live happily and peacefully.

Creation Rules the Creator

Shyam Sundar Sarma
Research Scholar,
Department of Psychology
Gauhati University

Women create the world but the world creates the map of her life. Although lots of winged words have been written in Indian Constitution regarding the liberty and empowerment of woman, yet a question has arisen... Do they really have freedom at home or in society? This topic has been serving since long time as a food for bitter controversy. This paper is an honest attempt to discuss

1. *Interfamilial dynamics,*
2. *Getting less support from parents, husband and in-laws,*
3. *Orthodox beliefs,*
4. *Responsibility towards family and children,*
5. *Problems centering travel late night,*
6. *Misunderstandings faced by working women.*

Solution:

Problem remains problem when instead of putting an end, people stretch the matter further in the name of feminism. But the irony is that neither women nor men can make a world alone. Even though it is thought that women confront problems in the name of patriarchy, yet women are dominated by women at times. Problems can be dwindled when;

1. Women would be educated,
2. Understand and identify problems,
3. Try to solve it by discussing the matter,
4. Should have practical, logical and flexible ideas,
5. Can take legal help, but should be sure about the consequences.

Social Problems Faced By Working Women

Mrs. Sudha Sharma

Assistant Professor, Dept. of English

Department of English

Tyagbir Hem Baruah College

Jamugurihat

Dist- Sonitpur

Assam-784 180

'Social problems' and 'Working women', the two phrases go hand in hand. Working women refers to those in paid employment. In today's contemporary world, women no longer lag behind a man in terms of career. Working women, have to face problems by virtue of their sex. Since times immemorial women have been subjected to exploitation and torture physically, sexually and mentally. Almost everyday of their life they have to confront challenges and problems both at home and work place. They are mentally harassed with regards their working capabilities, efficiency at work and jealousy on the part of their male counterparts. Most working women are prone to social harassment irrespective of their status, personal characteristics and the types of their employment.

Suggested solutions:

A woman should be treated with respect and should not be taken for granted. Appropriate work conditions must be provided and there should not be a hostile environment towards women at workplaces. Their employers should ensure safe working atmosphere. Otherwise women tend to suffer from anxiety, frustration, depression, stress, anger and various other social and emotional distresses. The need of the hour is to give the working women the dignity and cooperation that they richly deserve and help them maintain a healthy mind in a healthy body. Social problems tend to reduce her energy in completing the required tasks and duties of job as she develops a lower self-esteem and a feeling of helplessness and powerlessness.

Social Problems faced by working women

Suneeta Khanna Ganguly

Lecturer Dept of Psychology

Handique Girls College

Address: Adabari

Gone are the days when women were no better than household cooks and nurses for the children. The eye of India is coming into her own. The centuries of slavery are over and Eve wants Equality, Education and Recognition. But the saddest part is that the working women have to face problems just by virtue of their being women. Working women here are referred to those who are in paid employment. Social attitude to the role of women lags much behind the law. The age old belief of male superiority over women creates several hurdles for women at their place of work.

Suggestion:

1. A fundamental change is required in the attitudes of the employers, policy makers, family members and other relatives and the public at large.
2. She should have control over the money she earns. But in most families even now also her salary is handed over to father, husband or in-laws. So the basic motive for seeking employment of getting independence is nullified in many women's case. When requires she need to ask for it.
3. Maternity leave is seldom given. It is much easier to terminate the woman's employment and hire someone else on this particular ground.
4. Women going to work are often subject to sexual harassment. Public transport system is over crowded and men take advantage of the circumstances to physically harass women.
5. In the nuclear family where the couples work, there is no one to look after the child at home - neither a good domestic help nor a proper crèche.

Womens Employment: Issues and Perspective.

Mrs. Babita Kalita

Librarian, Damdama College, Kulhati

Mr. Tridib Bharali

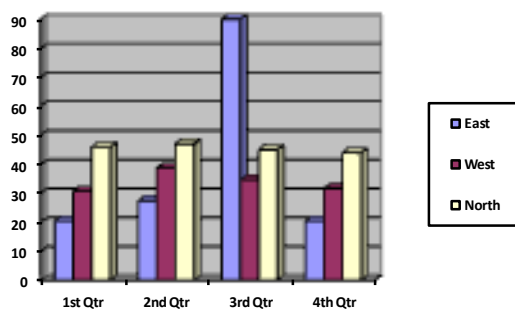
P.G. pursuer, Dept. of Political Science

Cotton College, Guwahati.

Women went through various ups and down from the ancient to the modern stage. But with the changing time the women who were once only regarded as home workers are now had empowered themselves and groomed themselves as successful working women. But they need to face the various social problems. Men do not indulge themselves in the household works. They mainly deal outside the house. Women need to cook, clean the house, get their children ready for school etc and at the same time they need to maintain their profession which is a great challenge. Gender bias is the major problem. Many working women are not given the due credit of their achievement in this male dominated society. Sexual harassment at work, unequal payment etc are other social problems.

Suggested Solutions:

Women constitute around half of the total population of the world. Until the social problems faced by working women are not checked, a healthy society could not be established. Firstly, the creation of a gender-sensitive development policy is very much essential. Every necessary step must be implemented to remove gender biasness especially in case of profession. Moreover, the family must also support the working women by sharing their household works and making the burden a bit lesser. A strong and proper legislation is the best way to solve the social problems. Lastly, NGO's and media in particular must work to make the problems public for effective solution.



Women conflict in the world of Scientific Research.

Vaswati Das

Department of Biotechnology, Gauhati University,
Guwahati-781014, Assam

Women in the field of science is quite low, if we talk about India especially in the research line. Family issues are a major cause. Dual careers further complicate family and work tensions. In practical reality, the scientist must inevitably spend long hours in the lab, but this is impossible for a women scientist as she has to side by side look after their family, their children. It is impossible for them to balance both family and career so they cannot opt for a career in the field of scientific research.

Suggested solutions:

Every research stations or universities must take more and more women scientists and help them in any way by not giving them any overload burden. Opportunities should be provided for young women in their home countries. Further more, women themselves have to overcome the obstacles to pursue their dreams. There is resistance at home, but the challenge is in overcoming it and making a mark in the chosen profession.