



Souvenir

National Seminar

&

Workshop

On

The Economics of Gender, Education and Labour Participation: The New Insights

(Celebrating the Nobel 2023 for having advance our understanding of women's Labour Market Outcomes)



DAV Post Graduate College, Varanasi

(Admitted to the Privileges of Banaras Hindu University)



25th November, 2023

(Under the Aegis of IQAC)

Organised by

Department of Economics

Sponsored by

HPCL



Our Guests & Resource Person



Ms. Neerja Madhav
Naari Shakti Puruskar
Awardee & Writer



Ms. Kavita Singh
Additional Commissioner
CGST & Central Excise



Ms. Akanksha Tiwari
Chief Executive Officer
Varanasi Cantonment
Board



Prof. Amaresh Dubey
Former Chairperson
CSRD, JNU



Mr. Shishir Sinha
Associate Editor
Business Line



Prof. Anjali Bajpai
Dean, Faculty of
Education, BHU



Dr. Padmani Ravindra Nath
MMV, BHU



Prof. Jaya Chakravarty
Head, Department of
Medicine, IMS, BHU



Prof. Manisha Gupta
Department of Economics
BHU



Dr. Bharti Mishra Home
Maker, Writer & Social
Worker



Dr. Sharda Singh
Women Entrepreneur &
Social Worker



Mrs. Usha Kiran Singh
Women Entrepreneur,
Writer & Social Worker



Prof. Ranjana Seth
Head, Department of
Economics, VCW



Ms. Akanksha Mishra
Women Content Creator
& Writer, Mumbai



Ms. Swati Wahi
Women Entrepreneur &
Social Worker



Prof. Akhilendra Pandey
Faculty of Law
BHU



Prof. A.K. Gaur
Former Head, Department
of Economics, BHU



Prof. Mritunjay Mishra
Head, Department of
Economics, BHU



Prof. B. V. Singh
Former Head, Department
of Economics, BHU



Prof. Anup Kumar Mishra
Head, Department of
Economics, DAV PG College

Our Team



Prof. Anup Kumar Mishra

Prof. Anup Kumar Mishra, MA, PhD and D.Litt. from Banaras Hindu University is Professor and Head of Department of Economics DAV -BHU with teaching experience of more than 20 years. He has published 10 books and more than 115 research papers in various national and international journals. He has also completed 7 international and national projects. His specialisation and research area includes Regional Development, Population studies, Gender Issue and Social Sector. He has Visited University of Manchester, University of Leeds, UK ,Pretoria South Africa, BRACS , Dhaka and many other countries as resource person. He is Executive Member of ISLE and IEA. Vice President of UPUEA. He is also Managing editor of Journal of Economics and Commerce.



Dr. Mayank Kumar Singh

Dr. Mayank Kumar Singh, MA, PhD(BHU) is Assistant Professor of Economics at DAV PG College, Varanasi - BHU with teaching experience of more than 12 years. He is specialized in Institutional Finance in Rural Development.



Dr. Parul Jain

Dr. Parul Jain , MA , PhD(BHU) is Assistant Professor of Economics at DAV PG College , Varanasi - BHU with teaching experience of more than 8 years. She has published two books, 3 chapter contributed, 4 papers in International Journals and more than 25 in national Journals . She has completed two research projects and her area of specialization includes Public Economics.



Dr. Ahuti Singh

Dr. Ahuti Singh is Assistant Professor of Economics at Department of Economics, D.A.V.. Banaras Hindu University, Varanasi, India. She is specialized in Gender and Environmental Issues.



Dr. Siddharth Singh

Dr. Siddharth Singh is Assistant Professor of Economics at Department of Economics, D.A.V., Banaras Hindu University, Varanasi, India. He was awarded Ph.D. by Banaras Hindu University in 2019. His research included numerous studies related to Developmental, Cultural and Regional Economics. He has published more than 20 research papers in various national and international journals. He has also completed two research projects.



Dr. Udai Bhan Singh

Dr. Udai Bhan Singh is presently working as Assistant Professor of Economics at DAV PG College, Banaras Hindu University, Varanasi. Prior to join BHU, Dr. Singh has served teaching and research position at various organisation such as Giri Institute of Development Studies, Lucknow, Institute of Economic Growth, New Delhi, Centre for Development Alternatives, Ahmedabad, Amity University and Manipal University Jaipur. His area of research is Labour Economics, Public Policy and Development Finance. More than a dozen national and international research work is added in his credit.



Dr. Shalini Singh

Dr. Shalini Singh is Assistant Professor of Economics at DAV PG College, Varanasi (BHU) She has completed Ph.D and Post Doctorate (Dr. S. Radhakrishnan Fellowship) in Economics from BHU. Her area of specialization includes International Economics and Macro Economics. She has published research work in the National Journal.



Mr. Anshuman Singh

Mr. Anshuman Singh, MA (Statistics) from UPRTOU, Allahabad is a Lab Assistant at Economics department, DAV PG College, Banaras Hindu University, Varanasi. He has also worked in many reputed projects including "World Health Organization (WHO)" project at NIMS-ICMR and "DST project in SGPGIMS", Lucknow. He has also qualified UGC-NET examination in Population Studies. His area of interest and specialization is in the field of data analytics and statistical modelling and econometric analysis.

Table of Content

Sr. No.		Page no.
I	About DAV PG College	1-4
II	Activities of the Department of Economics, DAV PG College During 2020-2023	5-11
III	About HPCL Project: The Funding Agency	12-13
IV	Schedule	14-15
V	Message	16-25
VI	Concept Note by Anup Kumar Mishra	26-28
VII	Abstracts	
1	Interpreting Claudia Goldin Through Indian Lens Prof. Ranjana Seth	30
2	Bridging The Gender Pay Gap: Lessons from Claudia Goldin's Research for India Dr. Vibha Joshi	31-32
3	Gender Pay Difference in India: A Forward Looks Towards Low Women Labor Force Participation In India Dr. Aparna Shukla	33-35
4	Women Participation Scenario in Labor Market Susmita Ray	36-37
5	Empowering Tomorrow: Assessing The Impact of Education in Mitigating Gender Discrimination Dr. Pawan Kumar Singh	37-38
6	Role Of Women in The Economic Development: Current Trends Dr Suman Kumar Poddar	38-39
7	Women Unpaid Work: Need For Recognition Anup Kumar Mishra	40-41
8	The Effect of Gender Disparity on Economic Growth Dr. Sandeep Tiwari	41
9	An Analysis of Socio-Economic Aspects of Women's Unpaid Labor in Bihar: Reflections from Time Use Survey, 2019 Dr. Sarwadhan Kashyap Dr. Niharika Arora	42
10	Female Health Status in India: A Brief Overview Dr. Parul Jain	43-44
11	Indian Women: From Homemakers to Breadwinners Dr. Sonal Kapoor	45
12	Status Of Women Health in India Dr. Rekha Gupta	46-47
13	Education As a Tool for Improved Health and Economic Development Dr. Jyoti Pandey	47-49
14	A Study of The Current Status of Women Workers In Indian Gooseberry Industry In Pratapgarh (UP) Mukesh Kumar Yadav Anup Kumar Mishra	50-51
15	Caution ! (Only) Men at Work: An Anthropological Insights on Patriarchy, Gender Disparity and Labour Force Participation Dr. Sonal Pandey	52-54
16	Gender-Wage Differentials for Production Workers in India Bhanu Pratap Singh and Achal Kumar Gaur	54
17	Sustainable Development Goals: Gender Equality & Women Empowerment Dr Annapurna Dixit	55-56

18	Understanding Gender Dynamics in Climate Migration: A Case Study from North Bihar Richa	56
19	Socio-Economic Condition of Women in India Anjani Kumar Tripathi	57-58
20	A Comparative Analysis of Climate Change Challenges for Female Workers in Organized and Unorganized Sector Dr. Shikha Sharma	58
21	Government Of India's Vision for The Prospects of Women's Maternal Health Dr. Namita Gupta	59-60
22	A Path to Progress: Women's Empowerment, Education, And Economic Development in India Dr. Shalini Singh	60-61
23	Women Workers in The Unorganised Sector in India Dr. Yogita Beri	61-62
24	Representation Matters: The Impact of Women in Film on Diversity and Inclusion Akanksha Mishra	62-64
25	Education Of Women A Panacea for All Dr Pratibha Singh	64-65
26	Gender Issues in School Education Quality Index: A Comprehensive Analysis Anshuman Singh	66
27	Status and Trends of Women's Labour Force Participation in India Dr. Alpana Lal	67-69
28	Regional Disparities in Gender-Based Wage Differentials in India: An Inter-State Analysis Mukesh Kumar	69-70
29	Human Behavior in Economic Decision-Making in India Apeksha Mishra	71-72
30	Gender Discrimination and Women Empowerment in India Ajay Bharadwaj	72-74
31	The Need to Shift from Women Development to Women-Led Development Dr. Siddharth Singh	75
32	Gender Equality A Way of Social Transformation Dr. Vijay Shanker Srivastava	76-78
33	Empowering Women in The Indian Labor Force: Challenges and Progress Swadha Mishra	78-79
34	Status Of Women's Participation in Labour Force in India Dr. Karuna Sagar Dubey	80
35	Women And Environment: Key Challenges Dr. Pratibha Rai	81-82
36	Microfinance: A Tool For Women Empowerment Dr. Amisha Gupta Ms. Nupur Seth	83
37	Women Empowerment Through Organic Farming Dr. Ahuti Singh	84
38	A Homemaker: The Hidden Backbone of Our Economy Dr. Shruti Agrawal	84-85
39	Participation of Educated Women in Urban Labour Market: A study of Varanasi	85-87

	Ms. Pragati Vishwakarma Dr. Amisha Gupta	
40	The Economics of Gender, Education and Labour Participation Chandra Prakash Agrawal	87-88
41	Understanding the Link between Labour Welfare Programs and Organizational Commitment: A Conceptual Framework Shruti Srivastava	88-89
42	Women's Workforce Participation In India Dr. Ankita Gupta Manisha Singh	90
43	Ensuring Female Workforce Participation with Reference to Employability and Higher Education Nitesh Kumar Gupta Dr. Urjaswita Singh	91-92
44	Employment Of Women in Rural Unorganised (Informal) Sector In India Ranjana Tiwari Prof. Anup Kumar Mishra	93-95
45	Identifying The New Insights of Home Maker Mayank Kumar Sharma	95-96
46	Are Diamonds A Woman's Best Friend? - An Overview of Contribution of Women in The Indian Diamond Industry Kashish Burman	97-98
47	Female Labour Force Participation: A Social Analysis Pritika Himthani	99-100
48	Work-Life Balance Challenges for Women Wasudeo Krishna Utsav Pandey	100-101
49	The Economic Impetus of Successful Women's Participation In Sports In India Aman Jigyasu	101-103
50	Gender Issues, Stigma Vs Reality Nikhil Kala	103-104
51	21वीं सदी में महिलाओं का नेतृत्वयुक्त विकास आर्थिक विकास का एक अनिवार्य घटक है। जब महिलाओं को समान अवसर और संसाधन दिए जाते हैं Sunita Agrawal	104-105
52	भारत में महिलाओं की आर्थिक सहभागिता की सीमाएँ डॉ. विश्वनाथ कुमार	105-106
53	Education as tool for improved health and economic empowerment of women Anupriya Singh Dr. Parijat Saurabh	107
54	Identifying the new insights of Homemakers Ketan Giri Dr. Urjaswita Singh	107
55	महिलाओं का प्रेम बल में भागीदारता तथा इसके आर्थिक प्रभाव (Women's Labor Force Participation and It's Economic Impact) Suyash Upadhyay	108-109
56	Addressing The Participation Of Women In The Workforce Sugandha Verma	110
VIII	HPCL Story: HPCL Field Survey	111-112
IX	Forthcoming Event	
1	International Conference on Employment, Livelihood and Regional Development Challenges in Digital Era of India 15 th – 16 th March, 2024	113-117



About DAV PG College

DAV Post Graduate College was established by its mother institution, Arya Vidya Sabha, Kashi. The idea behind its establishment was to open an institution in the heart of the city and under the umbrella of Banaras Hindu University, to cater to the need of the value and skill-based education to the students. Two disciples of Mahamana Pandit Madan Mohan Malviya Ji, viz. Pt. Ram Narayan Mishra and Shri Gauri Shankar Prasad were instrumental in establishing the college. The college was established in 1938 as an Intermediate college recognized by Banaras Hindu University. It got degree status from the University in 1947 and permanent affiliation in 1954. The college started running undergraduate courses in the faculty of Arts, Social Sciences and Commerce, and in 2008 the University allowed the college to start Ph.D. Research and Post Graduate courses in four subjects namely, Commerce, Sociology, Economics and History. The College is catering with distinction not only to the needs of the students of the Eastern districts of U.P. but also the adjoining states too. Because of this, the University has allowed the college to start PG and Ph.D Courses in three more subjects viz. Psychology, Political Science & English from the session 2010-11. In the year 2014-15 the college also incorporated both PG and Ph.D. Research in the Departments of Hindi, and AIHC & Archaeology.

Department of Economics

The Department of Economics of the DAV PG College started the Under Graduate program in 1954 and Post Graduate & Research in 2008. The vision of the Department is to strive towards academic excellence. Towards this end, the Faculty regularly updates the teaching methods and knowledge in light of contemporary developments in the economy. Research students are encouraged to do research on the topic of contemporary relevance. Post graduate and undergraduate students are encouraged to build their dynamic personalities through various multidimensional activities. The thrust Areas of the Department focuses on analytical study, research activities, field work, experimental way of learning, participatory and collaborative approach, workshop method etc. The department also promotes Extension work along with Social and Institutional Responsibilities. The faculty members of the Department are regularly engaged in International and National Projects along with consultancy. Faculty members have a prestigious



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

National and International collaboration. The special creation and academic product of the Department is the regular publication of a biannual Journal **“Journal of Economics and Commerce”** since 2010 which was UGC listed till 2018. The Department of Economics, DAV PG College has also established the Econ Lab in 2021 for the benefit of students and for research purposes. The lab is equipped with the latest technology and an updated database, providing students with hands-on experience with the software packages and research methodology techniques used in the field of economics. The DAV Economics Department has also started a value-added course on **"Entrepreneurship and Skill Development Program" for UG students**. This course is designed to provide students with the knowledge and skills they need to start their own businesses through development of their entrepreneurial skills for the job market.

The department had provided a separate students discussion forum “Eco-Voice” and wall magazine “Eco- Weekly”. Department of Economics has also established the **“Nobel laureates Corner”** depicting all the Nobel laureates of Economics since 1969 along with prominent Ancient and modern Indian Economists.

Workshop

In the era of modernisation and Economic Growth, all sectors in the economy have shown a pace of growth and development which have contributed towards building an economy.

In this process of development, an important issue before the economist was to identify the key drivers persisting in the economy and especially in the labour market leading to gender gap.

Women are vastly underrepresented in the global labour market and a gap is witnessed in the earnings of male and female for the same type of employment.

Despite of modernisation, increase in the level of Women education, new opportunities for career planning resulting in rising proportion of employed women in the twentieth century, the gap between women and men had hardly closed.

The workshop would be an effort and a platform to discuss this journey of women towards achieving labour market equity. The workshop will consist of an elite team of panellist which would incorporate academicians, bureaucrats, entrepreneurs, Homemakers, media and journalism and social activists which would help to understand and celebrate the Nobel prize of 2023 to Claudia Goldin.

Workshop Sub-theme

1. Status of women's participation in Labour force.
2. Education as a tool for improved health and economic empowerment.
3. Identifying the new insights of Home Maker

Patron		Mentor	
Prof. S.D. Singh DAV PG College, Varanasi		Shri Ajit Kumar Singh Manager/Secretary, DAV PG College, Varanasi	
Acting Principal			
Prof. Satya Gopal Jee DAV PG College, Varanasi			
Organizing Committee			
Convenor		Co-convenor	
Prof. Anup Kumar Mishra Head, Dept. of Economics DAV PG College, Varanasi		Dr. Mayank Kumar Singh Dept. of Economics DAV PG College, Varanasi	
Organising Secretary			
Dr. Parul Jain Dept. of Economics DAV PG College, Varanasi		Dr. Ahuti Singh Dept. of Economics DAV PG College, Varanasi	
Joint Organising Secretary			
Dr. Siddharth Singh Dept. of Economics DAV PG College, Varanasi		Dr. Udai Bhan Singh Dept. of Economics DAV PG College, Varanasi	
Finance Committee			
Dr. Shalini Singh Dept. of Economics DAV PG College, Varanasi		Mr. Anshuman Singh Dept. of Economics DAV PG College, Varanasi	



Advisory Committee

Prof. Sameer Kumar Pathak, Vice – Principal , DAV PG College

Dr. Rahul, Vice – Principal, DAV PG College

Prof. Mishri Lal , Head Dept. of Sanskrit & Faculty In charge Arts DAV PG College, Varanasi

Prof. Richa Rani Yadav, Head Dept. of Psychology & Faculty In charge Social Sciences DAV PG College, Varanasi

Prof. Madhu Sisodia, Head Dept. of Sociology DAV PG College, Varanasi

Prof. Vinod Kumar Chaudhary, Head Dept. of History, DAV PG College, Varanasi

Prof. Prashant Kashyap, Head Dept. AIHC & Archaeology DAV PG College, Varanasi

Prof. Rakesh Ram, Head Dept. of Hindi DAV PG College, Varanasi

Dr. Vijay Nath Dubey, Head Dept. of Commerce, DAV PG College, Varanasi

Dr. Habibullah, Head Dept. of Urdu, DAV PG College, Varanasi

Dr. Meenu Lakra, Head Dept. Physical Education, DAV PG College, Varanasi

Dr. Indrajeet Mishra, Head Dept. of English, DAV PG College, Varanasi

Dr. Priyanka Singh, Head Dept. of Political Science, DAV PG College, Varanasi

Dr. Sanjay Singh, Head Dept. of Philosophy, DAV PG College, Varanasi

Activities of the Department of Economics, DAV PG College During 2020-2023

Sl.no.	Programs	Funding Agency / Collaboration	Date/ Period	Resource Persons
1	National Seminar and Workshop on The Economics of Gender, Education and Labour Participation: The New Insights”	HPCL	25 th November 2023	Prof. Amaresh Dubey, Mr. Shishir Sinha , Dr. Neerja Madhav, Ms Kavita Singh , Ms Akanksha Tiwari, Prof. Jaya Chakravarty, Prof. Anjali Bajpai, Prof. Manisha Mehrotra , Dr. Padmini Ravindrathan, Prof. A.K.Pandey, Prof A.K Gaur, Prof M. Mishra, Prof B.V. Singh and many others
2	Workshop on “ Varanasi Tourism : Impact on Local Economy and Action for Optimising Tourist Satisfaction “	EDII , Ahmadabad	7 th November 2023	Prof. Shialesh Modi , EDII , Ahmadabad
3	Workshop on “ Case Methods for Future Business Leaders”	Shanti Business School , Ahmadabad	5 th October 2023	Dr. Prashant Prateek , Shanti Business School ,Ahmadabad
4	Interaction on “ Econophysics”	Physics Department , BHU	21 st September 2023	Prof. Sanjaya Srivastav , Department of Physics , Science Faculty , BHU
5	Discussion on “Women Empowerment and G-20” at Department of Economics BHU	Collaborative	15 th September 2023	Department of Economics , DAV PG College
6	Release of Journal “ Journal of Economics and Commerce , Vol 14, no 2, July – December 2023 Issue, at University of Lucknow	Department of Economics, Lucknow University	11 th August 2023	Prof. Manoj Agarawal , Head Department of Economics, Luck now University



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

7	Introduced “ Econ-Clinic” for the weaker students at Econ-Lab	Faculty Members	28 th July 2023	Department of Economics, DAV
8	Alumni Meet and Discussion on G-20	Alumni of Department	22 nd February 2023	Department of Economics, DAV
9	Workshop on “ Entrepreneurship, Skilling and Self reliant “	Prishubhi Ed. Tech Pvt Limited and First Education Care App	8 th February 2023	Collaborative
10	One Week intensive Workshop and Baseline Household Survey for Evaluation of Government Policies at Sevapuri Block , Varanasi	DAV PG College	23- 28 January 2023	Department of Economics, DAV
11	Baseline Survey by 68 students of Economics at Sevapuri Block ,Varanasi	DAV PG College	4 th February 2023	Shhelram Trust and Panchyat of Sevapuri
12	Inauguration of “ Entrepreneurship and Skill Development Program	Self Finance	19 th Jnauary 2023 (Three Months Certificate Course)	Department of Economics, DAV
13	Budget 2023-24 Discussion at Village Raghunathpur , Sevapuri Varanasi under G-20 Presidency Year	Sheelram Trust and DepartmentEconomics DAV	4 th February 2023	Collaborative
14	Special Lecture on “ Internet and Cyber Security”	Department of Economics, DAV	21 st July 2023	Mr. Ananad Prakash Dubey, SMS , Varanasi
15	One Week Intensive Field Study on : Study on Socio-Economic Impact of HRRL at Pachpadras , Rajasthan	HPCL	7 th May to 14 th May 2023	HPCL and Department of Economics DAV

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

16	Pilot Survey by Prof. Anup K Mishra and Dr. Siddhrtah Singh for HPCL funded Project	HPCL	18 th – 19 th March 2023	Funded by HPCL
17	Orientation Program for the students and Felicitation of the faculty members	DAV PG College	21 st December 2022	Prof. A.K.Gaur , Head Department of Economics , BHU
18	Collaborative participation program on “Youth Entrepreneurship and Rural Development “	Swadeshi Jagran Manch and MGKV	14 th December 2022	Padmshree Shridhar Vembu , CEO , Zoho Corporation
19	Students and faculty members participation in an Interactive Session with Finance Minister Smt. Nirmala Sitharamn	Collaborative Program by Department of Economics BHU and Kashi Tamil Sangamam	4 th December 2022	Finance Minister Smt Nirmala Sitharaman
20	Special Lecture on “ Anemia Free India”	Collaborative program	26 th November 2022	Prof. Willium joe, Institute of Economic Growth , New Delhi and Dr. Arvind Pandey , Hyderabad Tata Research Centre
21	Faculty Members Participation in 7 th Ideal Village on “ Rural Transformation for Sustainable Growth “Conference at BHU	Institute of Management Science ,BHU	11 th -12 th November 2022	Department of Economics, DAV
22	One Day Session on World Investors Week	Collaborative program with SEBI	13 th October 2022	SEBI
23	Financial Literacy and Money Management Program	Collaborative program with SEBI	1 st October 2022	Mr. Abhishek from SEBI as Subject Expert



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

24	Mental Health Enrichment Program	Collaborative program with Department of Psychology	17 th September 2022	Dr. Akhilendra Singh as Resource Person
25	Four Week Workshop on “Communication Skill”	DAV PG College	August – September 2022	Resource Person Ms Pooja Jha
26	Promotion of “Iti Samaptam” film by DAV Alumni Vishal Singh	Department of Economics, DAV	3 rd September 2022	Department of Economics, DAV
27	Special Program on “Health is Wealth”	DAV PG College	13 th August 2022	Dr. Shiv Shakti Prasad Dwivedi , State Medical Officer
28	Special program on World Population Day “Population Growth and Global Crisis”	Department of Economics, DAV	11 th July 2022	Faculty Members and Students , Resource Person Prof. Anup K Mishra
29	Faculty Members and Students participation in three days National program on “National Education Policy 2020”	Department of Economics, DAV	7-9 July 2022	Interactions with NEP Architect Dr. K Kasturirangan , Human Resource Minister Shri Dharmendra Pradhan and Many Vice Chancellors of Universities
30	Campus Placement Drive	Uttkarsh Small Finance Bank	5 th July 2022	Selected 25 Students of Economics , DAV PG College
31	All Faculty Members Participation at 17 th Annual Conference of UPUEA and collaborative Discussion	School of Business Studies , Sharda University , Noida	21-22 April 2022	Sharda University , Greater Noida
32	Special Program on World Water Day on “Ground Water : Making Invisible Visible”	Department of Economics, DAV	22 nd March 2022	With Faculty Members and Students . Resource Person Prof. Anup Kumar Mishra

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

33	Human Resource Minister Mr. Dharmendra Pradhan's Visit at Department of Economics, DAV PG College and Interaction with Head and Release of his book	DAV PG College	3 rd March 2022	Union Human Resource Minister Shri Dharmendra Pradhan
34	Induction Programme for the students	Department of Economics, DAV	11 January 2022	Dr. Surjeet Singh Associate Professor, Department of Economics, B.S.M. (P.G.) College, Roorkee, Haridwar
35	Online Workshop On Finance Literacy	Centre for Budget and Governance Accountability (CBGA), New Delhi	18 January 2022	Simonti Chakraborty Nilachala Acharya Suraj Jaiswal Divya Chirayath
36	Special lecture on Growth with Industry -04	Department of Economics, DAV	22 January 2022	Prof. Raj Kumar Singh Dean (R&D), HOD (Deptt. Of Commerce), Chairperson, Centre for Entrepreneurship, Innovation & Skill Development School of Management Sciences, Varanasi (U.P.)
37	Panel Discussion On Economic Development and Employability		09 February 2022	M.K. Agarwal Professor & Head Dept. of Economics, Director, Population Research Centre, Director IDS O.S.D. IMS, University of Lucknow
38	An Online Debating Competition " Arth Shastrath"	DAV PG College	26 – 28 February, 2022	Economics Department, BHU, Vasanta College of Women, Vasant Kanya Mahavidyalaya, Arya Mahila Post Graduate College, DAV PG College

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

39	BHU Rector Prof. V.K Shukla visited at Nobel Laureates Corner of Department of Economics DAV	DAV PG College	28 th December 2021	Prof. V.K. Shukla , Rector BHU
40	Special lecture on History of Indian Economy under Online Lecture Series	Department of Economics, DAV	11 September 2021	Prof. I.D. Gupta, Ex. Faculty, Dept. of Economics, University of Lucknow, Lucknow
41	Interactive Programme Aspects of Indian Economy Issue	DAV PG College	25 September 2021	Resource Person – Ms. Richa, Research Scholar, Dept. of Humanities and Social Sciences, IIT, Roorkee Mr. Prakash Das Research Scholar, Department of Economics, Guwahati University Ms. Mahima Kathuriya, Research Scholar, Dept. of Economics, Central University of Haryana
42	Special Lecture on Geospatial Tools	Department of Economics , DAV	09 October 2021	Dr. Biswarupa Ghosh, Assistant Professor, UG & PG, Department of Botany Brahmananda Keshav Chandra College, Kolkata
43	Special Presentation on “ The Role of Financial Stability	Department of Economics , DAV	9 th November 2021	Shishir Sinha, Deputy Editor, Business Line , New Delhi
44	Faculty Exchange Programme on Post Covid-19 Discussion on Indian Economy	DAV PG College	06 December 2021	Prof. A.K. Gaur, Former Head, Department of Economics, Banaras Hindu University, Varanasi
45	Special Address on “ Politics and Economics of Crypto Currency “	DAV PG College	07 December 2021	Prof. Sugata Marjit Distinguished Professor, Indian Institute of Foreign Trade (IIFT) (Former Vice-Chancellor, University of Calcutta)
46	Faculty Exchange Program on “	All the Faculty Members of Main Economics	06-10 December 2021	Chief Guest Prof. Sugata Marjit

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

	Recent Economic Issues “	Department of Economics BHU and Affiliated Colleges		Distinguished Professor, Indian Institute of Foreign Trade (IIFT) (Former Vice-Chancellor, University of Calcutta)
47	Faculty Outreach Programme	Department of Economics , DAV	December 2021	Farmer's Producer Organisation Nav Chetna , Mirzapur
48	Team Strengthening Programme “ sharing Ideas and Values”	Department of Economics , DAV	18th December 2021	All the Faculty Members of BHU main Department and Affiliated colleges
49	Online Investor Awareness Programme	Department of Economics , DAV	29 th January 2021	Anshi Srivastava
50	Online Orientation Programme	Department of Economics , DAV	02 December 2020	Prof. Vishwajeet Dhar
51	Several National and International Webinars on Various Economic Issues	Department of Economics , DAV	April – June 2020	Prof. Wendy Olsen , UK, Dr. Purva Yadav , JNU, Prof. Amaresh Dubey , JNU, Prof. Sugata Marjit , CSSS, Kolkata, Prof. Manoj Agarwal, Lucknow, Dr. Amarnath Tripathi , New Delhi. Prof. I.D. Gupta, Lucknow, Mr. Shishir Sinha Prof. Joe , UK



Nobel Laureates Corner, Department of Economics, DAV PG College, Varanasi

About HPCL Project: The Funding Agency

Rajasthan Refinery Ltd. (HRRL), incorporated on 18th September, 2013 is a Joint Venture between Hindustan Petroleum Corporation Limited (HPCL) and Government of Rajasthan (GOR) with an equity participation of 74% and 26% respectively. It involves setting up of a Greenfield 9 MMTPA refinery cum petro chemical complex at Pachpadra in BALOTRA district of Rajasthan.

Funded by Hindustan Petroleum Corporation Limited (HPCL), the present study by the Department of Economics, DAV PG College, BHU, titled "Study of Socio-Economic Impact of HRRL in Pachpadra (Balotra), Rajasthan, is based on the multifaceted consequences of the establishment of the HRRL refinery in the Balotra district of Rajasthan. The HPCL Rajasthan Refinery Limited (HRRL) is a major economic development project for the state of Rajasthan. This project report is divided into ten comprehensive chapters, providing a structured framework for analysis and discussion on various indicators like education, health, employment, income, market, business, status of laborers and environmental aspects.

Background of the Study

There is a strong correlation between industrialization and development for backward regions. Industrialization can lead to increased economic growth, job creation, and improved infrastructure, all of which can contribute to the development of a region.

The establishment of a public sector undertaking in a backward region can help to reduce poverty, unemployment, improve infrastructure, promote education and training thus promoting socio and economic development at the macro level. The HRRL is a major economic development project with the potential to transform the region. The refinery is expected to create jobs, boost the economy, and improve the environment.

Data and Methodology



The diversity in the determinants of impact of HRRL on employment, living standard, education, health etc. motivates this study to adopt a mixed methods (MM) research design to study the problem under consideration. The present study has used both secondary and primary data.

The primary data has taken to comprehend the impact of HRRL on employment, income, living standard, health, education and other key development areas of villages, households and local economy located nearby HRRL. In second step, stratified random sampling method has used for the selection of households. Apart from this, the key methods adopted in this study are direct observations which are key informant interviews (KII), and focus group discussions (FGD).

The present study has used both descriptive statistics and econometric methodology to evaluate the impact of HRRL on employment, income, livelihood, health, education and market growth. Overall our study observed that the start of refinery operations in 2024 has the potential to significantly boost overall development in Rajasthan, going well beyond Balotra's borders.

Observation

This important accomplishment is set to have a good domino effect on the entire state. All residents of Rajasthan will gain from this surge of jobs, which will raise income levels, raise living standards, and lower unemployment rates. The state's treasuries will be able to make investments in social welfare, healthcare, education, and infrastructure thanks to the extra cash the refinery activities would produce. As a result, Rajasthan's population will benefit from greater connectivity, a higher standard of living, and balanced socioeconomic growth, making the state a center of opportunity and prosperity. The HRRL is expected to have a positive socio-economic impact on the region. It will create jobs, provide training, attract other businesses, invest in infrastructure, and support social development initiatives. This will help to improve the quality of life for people in the region and make it a more prosperous place to live and work in near future.

HPCL FUNDED PROJECT

ON


STUDY OF SOCIO- ECONOMIC IMPACT OF HRRL


PACHPDARA, (BALOTRA) RAJASTHAN

BY

TEAM MEMBERS

1. Prof. Anup Kumar Mishra Head, Department of Economics DAV- BHU, Varanasi	Project Director
2. Dr. Siddharth Singh Assistant Professor Department of Economics DAV- BHU, Varanasi	Principal Investigator
3. Dr. Udai Bhan Singh Assistant Professor Department of Economics DAV- BHU, Varanasi	Principal Investigator
4. Mr. Anshuman Singh Lab Assistant Department of Economics DAV- BHU, Varanasi	Research Associate
5. Mr. Chandra Prakash Agrawal Research scholar, Economics	Research Associate





Department of Economics
 DAV PG College
 Banaras Hindu University
 Varanasi



One Day Workshop On The Economics of Gender, Education and Labour Participation: The New Insights (Celebrating the Nobel 2023 for having advance our understanding of women's Labour Market Outcomes)		
25th November, 2023 (Under the Aegis of IQAC) Organised by Department of Economics		
Workshop Schedule		
10.00-10.30	REGISTRATION	
11.00-01.40	INAUGURATION	
Schedule	Role	Dignitaries
11.00- 11.05	Welcome Address	Prof. Satyagopal Jee Acting Principal , DAV PG College
11.05 – 11.15	About Seminar and Workshop	Prof. Anup Kumar Mishra Head , Department of Economics, DAV PG College
11.15- 11.25	Chief Guest	Dr. Neerja Madhav Naari Shakti Awardee , 2021 and Indian Writer
11.25 – 11.35	Special Address	Prof. Amaresh Dubey Former Chairperson, CSRD JNU, New Delhi
11.35 -11.45	Guest of Honour ‘Women and Education’	Dr. Anjali Bajpai Dean , Faculty of Education , BHU
11.45-11.55	Guest of Honour ‘Women and Administration’	Ms Kavita Singh Additional Commissioner , GGST & Central Excise , GOI, Varanasi
11.55- 12.05	Guest of Honour Women and Decision Making	Mrs. Akanksha Tiwari IDES , Varanasi , Cantonment
12.05- 12.15	Special Guest Women, Constitution and Law	Prof. A.K Pandey Faculty of Law , BHU
12.15- 12.25	Special Guest Women and Health	Prof. Jaya Chakravarty Head , Department of Medicine, IMS , BHU
12.25-12.30	Special Guest Women as Homemaker and inbuilt Entrepreneur	Mrs. Usha Kiran Singh Home Maker, Entrepreneur, Social Worker and Free lance Writer
12.30-12.45	Keynote Address Women and Work in Post Reform India	Dr. Padmini Ravindranathan Department of Economics, MMV , BHU
12.45- 12.55	Special Comment and Discussant	Prof. B. V. Singh Former Head, Department of Economics
12.55-1.05	Chairperson	Prof. S. D. Singh Chief Patron and Educationist
1.05- 1.10	Special Comment	Shri Ajeet Kumar Singh Manager / Secretary, DAV PG College
1.10- 1.15	Vote of Thanks	Dr. Ahuti Singh



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023



Saturday 25 November, 2017		Assistant Professor, DAV PG College
	Moderator	Dr. Parul Jain Organising Secretary and Coordinator , IQAC , DAV PG College
Group Photograph		
LUNCH		
PANEL DISCUSSION		
2.00- 2.10	Women as Economic Variable	Prof. Manisha Mehrotra Department of Economics, BHU
2.10-2.20	Women as Nation Builder	Dr. Bharti Mishra Home Maker, Social Worker and Free Lance writer
2.20-2.30	Women and Skill Worker	Mrs. Sharda Singh Director Kashi Jute Creation Industry Pvt. limited Women Entrepreneur , Craft Artist and Social Worker
2.30-2.40	Women’s Work	Ms. Sarika Chaudhary CSR, JNU New Delhi
2.40-2.50	Women and Labour Participation	Prof. Ranjana Seth Head , Department of Economics, VCW
2.50 – 3.00	Breaking Barriers: How Women Content Creators are Changing the Digital World	Ms Akanksha Mishra Film Maker and Content Writer, Mumbai
3.00- 3.05	Women Entrepreneur	Mrs. Swati Wahi
3.05-3.10	Chairperson	Prof. M .Mishra Head , Department of Economics, FSS, BHU
3.10-4.15	Vote of Thanks	Mr. Anshuman Singh Lab Assistant, Econ Lab Department of Economics, DAV
	Moderator & Theme Presentation	Dr. Udai Bhan Singh Department of Economics
3.15-3.35	Presentations by Delegates and Open Discussion	
	VELEDICTORY	
3.35- 3.40	Report Presentation	Dr. Siddharth Singh Department of Economics, DAV PG College
3.40-3.55	Chief Guest and keynote Speaker ‘Right of Women : Not Just Empowerment but Economic Empowerment Too’	Shri Shishir Sinha Associate Editor, The Hindu Business Line , New Delhi
3.55-4.05	Chairperson	Prof. A.K Gaur Former Head , Department of Economics, BHU
4.05- 4.15	Closing Comment	Prof. Satyagopal Jee Acting Principal , DAV PG College
4.15-4.20	Vote of Thanks	Dr. Shalini Singh Department of Economics, DAV PG College
	Moderator	Dr. Mayank Kumar Singh
	Group photography	
4.20 -4.30	Tea	

Nobel Laureate's Message

Many thanks for this information and for organizing the workshop. I will be occupied with my classes and then a trip to London followed by the trip to Stockholm and will not be able to take part.

With thanks and regards,

Claudia Goldin

Claudia Goldin

Henry Lee Professor of Economics

Lee & Ezpeleta Professorship of Arts & Sciences

Harvard University

<http://scholar.harvard.edu/goldin/home>



Goldin, Claudia

10/30/23, 11:52 AM

Gmail - Celebrating your Nobel

Anup Mishra , Varanasi <anupdav@gmail.com>

Celebrating your Nobel

4 messages

Anup Mishra , Varanasi <anupdav@gmail.com>

Sat, Oct 28, 2023 at 2:50 PM

To: cgoldin@harvard.edu

Dear Madam,

Greetings for the day!

It gives me immense pleasure to share that the Department of Economics, DAV PG College, Varanasi is going to organize a one day workshop on the topic "**The Economics of Gender, Education, and Labour Participation: The New Insights**" on 25th November 2023. This workshop is exclusively designed to celebrate the Nobel won by you. On this occasion a souvenir would be released envisaging abstracts from elite academicians in the field.

It will be an honour for us if you can spare time and send us a message on the aforesaid topic. A Brochure for the same is attached for your perusal.

awaiting an early response.

--

Regards

Dr. Anup Kumar Mishra
Professor & Head
Department of Economics
DAV P.G. College (B.H.U.), Varanasi

&

Vice President: UPUEA (Uttar Pradesh & Uttarakhand Economic Association)
Executive Council Member of Indian Society for Labour Economics (ISLE)
Managing Editor: "Journal of Economics and Commerce"
"Kashi Journal of Social Sciences"
Associate Editor: "The Indian Economic Journal"

Mobile No: +91-9415372059

Brouhre.pdf

762K

Goldin, Claudia <cgoldin@harvard.edu>

Sat, Oct 28, 2023 at 5:47 PM

To: "Anup Mishra , Varanasi" <anupdav@gmail.com>

Many thanks for this information and for organizing the workshop. I will be occupied with my classes and then a trip to London followed by the trip to Stockholm and will not be able to take part.

With thanks and regards,

Claudia Goldin

Claudia Goldin

Henry Lee Professor of Economics

Lee & Ezpeleta Professorship of Arts & Sciences

Harvard University

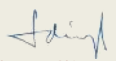
<https://mail.google.com/mail/u/0/?ik=0011552c07&view=pt&search=all&permthid=thread-a:r-2847838730688895132&simpl=msg-a:r47858195433910...> 1/2

PATRON MESSAGE



Prof. S. D. Singh

It gives me immense pleasure that Department of Economics, DAV PG College, Varanasi is organizing a one-day workshop on 25th November, 2023. The central theme of the workshop is “The Economics of Gender, Education and Labour Participation: The New Insights” funded by HPCL. Despite an increase in education, India's female labour force participation is pitiable low and has been declining over time. In addition to objective factors, there are many different social and cultural factors at play in the complicated causes of this. This workshop makes an effort to understand how social attitudes of women as stay-at-home mothers are one factor that influences this. In addition, women have been discouraged from working in the public sector due to a lack of education and career-focused courses, mobility issues, and workplace discrimination. Therefore, any policy that attempts to close this gap must be comprehensive. Legislations by themselves are insufficient to close this gap; all parties involved must work together. I hope eminent speakers will cover the theme from different perspectives. I am privileged to say that this workshop will definitely offer suitable solutions to the global issues. The success of this workshop is continuous effort of the faculty members of department of Economics, DAV PG College, Varanasi and I express my thanks and appreciation to all and wish all the best for its success.


S.D. Singh



डी.ए.वी. पोस्ट ग्रेजुएट कॉलेज
उच्च शिक्षा और अनुसंधान के लिए एक संस्थान
(काशी हिन्दू विश्वविद्यालय के विशेषाधिकार के अन्तर्गत स्वीकार्य)
(नैक द्वारा प्रदत्त ग्रेड ``ए+``)



DAV POST GRADUATE COLLEGE
An Institution for Higher Education & Research
(Admitted to the privileges of Banaras Hindu University)
(Accredited by NAAC with Grade "A+")



MANAGER MESSAGE



Shri Ajeet Kumar Singh

I am pleased to welcome you all for the one-day workshop on “The Economics of Gender, Education and Labour Participation: The New Insights” which will be held on 25th November, 2023 at DAV PG College, Varanasi. The events in the workshop are targeted towards researchers, professionals, educators and students to share their experience, ideas, issues, and recent trends in the economics of gender and labour participation. The panel in this workshop is a unique forum for exchange of ideas and technical expertise in different sectors of women participation in the economy. It includes keynote address from Academicians and panel discussion among the women labour force in different sectors of the economy. It is a matter of joy for us to welcome the participants to this workshop. In a nutshell, the workshop promises to transcend to a new and unprecedented level of excellence. I wish the organising team a grand success.

Ajeet Kumar Singh

ACTING PRINCIPAL's MESSAGE

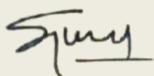


Prof. Satya Gopal Jee

It is indeed a matter of great pleasure that Department of Economics is organizing a National Workshop on "The Economics of Gender, Education and Labour participation: The new insights" under the aegis of IQAC, DAV PG College on 25th November, 2023. The subject matter of workshop is related to the challenges associated with Women's economic opportunities by limiting their access to information and networks, jobs and assets. It is important and relevant subject in the current day society because gender equality boosts economic growth and stability.

Sincerely hope that the workshop will be of great help in promoting good life through collaborative action. I am sure that the sharing of knowledge and expressions by the experts would be highly beneficial to all the participants.

I am pleased to convey the greetings and good wishes to organizers of workshop and participants for the huge success of workshop.



Prof. Satya Gopal Jee



Message

We need win-win situations to gain gender fairness in the parts of India where the patriarchy is stronger. Here in Manchester, we started a win-win network in order to bring gender experts together and find out which pathways really work. Here is one pathway. When women get more education, they reduce the number of children they have, and focus more on the single child or two children. This tight focus leaves more time for a mother to return to work in her 30s and 40s. These returners to work may face some difficulties and they do need support. But it is a win-win situation. The first winner is the mother because she earns money and is proud of her earnings in her middle life and later years. With those precious children supporting her, and with better health because of having spent less on five or six children, these mothers are able to reach older age with economic sufficiency. The other winner is the society which is having less demand for government hospital healthcare from overburdened families whose income might not reach the needs of their five or six children. Instead, with one or two children the family itself can afford to pay for the healthcare. This focused approach to managing health means that families have a good incentive to give their children exercise and fruits, and less sugar, leading to less obesity. The modern lifestyle in cities has led to both women and children having obesity and diabetes as well as later-life heart problems. Going out to work is a positive benefit for women because it also keeps them physically active and mentally alert. When women become economically inactive, it is a loss for them and a loss for the society. Of course they are doing good work, caring for the family, but they have lost their cash income. And the society has lost their productivity. Speaking from my position as a professor at the University of Manchester, focused on social economics and demography, I send greetings and support to your Seminar and Workshop in DAV PG College, BHU, Varanasi. I hope that you will be strengthened by the Workshop. Keep working collaboratively together to develop pathways of positive change for the benefit of women and the society.

Wendy Olsen
Professor of socioeconomics
University of Manchester
Manchester UK



आयुक्त का कार्यालय

केन्द्रीय माल और सेवाकर तथा केन्द्रीय उत्पाद शुल्क, इलाहाबाद - 211001

OFFICE OF THE COMMISSIONER

CENTRAL GOODS AND SERVICE TAX AND CENTRAL EXCISE, Varanasi - 211002



Message

In the vast landscape of our economy, certain sectors radiate with the brilliance of female talent—be it the graceful skies adorned by air hostesses or the nurturing realm of nursing. However, as we peer into the depths of industries like the military and mining, the presence of women remains remarkably subdued, a stark contrast demanding our attention. Embarking on the research journey of Comparative Sectoral Research unveils a treasure trove of insights. These findings are not mere data points; they are echoes of untold stories, waiting to be crafted into policies that can elevate the workplace experience for women. It's more than numbers and words; it's about weaving a narrative that upholds the dignity, respect, and pride of women. As we immerse ourselves in this scientific research, let it serve as a compass guiding us toward a future where every woman in the workforce—whether soaring in the skies or delving into the earth—is met with equitable wages, harmonious working relations, and mutual respect. Let our policies be the architects of an inclusive workplace landscape, where gender equality is not just a concept but a lived reality, painting our workplaces with the vibrant hues of diversity and unity.

Hats off to the visionary minds at the Department of Economics, DAV PG College, Varanasi, for embarking on the inspiring journey of research seminars! Your proactive steps resonate with the spirit of innovation and dedication. Organizing not just a seminar but a national platform for discussion and workshops reflects your unwavering commitment to unraveling solutions and sculpting a landscape of economic inclusivity and equity. May the waves of creativity and knowledge emanating from this event ripple far and wide, touching hearts and inspiring minds. My heartfelt best wishes sail towards the Department, applauding your foresight in orchestrating this impactful symphony of ideas. Let's create a future where such endeavours continue to shape the economic policies with narrative with brilliance and inclusiveness!

Ms. Kavita Singh

Additional Commissioner , CGST & Central Excise



Message

It's a great thought behind organising this workshop with the actual action-takers. Inclusivity in every field is the need of the hour and inclusivity in economy will prove to be a deciding factor in the days ahead; deciding any country's growth. Being impacted directly by the works of Ms. Claudia Goldin, this workshop would give me an opportunity to discuss and be known of, various experiences of stakeholders across fields. I once again appreciate the thought and motive behind this workshop and look forward to be a part of the same.

Akanksha Tiwari (I.D.E.S)
Chief Executive Officer
Varanasi Cantonment Board
Varanasi 211002



भारतीय विदेश व्यापार संस्थान
INDIAN INSTITUTE OF FOREIGN TRADE
(Deemed to be University)



Message

It gives me great pleasure to know that DAV PG College, Varanasi is organizing a one day workshop on “The Economics of Gender, Education and Labor Participation- New Insights” on the 25th Nov. 2023. Time could not be more appropriate for this workshop , given the fact that the recent Nobel Prize has gone to a remarkable researcher in this field , Prof. Claudia Goldin of Harvard University.

Recent topics related to Gender issues have to do with the role of competition in eradicating gender wage gap, impact of the empowerment of women through labor market participation away from traditional household activities, economic versus social freedom of women and valuation of intangible but socially super valuable services by the women etc. Blau and Kahn (2017) paper in the Journal of Economic Literature convincingly shows that after controlling for several factors, gender wage gap still cannot be explained in United States. I sincerely hope that the workshop would be helpful in guiding young scholars towards innovative and productive research topics.

Sugata Marjit

First Distinguished Professor, IIFT , India

A.L. Nagar Fellow, The Indian Econometric Society

Former Vice Chancellor, Calcutta University



Message

I am delighted to learn that the Department of Economics, DAV PG College, Varanasi is organizing a one day workshop on gender issue. This is among the most important area of research not only in the context of Global South but gender inequities are also figure prominently in the discourse in developed countries.

The theme of the workshop, "Gender Economics , Education and Labour Force Participation: The New Sight," is particularly apt in light of the recent progress that has been made in advancing gender equality. Recent discourse and research around gender inequities have contributed significantly towards Gender sensitization and policy. The 2023 Economics Nobel Laureate Professor Claudia Goldin has pointed out that there is still a lot of work remains to be done to achieve true equality for women.

This workshop being organised under the auspices of the DAV PG College will bring together leading scholars and experts to discuss the recent research on gender economics and to identify strategies for promoting women's empowerment and economic participation. I hope that the participants in the workshop will find it to be informative and thought-provoking, and that they will leave with a renewed commitment to working towards a more gender-equitable world.

I wish grand success of the workshop.

Amaresh Dubey



Message

It gives me immense pleasure that the Department of Economics, DAV PG college is organizing one day workshop on “The Economics of Gender, Education and Labour Participation: The New Insights” on 25th November,2023. Theme of the workshop is relevant today, especially in unorganized sector of all developing nations. The relevance of the theme is now acknowledged at global level and accordingly Prof. Claudia Goldin has been awarded the Noble Prize in Economics 2023.

This is proud moment for the Department of Economics, Banaras Hindu University, Varanasi since this workshop is going to be organized under the dynamic leadership of Prof. Anup K Mishra; Head –department of Economics, DAV PG college and Prof. Anup K Mishra has completed his graduation, post-graduation (Economics), Ph.D., and D.Litt. (Economics) from the Department of Economics, B.H.U, Varanasi.

My good wishes are for success of this academic event and I am sure, the outcome of this workshop will be fruitful for scholars and policy makers.

(A.K. GAUR)

Concept Note
Celebrating 2023 Nobel Prize in Economics
Gender Economics, Education, and Labor Participation in India: New Insights

Anup Kumar Mishra*

Claudia Goldin won the 2023 Nobel Prize in Economics "for having advanced our understanding of women's labour market outcomes." The Nobel Committee praised her for "providing the first comprehensive account of women's earnings and labor market outcomes throughout the centuries." Claudia Goldin is an American economic historian who has pioneered the study of gender inequality in the labor market. Her work has shed light on the causes of gender differences in wages, employment, and educational attainment. She has also shown how these differences have evolved over time and how they are influenced by factors such as technological change, social norms, and government policies.

Goldin's work has had a major impact on our understanding of the gender gap in the labor market. Her research has shown that the gender gap is not simply a result of women's choices about family and work. Rather, it is also a result of structural factors that make it more difficult for women to succeed in the labor market. For example, Goldin has shown that women are more likely to be employed in low-wage jobs and that they are less likely to be promoted to management positions. Goldin's work has also had a significant impact on public policy. Her research has been used to inform policies aimed at reducing the gender gap, such as policies that expand access to childcare and that promote equal pay for equal work.

Goldin's research has had a major impact on our understanding of the gender gap. She has shown that the gender gap is not simply a result of women's choices about family and work. Rather, it is also a result of structural factors that make it more difficult for women to succeed in the labor market. For example, Goldin has shown that women are more likely to be employed in low-wage jobs and that they are less likely to be promoted to management positions. Goldin's work has also had a significant impact on public policy. Her research has been used to inform policies aimed at

* Professor & Head , Department of Economics , DAV PG College and Convener of the workshop



reducing the gender gap, such as policies that expand access to childcare and that promote equal pay for equal work.

Indian Context

India has made significant progress in recent years in terms of gender equality, but there is still a long way to go. One area where there is a significant gap is in the economy. Female labor force participation in India is one of the lowest in the world, at just 23.3% in 2021. This is in stark contrast to the global average of 49.7%.

There are a number of factors that contribute to the low female labor force participation rate in India. One is the lack of access to education and training. While there has been a significant increase in the number of girls attending school in recent years, there is still a large gender gap in educational attainment. This is particularly true in rural areas, where girls are more likely to be pulled out of school to help with household chores or get married early. Another factor that contributes to the low female labor force participation rate is the lack of job opportunities for women. Many women are employed in the informal sector, where wages are low and working conditions are often poor. There is also a significant gender gap in wages, with women earning on average just 73% of what men earn for the same work. The low female labor force participation rate has a number of negative consequences for the Indian economy. It limits the country's economic growth potential and deprives women of the opportunity to contribute to their families and communities.

New Insights

There is a growing body of research that is exploring the relationship between gender economics, education, and labor participation in India. Education is a key driver of female labor force participation. Women with higher levels of education are more likely to be employed and to earn higher wages. The type of education that women receive also matters. Women who have received vocational training are more likely to be employed in the formal sector and to earn higher wages.



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Discrimination against women in the workplace is a major barrier to female labor force participation. Women are often paid less than men for the same work and are less likely to be promoted to positions of leadership. Social norms and cultural expectations also play a role in determining female labor force participation. In some parts of India, there is a strong social expectation that women should stay at home and care for their families.

Policy Implications

The findings of this research suggest that there are a number of policy interventions that can be implemented to increase female labor force participation in India. These include:

- Investing in girls' education and vocational training.
- Enacting laws to prohibit discrimination against women in the workplace.
- Raising awareness of the benefits of female labor force participation.

By implementing these policy interventions, the Indian government can help to boost female labor force participation and create a more inclusive and prosperous economy.



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023



ABSTRACTS

Interpreting Claudia Goldin Through Indian Lens

Prof. Ranjana Seth*

Claudia Goldin demonstrated how and why gender differences in earnings and employment have shifted over time. Her claims about inconsistency of women's participation in labour market were reflected through a trade-off between Employment and Eco growth via a "U" shape curve. The most significant observation was that female participation in the labour market did not exhibit an upward trend over the entire period but rather a "U" shaped curve. She tried to emphasize that a number of factors which influence nature of supply and labour force. These included many aspects like paid work and family, decision regarding education, raising children, technical innovations, structural transformation in an economy. Her insights created number of questions to be interpreted through the Indian Lens:

- (1) Has the introduction of birth control pill changed the trajectory of women careers?
- (2) Why paid discrimination emerged?
- (3) How shift from agriculture to industrial sector shift the FLFP rate.

Truly speaking it is an irony that men secure high paying jobs, their female counterparts encounter societal pressure to abandon their careers due to family care taking job. Females therefore seek to adopt self-employment in unpaid family work. It is also an agony that women are employed in low paid jobs as compared to the males who get jobs in high paid profession. The average women in April June 2022 earned only rupees 5,311 per month while male could earn rupees 13,843 per month mainly due to lack of skill. Many a times women are penalized for going on maternity leave affecting women becoming apprehensive towards marriage. Although today contraceptive pill's introduction has raised FLPR. Paradigm shift in patterns of structure of economy from agrarian to industry has led to U shaped though being very prominent firstly declining and later rising due to shift to service sector from agrarian sector. Further in Indian economy stress or distress due to low-income women participation which rises rapidly to meet the exigencies at home. This led a rise from downward shaping "U" curve to upward one. This move was seen as being counter cyclical. Goldin's comprehensive analysis of economic history of women has presented new insights into many aspects of gender disparity and ways to remove it.

* Head, Department of Economics, Vasanta College for Women, Varanasi

Bridging The Gender Pay Gap: Lessons From Claudia Goldin's Research For India

Dr. Vibha Joshi*

An economy's social, cultural, and economic trends are reflected in the labor market, which is a dynamic and diverse ecosystem. In this context, the role of women in the labor market has undergone significant transformation over the years. One notable figure who has made substantial contributions to this field is Nobel Laureate (2023) Claudia Goldin, an American economic historian, whose work has shed light on the evolving position of women in the labor market. This year's Sveriges Riksbank Prize in Economic Sciences, commonly called the Nobel Prize in Economics, has been awarded to Claudia Goldin for "advancing the understanding of women's labor market outcomes". Her research primarily focuses on labor economics, particularly the economics of gender and the historical progression of women's labor market participation. Goldin's work has been instrumental in understanding the complex dynamics that shape the role of women in the workforce. Goldin's research has explored various aspects of women's position in the labor market. She has examined the gender wage gap and the factors contributing to it. Her studies have shown that the wage gap has been closing over the years, and she attributes this change to women's increased investment in education and career development. Her findings emphasize the importance of educational and career choices in reducing wage disparities between men and women. Additionally, Claudia Goldin has delved into the concept of the "gender revolution," which describes the ongoing changes in women's roles within families and the labor market. Her research has highlighted how societal norms and expectations are evolving, allowing women to engage more freely in the workforce while maintaining family responsibilities. She asserts that policies supporting work-life balance, such as parental leave and flexible working arrangements, are essential for women to succeed in the labor market. Goldin's work emphasizes how crucial it is to comprehend the distinctions between the careers and academic specialties that men and women choose. She emphasizes that certain fields and occupations are more accommodating to women's preferences for work-life balance, while others present barriers that need to be addressed to promote gender equality. Claudia Goldin is an American economist. Her research has primarily

* Professor, Department of Economics, Vasanta College for Women, Banaras Hindu University

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

focused on the United States and other developed economies; her work on topics like gender wage gaps and human capital is relevant to the Indian economy and economies worldwide. Here are a few aspects of Claudia Goldin's work that are relevant to the Indian economy: Gender Wage Gap: Goldin has extensively researched the gender wage gap, particularly the "gender pay gap" and the "gender earnings gap." Her research highlights the importance of understanding the factors contributing to pay disparities between men and women. In India, like many other countries, a gender wage gap exists, and Goldin's research can provide insights into the causes and potential solutions. Human Capital and Education: Goldin has also studied the role of education and human capital in labor market outcomes. Improving education and skill development in India is critical for economic growth and reducing income inequalities. Her work can inform policies related to education and skill development in India. Economic History and Institutions: Goldin has written about the historical evolution of labor markets, including changes in women's roles in the workforce and the impact of labor market institutions. Understanding the historical context can be valuable for analyzing the changes in the Indian labor market over time and the role of institutions and policies in shaping it. Family and Work: Goldin's work on the relationship between family dynamics and labor market outcomes is relevant to India, where traditional gender roles and family structures still play a significant role in labor force participation and wage disparities. While Claudia Goldin's research is not explicitly focused on the Indian economy, her work on labor market dynamics, human capital, and gender economics has applicability to understanding and addressing economic challenges in India and other countries. Researchers and policymakers in India can draw on her insights to develop policies and strategies that promote economic growth, gender equality, and labor market efficiency. In conclusion, Claudia Goldin's pioneering research has been invaluable in elucidating the changing landscape of women's position in the labor market. Her work has demonstrated that women have made significant strides in education and career development, narrowing the gender wage gap and challenging traditional gender roles. Her insights offer policymakers and society as a whole a better understanding of the factors influencing women's participation in the labor market. Nobel Laureate Claudia Goldin's contributions will continue to inspire further research and action aimed at achieving gender equality in the workforce all over the world.

Gender Pay Difference In India: A Forward Looks Towards Low Women Labor Force Participation In India

Dr. Aparna Shukla*

This article is based on “Its pay to fix gender wage disparity “which was published in the Economics Times on 19/03/2023 and a write up “How big is the Gender Gap” written by Rahul Madan, OP Jindal Global University.

The issue of Women Workforce Participation is has been the matter of discussion since a long time but now days women participation and gender pay disparity is most common discussion as Prof. Claudia Goldin, Professor of Howard University got Nobel Prize for Economic Science, 2023, for her work on Women’s Workforce Participation. In her work she found out the several reasons of the same and on her suggestions many Governments and corporates have implemented number of things to uplift the levels of Women’s workforce participation, this article is an attempt to look the reasons of low participation as well as gender pay disparity.

The women participation is not only low in work area but their participation is also very low in our parliament. As per the latest Election Commission of India (ECI) data: As of October 2021, Women represent 10.5% of the total members of the Parliament. The scenario for women Members of Legislative Assemblies (MLAs) across all state assemblies in India is even worse, with the national average being a pitiable 9%. In the last 75 years of independence, women’s representation in Lok Sabha has not even increased by 10%. In electoral representation, India has fallen several places in the Inter-Parliamentary Union’s global ranking of women’s parliamentary presence, from 117 after the 2014 election to 143 as of January 2020. India is currently behind Pakistan (106), Bangladesh (98) and Nepal (43) and ahead of Sri Lanka (182). As per ILO, 52% of women in India express a desire to work either in paid jobs or in both paid jobs and care for families and homes. But surprisingly, India's female labour participation rate has been declining over the past two decades, dropping from 32% in 2005 to 19% in 2021. In comparison to Western worlds and China the level of participation in India is extremely low and further need the attention of policy makers.

* Prof. Dept. Of Management Dr. VSIPS, Kanpur

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

In India according to Periodic Labor Force Survey (PLFS July 2021-22) shows 29.4% women (aged 15-59) were part of India's Labour Force in 2021, as compared to 29.8% in preceding year. In contrast men's LFPR has been improved from 80.01% to 80.07% in the same period. The reasons given by Prof. Laudin in her study for low WWFP were marriage and motherhood of a woman. She stated that after marriage a woman is considered as sole responsible for homely affairs and to take care of her children and family. These additional responsibilities started to work as obstacle instead of support.

How does the gender pay disparity:

The gender wage gap is often expressed as percentage of what men earn compare to what women earn. As per national figures, the average rural wages for men is Rs. 393/day while women worker gets 265/ day. Similarity, the urban man wage is 483/day while woman worker gets 333/ day. According to a report by the World Economic Forum, India ranks a low 108th out of 153 countries in terms of gender pay gap. "Women and Men in India 2022" by the National Statics Office, the report states that the market determined wages for women performing similar work are considerably lower than those of men. Moreover, this gap has widened in rural areas over the past decades, although it has narrowed in towns.

Women may face bias in hiring, promotion and pay, even when their qualification and experience are equal to those of their male colleagues. Women are more likely to take time off or work part time to take care for children or elderly relatives, which can lead to interruption in their career paths and lower overall earnings. Men earn more than women across all form of work. In case of Self Employed males earn 2.8 times more than females. In 2023 the pay gap in work was highest for self-employed, where men worked 50% more than the women.

In 2023, male casual workers earned 23% per hour more than women, while a male regular worker earned 19% more than a woman. The reasons behind this disparity in gender pay do not blame to the competency and capability of women but it is something else that reflects their priority toward their family.

Reasons of Gender Pay Disparity:

- Women tend to be concentrated in lower paying occupations such as office job, teaching, nurses, agriculture, textile and domestic job to avoid travelling and to look after family too.

- Women are less likely to negotiate for higher pay or benefits because the opportunities for them are less, which can result in lower compensation packages.
- Women may have less access to educational and training opportunities due to belief that girls and women must be the one to look their household responsibilities.
- Many jobs require employees to work irregular hours, such as overnight or night shifts and due to security reasons women are unable to work.
- Women are also more likely to have transportation challenges, such as lack of access to reliable transportation, which can limit their ability to reach jobs sites.
- Women tend to have less professional experience than men due to unpaid obligation such as childcare which leads to a career gap. According to a report by McKinsey, just 14% of senior level positions in India are held by women.
- Sexual harassments and unusual verbal comments from male colleagues may also create mental harassments on women at work place.

Need attention of Policy Makers:

- Although we already have provisions for equal pay for equal work but government and other stakeholders must ensure that this provision is applicable in all industries and workplace.
- Employers should promote gender diversity in all levels of their organization because it is only way through which more female workers at the workplace.
- Government should further invest in education and training which can help women to acquire the skills and knowledge .
- Encourage the women entrepreneurship which can create more job opportunities and increase the earning potential of women.
- Employers should provide flexible work arrangement like work from home or hybrid working, parental and maternity leaves provisions for work life balance.
- Employers should try to create a healthy and progressive work environment for female employees so that they could feel protective and secure them.
- Government should make it mandatory to all organisations to develop a child care units for their female employees.



Women Participation Scenario In Labor Market

Susmita Ray*

India data shows concerned about women position in Labor Market

While we celebrate the achievements of Indian women in various industries, technology, sciences, and academics, the stark reality of gender disparity in the country's workforce challenges our perceptions. World Bank data reveals a concerning trend: in 1990, male labor force participation stood at 79%, whereas for women, it was only 27.8%. In 2022, we observe a decline to 73.6% for men and a mere 24% for women. This persistent gender gap in workforce participation over more than two decades demands serious reflection on the status of women in India.

The existing wage disparity between men and women serves as a clear sign of the significant gap in labor participation. According to the Global Gender Report 2021, on average, women earn only 21% of what men do. Furthermore, India's ranking at 140 in the Global Gender Gap Index underscores the magnitude of this issue.

Why this gap exists in India

The decision and capability of women to participate in the labor force are heavily influenced by prevailing social norms, institutional biases, and the gender disparities entrenched in professional environments.

Too frequently, families fail to prioritize investment in the education of their daughters.

Also, women face unfair biases like thinking men are more capable and discrimination because of their marital status. So, they end up having a harder time getting bigger job roles, advancing in their careers, getting chances to grow, and getting higher pay. Unfair regulations concerning pregnant women at work and other barriers act as hindrances, preventing women from fully harnessing their potential in the workplace.

Why we need to overcome the gender gap in labor force participation

* Phd, State University of New York, Albany

Email: sray2@albany.edu

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Consistent research highlights that nations achieving greater gender equality and narrowing the gender gap tend to witness substantial economic growth. When women have equal access to education, jobs, and leadership positions, it not only bolsters economic productivity but also stimulates innovation. Studies emphasize that diverse perspectives in decision-making yield better outcomes, positively influencing businesses, economies, and societies at large. Closing the gender gap isn't merely a matter of fairness; it's an astute investment in a more prosperous future for all.

Notably, according to an IMF blog by Sateh, Badel, and Goyel, estimates suggest that emerging and developing economies could potentially increase their GDP by approximately 8% in the coming years by raising female labor force participation by 5.9 percentage points.

For India, this underscores the necessity for policy initiatives that encourage greater female participation in the workforce. Such measures would likely drive higher economic growth, paving the way for a more vibrant and prosperous future.

Empowering Tomorrow: Assessing The Impact Of Education In Mitigating Gender Discrimination

Dr. Pawan Kumar Singh^{*}

The study aims to explore the multifaceted ways in which education acts as a catalyst for positive change in societal attitudes and practices. The research is driven by a set of well-defined objectives that collectively contribute to a holistic understanding of the subject. The first objective involves scrutinizing the correlation between education levels and instances of gender discrimination, seeking to establish whether higher education corresponds to a reduction in discriminatory practices. Additionally, the paper evaluates the influence of educational accessibility on gender disparities, focusing on the role of policies in narrowing gender gaps in enrollment. Furthermore, the study delves into the impact of quality education in challenging traditional gender norms and examines how educational empowerment contributes to economic empowerment, enabling women

^{*} Assistant Professor of Economics, Lakshmibai College, University of Delhi, India

pksecobhu@gmail.com

to confront workplace discrimination effectively. The societal influence of education in shaping attitudes towards gender is a key area of analysis, exploring the role of educational institutions in fostering inclusivity and dismantling stereotypes. The paper also scrutinizes policy effectiveness in promoting gender-inclusive education, identifying successful policy implementations and areas for improvement. Challenges and barriers hindering the full realization of education's impact on reducing gender discrimination are explored, encompassing cultural, economic, and institutional factors. Finally, the research provides evidence-based recommendations for policymakers, educators, and activists, offering strategies to enhance education's impact in mitigating gender discrimination. By addressing these objectives, the paper contributes valuable insights to the ongoing discourse on gender equality, aiming to inform future research, policies, and initiatives. This research is a comprehensive endeavor to understand and advocate for the transformative potential of education in creating a more equitable and inclusive society.

Role Of Women In The Economic Development: Current Trends

Dr Suman Kumar Poddar^{*}

It is evident from the historical facts that, women in our country were viewed as the weaker sex and this view placed women in the category of a lesser being. Even today women in most part of the country are less well nourished than men, less healthy, more vulnerable to physical violence and sexual abuse and less paid. They are much less likely than men to be literate, and still less likely to have pre-professional or technical education. Should they attempt to enter the workplace and political life they face greater obstacles from family members, discrimination in hiring, and sexual harassment. Often burdened with the full responsibility for housework and child care, they lack opportunities for entertainment and imagination. In all these ways, unequal social and political circumstances give women unequal human capabilities. But, now we have shattered myths about what is and is not permissible or achievable for women of our state. Today, we have high percentage of women, female industrialists, mentors, ministers and judges. We also have increasing number of university graduate females.

^{*} Associate Professor ,Dept. of Economics, A.N.D. College, Shahpur Patory, Samastipur



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

The integration of women into our labour force has meant less dependence on men, because that these women can take over jobs, there is less dependence. The integration of women has also widened the intellectual pool in social, political and economic debate. Not to mention that the appointment of women in administrative posts has shattered myths that the domain of politics and leadership in public sphere is purely for men.

The status of women in our country has been a kaleidoscope of eventful changes and varying societal facts affecting all strands of womanhood over past few millennia. Today she stands at a new threshold with greater triumphs and achievements along with their male counterparts. Fuelled by accessible globalization and pervasive self awareness, contemporary women of our country are all set to understand their priorities in public space and private domain. She is gradually getting liberated from being victim of cultural expectations and biological restrictions. She is not regressive but liberal, not confused but careful and happy to embrace the shining modernity yet willing to pay her dues. The inclusion of women in the economic development of the state has taken our states presumptuous national legacy and kudos a step further.

The issue of gender based roles in the economic development of our country calls for a spate of discussion in the light of emerging socio-economic trends and modern welfare requirements and their impact on the economic development of the country. Despite all, the present condition of women in the society demands rational analysis of the issue, a streamlined approach and fresh improvements in the existing mind setup of the male dominated society and the government policies to invite the participation of women at all level of decision making.

Women Unpaid Work: Need For Recognition

Anup Kumar Mishra *

More than in any other area, it is in the recording of the work done by women that serious inaccuracies and measurement failures occur. As a result, their participation in the economy is undermined and seems as disguised exclusion from the mainstream of the economy. Census after Census, women's contribution has been rendered invisible by failing to quantify their work inputs, especially in agriculture and the informal sector.

The present study suggests that the value of unpaid work performed by the rural women may be quantified and valued.

“This quantification may be linked with public social security welfare programmes like MNREGA in which there are hundred days’ job guarantee by paying them appropriate wages. But due to lack of proper co-ordination and proper job in the rural areas (As per various researches, reports and our field survey experiences and observations- see notes (1) this type of programmes are not properly running and fail to benefit the rural population. Hence, we strongly suggest that at least rural unpaid women worker should be directly benefited through direct cash transfer in their account through JAN DHAN Yojana (Govt. financial inclusion scheme) recognising their unpaid economic activities performed in twenty-four hours.”

After gaining the recognition of their unpaid work the second step may be to enhance the rural skill development programme especially for women to present themselves properly in the labour market. So that their income could rise, and they can enjoy the better standard of living. Rural women continue to be treated as if they contribute nothing of value to society or the nation. Though we experienced that, women’s lives have changed rapidly over time. Social, economic and legislative improvements and scientific advancements have allowed women to gain greater control over their lives. But mostly these experiences reflect only in the urban areas. Unless these trends reach the bottom strata of the society especially in the

* Professor & Head, Department of Economics, DAV PG College

rural areas, attaining the motive of gender equality and inclusive growth remains an impossible vision.

Hence, we suggest that adequate recognition should be made of the unpaid works of the rural women to increase their self-esteem and to improve their image in the family and society at large. Also access to and control over production and market resources such as access to training, credit, employment, technical skills, entrepreneurship etc., by women should be increased while recognising that the goal is not to burden women with two full time jobs. We should also take all appropriate measures to ensure that care responsibilities are equally shared by men and women.

The Effect Of Gender Disparity On Economic Growth

Dr. Sandeep Tiwari*

In order to examine the theoretical literature on the effect of gender disparity on economic growth, this study employs access. The overwhelming majority of the ideas that have been studied contend that gender disparity hinders growth, especially in the long run. The influence of women on decisions about having children and investing in human capital is one of the several tenable ways that gender disparity impacts the economy as a whole. However, we think there are a few more ways to add to the corpus of hypotheses. However, this study shows how regional cultural discourses on femininity, which place a strong emphasis on respectability and family values, contribute to gender inequality in the banking industry, which is specific to India and serves to emphasize the confluence of gender and class identities. Crucially, the comparison of Indian private banks, foreign-owned banks, and government-owned banks shows how diverse organizational structures function as a mediating factor between local cultural norms and gendered organizational practices, resulting in a range of experiences of gender discrimination for women in India. In conclusion, the research offers fresh conceptual insights to tackle the shortcomings of current theories about gender, labor, and employment. It expands on the idea of "family based femininity," emphasizing how the family shapes the character of gender disparities in the workplace.

Keyword: Gender Disparity, economic growth, human capital, femininity.

* Assistant Professor, Arya Mahila P.G College, Chetganj Varanasi Email: sandeeptiwari6891@gmail.com

An Analysis Of Socio-Economic Aspects Of Women's Unpaid Labor In Bihar: Reflections From Time Use Survey, 2019

Dr. Sarwdaman Kashyap^{*}

Dr. Niharika Arora[†]

Women as a gender have been held in high esteem in various parts of India, especially in the eastern part of India. From time, immemorial women have been seen as the epitome of courage (in the form of Goddess Kali and Durga), luck (in the form of Goddess Lakshmi and Annapurna) and beauty. The Preamble of Indian Constitution states about equality of status and opportunity for all citizens and at global level United Nations introduced Gender Empowerment Measure, 1995 which measures inequalities between men's and women's opportunities in a country. The gender-gap exists in domestic unpaid work which is the root of inequality in domestic labour. Debates and discussions on women's unpaid labour are going on at global level as well as in India. From the past few decades women's unpaid labour have gained more attention in political debates and policy making as well. In this study an attempt has been made to analyze the various socio-economic aspects of women's unpaid labour in Bihar using unit level data from Time Use Survey, 2019. Various parametric and non-parametric techniques are used to analyze socio-economic aspects of women's unpaid labour. The study reflects upon sexual division of labour in society and explores intra- household gender inequality along with understanding women's unpaid labour in voluntary work for production of goods and services in market/non-market units. These reflections can generate new perspectives and initiate fresh debates to understand the gender gap in the subjective well-being of individuals in Indian households which can be used in policy formulation.

Keywords: Women Unpaid-Worker, Labour, gender-based division of labour, Time Use survey, inequality, intra- household.

^{*} Lecture, Humanities (Economics), Government Polytechnic College, Jehanabad Campus: G.P. Patna-13

email: sdkjbn@gmail.com

[†] Assistant Professor, Department of Sociology, Christ Deemed to be University

email: niharika_arora8@yahoo.co.in

Female Health Status In India: A Brief Overview

Dr. Parul Jain*

A healthy lifestyle and plenty of nutritious food can provide people with good health. Poor nutrition and lack of access to health services during childhood affects a person's health throughout his life. The problem of malnutrition and ignorance of health services is more visible for women because they belong to a vulnerable group in society. Lack of nutrition in childhood and reproductive age are the most important causes of female mortality.

Women's health problems are influenced by interrelated biological, social and cultural factors.

These factors include:

1. Malnutrition
2. Poverty
3. Illiteracy
4. Social and cultural influences
5. Low level of education
6. Poor environmental hygiene
7. Fewer job opportunities
8. Gender discrimination
9. Little or no participation in decision making
10. Domestic violence
11. Sexual abuse
12. Poor hygiene
13. Early marriage
14. Early Delivery
15. Unsafe abortion

However, the fact that women can live longer than men does not necessarily guarantee a better quality of life. Extensive research shows that women are more stunted and more disabled than men throughout life.

In addition, women's health problems in India are negatively affected by the disproportionate poverty of women, low socio-economic status, gender discrimination both in education and

* Assistant Professor (Economics), DAV PG College, Varanasi

E-mail: jainparul486@gmail.com

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

participation in the formal workforce, and living socially below the so-called bread and butters.

Another adverse effect observed is the low nutritional status of women. Malnutrition in the form of lack of calories, proteins, vitamins and minerals affects millions of women and girls around the world. Some of the diseases associated with malnutrition in women are iron and iodine deficiency, anemia, underweight, osteoporosis, mental depression, etc. However, the most common nutritional deficiency in India is anemia. Adolescent girls suffering from anemia also suffer from iron deficiency in more than 80 per cent of pregnant women, which causes severe hemoglobin levels. This not only affects the health of the mother, but also leads to the birth weight of the child. In addition, low nutrient intake during girl's Childhood leads to slow growth, which in turn leads to a risk of complications. Impaired physical development due to iodine deficiency is a common deficiency in teenage girls.

In terms of maternal health, maternal mortality in India is still high compared to many developing countries. Between 1991 and 2006, India accounted for about 20 percent of all maternal deaths worldwide. Anemia and cardiovascular disease in pregnant women is the leading cause of increased mortality among women in India. Surprisingly, men visit hospitals more often than women to treat their illnesses. It has also been argued that higher levels of literacy lead to better maternal health and lower infant mortality

In India, if we compare a southern and northern states of Kerala and Uttar Pradesh, it has been found that female literacy rate in Kerala is 92 while that in Uttar Pradesh is 59.3 (as per 2011 census). The infant mortality in Kerala is 6 in the year 2020 while that in UP is 38 in the same year. This clearly indicates that high literacy rate is accompanied with lower infant mortality. Further, life expectancy of a literate women is higher being 77.9(2014-18) in Kerala and during the same period it was 65.8 in Uttar Pradesh .

Further, Government of India has continuously laying efforts in the form of policy measures to improve literacy rate and quality of education through programmes like Beti Bachao Beti Padhao and well as policies relating to women's health like Janani Suraksha Yojna , National Rural Health Mission being few to name. Frequent counselling and awareness on educational and nutritional needs and gender based violence would definitely help and pave way towards wellbeing and economic growth of women.

Indian Women: From Homemakers to Breadwinners

Dr. Sonal Kapoor*

A housewife generates in each and every member of a family a feeling of being wanted and loved. Housewives ensure the smooth functioning of the households, but the work they perform is not recorded as economics activities. The time has come to stop viewing 'a girl' through the lens of 'liability' and start to see her as the 'asset' that she truly is for any family, community and country. It's time to change the role and perception of women in India as mere 'homemakers' and enable them to realise their full potential not only as family breadwinners, but as family, community leaders and role models. In doing so the entire family is benefitted via income generation, savings, and further education for their kids, communities. With women worldwide proving they are crucial ingredient, playing a catalyst role, in sustainable community development. Unfortunately women are being judged for being ambitious and feel that homemaking is not maximum utilisation of their potential tend to go out and work. No matter how empowered women are, they find themselves slipping into stereotypes and tend to make them do more at home. There are many barriers to their participation in the economy. Cultural attitudes towards women's economic independence is there but they suffer time poverty' as they bear disproportionate responsibility for unpaid care and domestic work. Women and girls can be an economic asset to families and communities, the time has come to give them the freedom to step out, participate in the community, gain skills for livelihood, simply sit back and watch them flourish.

Keywords: Time Poverty, Cultural attitudes, empowerment.

* Assistant Professor, Department of Commerce, DAV PG College, Varanasi
Email: sonal.03dec@gmail.com

Status Of Women Health In India

Dr. Rekha Gupta *

WHO has defined health as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. The health of all people is fundamental to the attainment of peace and security and is dependent on the fullest co-operation of individuals and States (WHO, 1946). For an improved status of health requires more co-operation if it is associated with the second gender i.e., women. Women's health in a country like India, influenced by a variety of factors, including socio-cultural norms, economic disparities, educational opportunities, and healthcare accessibility. Although over the period of time India has made significant improvement in the status of women's health, it still needs more attention. Latest National Family Health Survey highlights significant improvement in different aspects of women's health in India. NFHS 5 reveals that Sex ratio of the total population (females per 1,000 males) has increased from 991 (NFHS 4) to 1020. A number of variables related to maternal and reproductive health can be traced with significant improvement from National Family Health Survey Round 4 (2015-16) to National Family Health Survey Round 5 (2019-21). Adolescent fertility rate for women aged 15-19 years has declined from 51 to 43. Institutional birth has increased from 78.9% to 88.6%. Mothers who had at least 4 antenatal care visits have increased from 51.2% to 58.1%. Mothers protected against neonatal tetanus have become almost universal. One of the important key indicators to trace women's health in an economy is Maternal Mortality Ratio (MMR) which is defined as the number of maternal deaths during a given time period per 100,000 live births during the same time period. The target 3.1 of Sustainable Development Goals (SDG) set by the United Nations aims at reducing the global maternal mortality ratio to less than 70 per 100,000 live births. As per a special bulletin on maternal mortality in India 2018-20 published by sample registration system; maternal mortality ratio of India has significantly declined from 113 (2016-18) to 97 and is consistent in the path to achieve the global target. Reduction in maternal mortality ratio indicates not only the increased accessibility and reachability of health facilities among women but it also indicates the

* Assistant Professor, Department of Economics, University of Allahabad

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

fullest co-operation of government as well as society to ensure women's health in India at masses.

Over the period of time variables which are strongly associated with women's health have also improved in India. As per NFHS 5 Women literacy has reached about 71.5 percent and women with 10 or more years of schooling has reached about 41 percent. Currently married women usually participate in at least three decisions in their household have become a highly remarkable percentage which is 88.7. About 78.6 percent of Indian women have their own bank account and about 54 percent women have a mobile phone for their personal use. The revealing data indicates that India has made significant improvement in the status of women's health and also has enhanced women's education and their role in the society and economy as whole but still needs to continue the effort to reach parity.

Education As A Tool For Improved Health And Economic Development

Dr Jyoti Pandey*

Introduction

Education is a cornerstone of societal advancement, serving as a powerful catalyst for improved health outcomes and economic prosperity. It is an essential tool that not only imparts knowledge but also equips individuals with the skills, mindset, and resources necessary to lead healthier lives and contribute meaningfully to economic growth and development. The correlation between education, women's roles, and societal progress is profound, with education acting as a transformative force in enhancing women's health status and economic participation.

Education and Health Nexus

The relationship between education and health is intricate and multifaceted. Access to quality education often translates to better health outcomes. Educated individuals are more likely to make informed decisions regarding healthcare, adopt healthier lifestyles, and have a deeper understanding of disease prevention. Studies consistently demonstrate a positive correlation between education levels and health status, showcasing lower mortality rates, reduced prevalence of chronic diseases, and improved overall well-being among those with higher educational attainment.

* Assistant Professor, Department of Economics, Government Arts and Science College, Bavla Ahmedabad Gujarat
Email id-jyoti.guj1805@gmail.com

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Education empowers individuals with critical thinking skills, enabling them to comprehend health information, navigate healthcare systems effectively, and make informed choices regarding their well-being. Moreover, educated individuals tend to have higher incomes, which correlates with better access to healthcare services, nutritious food, and safer living conditions, contributing significantly to improved health outcomes.

Economic Development through Education

Education plays a pivotal role in fostering economic development by nurturing a skilled and knowledgeable workforce. A well-educated population drives innovation, technological advancements, and productivity gains, which are fundamental pillars for economic growth. Countries that prioritize education witness higher levels of human capital development, leading to increased labor productivity and competitiveness in the global market.

Investments in education yield long-term dividends by breaking the cycle of poverty, creating employment opportunities, and reducing income inequality. Education equips individuals with the necessary skills demanded by evolving industries, thus facilitating economic diversification and sustainable development. Moreover, educated populations are better equipped to adapt to economic changes, fostering resilience in the face of challenges such as automation and globalization.

Economic Development through Women's Education

Empowering women through education is instrumental in fostering economic development. Educated women are more likely to participate in the workforce, contributing to household income and economic growth. Moreover, as women's education levels rise, so do their opportunities for higher-paid employment, economic independence, and entrepreneurship.

When women are educated, societies experience a ripple effect of positive changes. Educated mothers invest more in their children's education and health, breaking intergenerational cycles of poverty. Additionally, women's participation in the labor force enhances productivity, promotes innovation, and contributes to a more diverse and inclusive economy.

Challenges and Solutions

Despite the recognized benefits, disparities in access to quality education persist globally. Socioeconomic factors, gender inequalities, inadequate infrastructure, and insufficient resources

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

hinder educational opportunities for many. Addressing these challenges requires concerted efforts from governments, policymakers, and communities. Prioritizing inclusive and equitable education, investing in teacher training and infrastructure, leveraging technology for broader access, and implementing targeted interventions to reach marginalized populations are crucial steps toward bridging these gaps.

Conclusion

Education stands as a formidable instrument for promoting both health and economic development. Its transformative power extends far beyond the confines of classrooms, shaping societies, economies, and individuals' lives. By investing in education, nations can create healthier populations, drive economic growth, and pave the way for a brighter, more prosperous future.

Empowering women through education not only enhances their well-being and economic independence but also fuels broader societal progress. Governments, policymakers, and communities must prioritize and invest in comprehensive educational initiatives that specifically target women, ensuring their full participation in building healthier and more prosperous societies.

In summary, the synergy between education, health, and economic development underscores the imperative of placing education at the forefront of policy agendas worldwide. Empowering individuals specially women through education not only enhances their well-being but also fuels sustainable economic progress, fostering a more equitable and prosperous society for generations to come.

A Study Of The Current Status Of Women Workers In Indian Gooseberry Industry In Pratapgarh (UP)

Mukesh Kumar Yadav^{*}

Anup Kumar Mishra[†]

The phyllanthaceae family's *Emblica officinalis* Gaertn, also known as the Indian Gooseberry, is one of the most significant tropical and subtropical fruit types in the world. It is consumed both fresh and processed. Since ancient times, Indian Gooseberry has been the most therapeutic fruit and has been grown on the Indian subcontinent for well over 3500 years. According to historical evidence, the Indian Gooseberry was brought from the main continent to the Indian archipelago. According to some scholars, the region around Burma is where it first founded. Currently, it is grown not only in India but also throughout the rest of the world, particularly in the tropical southeast, including Pakistan, Bangladesh, Sri Lanka, Malaya, southern China, and the Mascarene Islands. Its natural habitats are in Europe, northern Africa, west-south and south-east Asia. Indian Gooseberry started gaining popularity as early as 1879. The Indian gooseberry is a native of much of Europe and western Asia, where it grows in lower alpine thickets and rocky woods from France east to the Himalayas and peninsular India. It can be found in various Indian states. The states of Uttar Pradesh, Maharashtra, Gujarat, Rajasthan, Andhra Pradesh, Karnataka, Tamil Nadu, Himachal Pradesh, etc. are where Indian Gooseberries are primarily grown. In addition to under the current changing regime of degradation of fundamental natural resources such as land, water, and vegetation, encouragement of plantation of the most resilient fruit species Indian Gooseberry is a very important source in waste land rehabilitation, resulting in Ecosystem balancing. Indian Gooseberry plays an important role in medicinal system, which is the major branch of horticulture sector. The Importance of Indian Gooseberry cultivation in improving the productivity of land, generating employment, improving Economic condition of the cultivators, entrepreneurs and enhancing export are seen overtime. Indian Gooseberry is one of the most important horticulture fruits cultivated in India and especially, Uttar Pradesh is known as the most important producer of

^{*} Assistant Professor Department of Economics Govt. S.K. College (APSU) Mauganj M.P

[†] Professor Department of Economics DAV PG College (BHU)Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Indian Gooseberry. In India, Pratapgarh, one of the districts of Uttar Pradesh enjoys a favourable environment, which inter-alia includes suitable agro climate condition, huge domestic market, cheap labour etc. for it. All these offer a tremendous potential to increase the overall production of Indian Gooseberry and Indian gooseberry based products are best kind of products on the one hand and contributing to the nation's exportable surplus on the other. The commercial cultivation of Indian Gooseberry is expanded from Uttar Pradesh to almost all the states of India, Including Maharashtra, Gujarat, Rajasthan, Madhya Pradesh, Jharkhand, Chhattisgarh, Andhra Pradesh, Karnataka, Haryana, Punjab and Himanchal Pradesh. In India, the productions of Indian Gooseberry are 1075000 metric tons with the area of 91000 hectare and 11.56 metric tons per hectare average productivity. The commercially cultivation of Indian Gooseberry is more popular in Uttar Pradesh where it is largely cultivated in commercial orchards in Pratapgarh, Sultanpur, Raibareli, Bareilly Faizabad, Azamgarh and Varanasi District. Pratapgarh district has been declared as Indian Gooseberry Belt and agro-export zone. Area, production and productivity under cultivation of Indian Gooseberry orchard in Pratapgarh district are about 13000 hectare, 84760 metric tons and 6.50 metric tons per hectare respectively. Pratapgarh district is also known as home land of Indian Gooseberry. It is known as the Amrit phal (life-giving fruit) because of its therapeutic and medical benefits, nutritional value, delicious flavour, alluring aroma, and health-improving attributes. Thus, Socio-economic status of Indian gooseberry women worker's in the Pratapgarh district of Uttar Pradesh For the analysis of socio-economic status of the Indian Gooseberry women workers we have used a schedule and statistical tool like frequency, percentage and graph. Export Promotion Strategies, Post -harvest Infrastructure: Pack Houses, Cold Storage, Vapour Heat Treatment Plant, Rail, Air and Road Transport and Marketing. Thus, there must be a government marketing & research institution which not only short out the existing problems but also channelizes this important product in the global supply chain as well.

Key words: Indian Gooseberry, Socio- Economic and products.

Caution ! (Only) Men At Work: An Anthropological Insights On Patriarchy, Gender Disparity And Labour Force Participation

Dr. Sonal Pandey*

The day all the labour of the women is counted, biggest theft of the history will be revealed. Rosa Luxemburg The above lines by the revolutionary feminist author and reformer aptly summarize the negation of women's unpaid labour in the private sphere resulting in female impoverishment across the nooks and corner of the globe. Rosa and other feminists' economists such as Marilyn Waring and others have for long questioned the modern measures of calculation of economic growth and development such as gross domestic product (GDP). GDP is a monetary measure of the market value of the final goods and services produced in a specific time period in a country. GDP is the most popular measure of economic well-being of any nation. However, neoclassical scholars have strongly objected to this fetish towards GDP as a measure of economic growth and development as GDP includes only remunerative labour ignoring all unpaid labour within the private sphere such as care-giving, cleaning, mopping including childbirth and child care. Sadly, most of these tasks are performed by the females cross-culturally hence; major chunk of their labour remains unrecognized as well as unpaid. Since, the sizeable portion of the females' labour is performed within the private sphere consequently the contribution of women in national GDP represents just the tip of the iceberg. Feminists economists has been persistently advocating for the monetary acknowledgement of labour of women within the household but in vain. Economists worldwide have failed to calculate the transactional value of the women's unpaid labour in the household trivializing their economic contribution increasing their vulnerability within a household. Recently the Royal Swedish Academy of Sciences announced Claudia Goldin as a winner of Nobel Prize in Economics for 2023 for her remarkable research on gender gap in the labour force participation (LFP) and wage disparities. This could be regarded as a major break through for the feminist school of thought. Based on her archival research of US for a period of over 200 years, Goblin found vast disparity in the female LFP in remunerative work outside the home. The neoclassical model posits that economic growth is favorable for females i.e. higher

* Assistant Professor, Postgraduate Department of Anthropology, Tilka Manjhi Bhagalpur University, Bhagalpur

growth implies greater for female LFP. Ironically, higher female LFP does not translate into economic productivity as females are often paid less for similar tasks. Traditionally female LFP is higher in an agrarian economy which declines as a country shifts to manufacturing accelerating again in a service economy exhibiting a U-shaped curve. In a nutshell, women are both unpaid as well as underpaid in the private and public sphere respectively infantilizing their share in the national wealth. Social scientists suggest that economic relations are often intertwined in the social fabric (Roy, 2003). Hence, gender disparity in the labour market is a modern phenomenon absent in egalitarian primitive societies. Compared to the contemporary economy, in primitive economies division of labour was performed on the basis of age and sex (Barnard, 2004). In the beginning of the evolutionary history, males engaged in strenuous tasks such as hunting while females constrained by menstruation and childbirth gathered edible items near the household (Haralambos and Mead, 2002). Similarly, kids were gradually trained right from the childhood for their future roles depending upon their sexes. Eventually this provision became a norm and became the basis of division of labour in societies. In primitive economies means of production and distribution were communal and the concept of the private property was non-existent. Males and females enjoyed equal privileges and authority. Owing to the privilege of child birth, women enjoyed higher social status culminating in matriarchal authority. Descent and inheritance followed female ties. Upadhyay and Pandey (1993) posit that the concept of private property evolved with the practice of domestication of plants in the Neolithic era. Before the advent of the agriculture, all the material resources were held in common by the members of the tribe or clan irrespective of their gender. Discovery of agriculture was revolutionary in several regards as it not only changed the means of production but also changed the extant social structure. Hunting and gathering economies were often mobile moving from one place to another favoring sexual promiscuity among both the genders. With the advent of agriculture 'land' became a sacred entity as cultivation required hard work initially before production and extensive period of monitoring before the harvest. Hence, with agriculture monogamous families became a new norm. Since primitive subsistence agriculture was labour intensive patriarchy evolved infantilizing the contribution of females in the means of production and distribution. As the families moved from matriarchy to patriarchy property began to be transferred along the male lineages depriving women of property as well as authority in the household. This divestment of female labour in a household had a detrimental impact on the social status of women as a whole. Gradually all labour of women within the

household became to be regarded as obligatory and part of a filial duty. In manufacturing economy, this discrimination became more stringent i.e. lower female LFP plus income inequity i.e. women were paid less for similar work. Hence, gender equity in the labour market could be removed only when gender parity is achieved in social fabric too.

KEYWORDS: Gender, gross domestic product, division of labour, labour force participation, economic growth.

Gender-Wage Differentials for Production Workers in India

Bhanu Pratap Singh* and Achal Kumar Gaur†

The present study examines the impact of gender on the monthly wages of production workers in India using augmented Mincer-wage-equation. The study utilizes larger data from the World Bank Enterprises Survey, 2014. Oaxaca-Blinder decomposition is employed to examine wage differentials between male and female production workers. The empirical findings suggest that workers' characteristics such as gender, skill, age, extended training period, superior occupational status, permanent job tenure, higher education level, membership of trade unions, and job experience help them earn higher monthly wages. The study's major findings suggest that the wage gap between male and female production workers is observed. The male workers are paid higher wages than their female counterparts. The decomposition results confirm that females are paid lower wages than male workers due to quality effects and discrimination in the job market. In addition, characteristics such as skill, age, long duration of training, membership in trade unions, and job experience reduce the wage gap. However, wage differential increases with the rising age of the workers. Therefore, it is crucial to reduce the gender wage differential in India to promote equality and improve competitiveness, efficiency, and productivity in the labour market.

Keywords: Gender, Wage gap, Decomposition, Production workers, India

JEL Classification: E24, J31

* Economics Section, Mahila Mahavidyalaya, Banaras Hindu University, Varanasi (UP)- 221005

Email: bpsingheco@bhu.ac.in

†Department of Economics, Banaras Hindu University, Varanasi (UP)- 221005

Sustainable Development Goals: Gender Equality & Women Empowerment

Dr Annapurna Dixit*

Gender equality is not just a principle; it is a fundamental right. Upholding this right offers us the most promising opportunity to tackle some of the most urgent challenges of our era. These challenges range from economic crises and inadequate healthcare to climate change, violence against women, and escalating conflicts. Women are disproportionately affected by these issues, yet they also possess valuable ideas and leadership skills necessary to address them effectively. The persistent gender discrimination that hampers the progress of many women also holds back our entire world. The 2030 Agenda for Sustainable Development, along with its 17 SDGs, which were embraced by global leaders in 2015, provides a comprehensive roadmap for sustainable progress that ensures no one is left behind. Gender equality and women empowerment can not be isolated as it is integral to each of the 17 goals outlined in the agenda. By safeguarding the rights of women and girls across all these goals, we can pave the way for justice, inclusion, economies that benefit everyone, and the preservation of our shared environment for present and future generations.

While progress has been made in the journey towards women's empowerment, there is still a long road ahead. Empowering women is not just essential for our present; it is crucial for shaping our future. Women's empowerment cannot be isolated from the empowerment of all marginalized individuals and nations. The struggles and movements led by women are interconnected with peace initiatives, environmental conservation efforts, workers' and peasants' rights movements, human rights campaigns, and movements advocating for democratic and decentralized societies. It is imperative to unlock the full potential of women. While the government plays a role through initiatives such as healthcare, education, employment, and awareness programs, society itself must foster awareness and uphold values that support women's empowerment. Even within the female community, harmful patriarchal norms persist, leading to the oppression of women by other women, such as daughters-in-law being dominated by their mothers-in-law. This deeply ingrained cultural mindset necessitates a significant transformation. Renowned sociologist Andre Beteille

* Assistant Professor, Department of Economics, Arya Mahila PG College Varanasi

aptly stated, "Law only determines the path society should follow; its actual course is shaped by culture." Ultimately, women must take charge and advocate for their own empowerment. As Kofi Annan emphasized, there is no more powerful force for empowerment than women themselves. The ancient wisdom expressed in Manusmriti echoes this sentiment: "Where women are respected, divinity flourishes, and wherever women face dishonour, even the noblest endeavours yield no fruitful results."

Understanding Gender Dynamics In Climate Migration: A Case Study From North Bihar

Richa*

This study delves into the intricate interplay of gender disparities and climate-induced migration in North Bihar, a region susceptible to frequent floods. Using a field survey at the household level for 400 household units, this research offers valuable insights, contextualizing its findings within Nobel Prize work in Economics (2023), which highlights gender dynamics in labor market outcomes. Examining the experiences of women in climate migration, the research unveils nuanced challenges. Women, due to existing gender inequalities, often possess limited coping mechanisms compared to men faced with the impacts of climate change. As primary caregivers and resource managers within households, their ability to adapt to climate-induced adversities significantly impacts migration patterns. This, in turn, alters labor market dynamics as women, compelled to migrate due to environmental stresses, face additional hurdles in accessing equitable employment opportunities. The study reveals that gender disparities not only influence migration but also labor market engagements, creating a cycle of vulnerabilities for women in climate affected regions. By illuminating the differentiated coping strategies of women and men, this research underscores the urgency of gender-sensitive policies in climate adaptation planning at the sub-national level in India. These insights can inform targeted policies, fostering resilience, gender equality, and social equity in vulnerable communities, particularly in regions like flood-affected North Bihar.

* Senior Associate (Climate), World Resources Institute India Email: cricha645@gmail.com

Socio-Economic Condition Of Women In India

Anjani Kumar Tripathi*

The socio-economic condition of women is not good in India. It can be seen in different indicators—female participation in the workforce, political positions and administrative posts. India is a patriarchal society where the head of the family is male. They make important decisions in the family. On the other hand, female is considered as paraya dhan(others wealth). So, expenditure on health and education for male children is always considered better and more profitable. On the other hand, expenditure on health and education is not that much of a priority for female children. As resources are limited more concentration of resources are in the hands of male members. We can understand the above phenomenon with the help of some facts and figures. The sex ratio in India is 943 as per census data. although this figure is increasing with time. But male dominance in different sectors of the economy can also be seen. Most of the workforce of women participating in the informal sector is only in rural India than in urban India. As per PLFS data-2017-18, female employment in urban India in the informal sector is 93.1% than urban women which is 77.2% in rural India. In Lok Sabha, the total number of members is 542 among which 78 are female members and in Rajya Sabha among 224 members, 24 are female members. So, 14 per cent in Lok Sabha and 10.7 per cent in Rajya Sabha. Which shows huge inequality. Women are lagging in technical education. Most of the women are involved in only traditional education. So, the fundamental truth which is responsible for women's backwardness in different fields is rooted in the social structure of Indian Society which sets many norms and rules for women. If they don't follow it. People of the society give them some tags. Some religious beliefs impose many rules for women which constrains their role in society. These norms define women's education and their jobs and in such a way it affects their capability. The double burden of family chores and roles which they have to perform at their workplace creates problems for them. It creates a hectic schedule and leaves them no time for hobbies and exercise. So, the mental health of women is compromised in such types of situations. In such a way we can say that the

* PhD Scholar Department of Economics Banaras Hindu University

Email Id. anjanitripathi87@gmail.com

participation of women in different crucial sectors lagging. The main reason for this is the basic structure of society which doesn't provide women ample opportunity. So, equity and equality should be provided to women not only in the job market and education but also at home to make important decisions in their lives.

A Comparative Analysis Of Climate Change Challenges For Female Workers In Organized And Unorganized Sector

Dr. Shikha Sharma*

Climate change fetched the problem of higher frequency of floods, droughts, heat waves and resulting life losses, health degradation, resources and job losses. This change hurts the more vulnerable female labour force who are contributing in every field of the economy. As per census 2011, 148.9 million female workers are engaged in agriculture, industry and services sector and undertaking the problem of climate change. Differential nature of work in three sectors transmits a gap in challenges faced by female workers. This study focused on the climate change challenges faced by the female workforce in different sectors and discussed most affected and challenging sectors for the female labour force conceded by climate change. Result shows that to be an unorganized and field work nature of agriculture female workers face more challenges compared to other sector female workers.

Key words: Climate change, female worker, agriculture sector, industry, service sector, flood, drought

* Assistant Professor in Economics, Central Institute of Higher Tibetan Studies Sarnath, Varanasi

Email Id: shikhasharmavns1989@gmail.com

Government Of India's Vision For The Prospects Of Women's Maternal Health

Dr. Namita Gupta*

Health during the maternal period, denoted by “Maternal Health”, has significant influences on the state of overall woman's health. Improving maternal health and lowering the maternal mortality ratio (MMR) is one of the nation's continuing initiatives. MMR serves as a gauge for women's reproductive health. During and after pregnancy, childbirth, or abortion, complications account for a large number of deaths among women in the reproductive age range.

In 1990, India had an extraordinarily high MMR i.e., 556. An estimated 1.38 lakh women perished annually as a result of pregnancy and childbirth-related problems. In 2015, the United Nations General Assembly set a target under the Sustainable Development Goals (SDG) to reduce global MMR to less than 70 by 2030. In India, although there has been a significant improvement in bringing down MMR from 370 in 2000 to 145 in 2017. To achieve the SDG goal in India, substantial progress is still required to address the obstetric causes of maternal mortality, as studies indicate that almost 73% of all maternal deaths between 2003 and 2009 were due to direct obstetric causes.

It was observed that inadequate utilization of maternal healthcare services is a significant contributor to high maternal morbidity and mortality. Proper access to maternal healthcare—antenatal care (ANC), delivery care, and postnatal care (PNC) is important for the health of mothers as well as of their offspring. It is reported that maternal care utilization among Indian women is not adequate. According to NFHS-5, Only 59% of women received four or more ANC visits, 89% had delivery in a health facility, and 82% had PNC check-ups within two days of delivery.

* Assistant Professor, Department of Economics, Arya Mahila PG College (BHU), Varanasi

Email: namitagpt047@gmail.com

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

The government of India has initiated several programmes for pregnant women, such as POSHAN Abhiyaan-Pradhan Mantri Matra Vandana Yojana, Surakshit Matritva Anushasan (SUMAN), Maternal and Child Health (MCH) Wings, Comprehensive Abortion Care, Anemia Mukh Bharat.

The government's determination to "Surakshit Matritva Aashwasan" for the women by establishing a responsive healthcare system that aims to achieve zero preventable maternal and newborn deaths is strengthened by India's success in lowering the MMR.

As India commemorates "Amrit Kaal," the objective is to bring the MMR down below the target of 70 and keep it there going ahead. India is concentrating on improving the quality of in-facility maternity care and increasing public knowledge of the importance of reproductive health in order to meet this goal. It seems that maternal mortality will no longer be a reason for concern in the future, according to the Government of India; with the numerous programmes and healthcare facilities being introduced and carefully executed, this goal is well on its way. With the introduction and careful implementation of numerous initiatives and healthcare facilities, the Government of India is well on its way to realising its vision of a future in which maternal mortality is no longer a reason for concern in the nation.

A Path To Progress: Women's Empowerment, Education, And Economic Development In India

Dr. Shalini Singh^{*}

"A Path to Progress: Women's Empowerment, Education, and Economic Development in India" delves into the historical evolution of women's empowerment, tracing its roots back to the civil rights movements in the USA during the 1960s. The concept gained international prominence at the UN's third World Conference on Women in Nairobi in 1985, shaping the discourse on women's rights, parental rights, wages, and political participation. This study explores the global context of

^{*} Assistant Professor, DAV PG College, Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

gender equality, examining its integration into United Nations' agendas such as the Millennium Development Goals and Sustainable Development Goals.

Focusing on India, where a significant portion of the population resides in rural areas dependent on agriculture, the study emphasizes the crucial role of women, who actively contribute to their households. However, prevalent low levels of literacy among women and income disparity hinder their empowerment. To envision India's transformation into a developed nation by 2047, the study advocates a multifaceted approach. This approach includes prioritizing female literacy, creating sustainable income sources, addressing income disparity, and ensuring the legal recognition of women's rights.

The research underscores the indispensable contribution of women to a country's development. By highlighting the importance of gender equality, education, and labour participation, this study offers new insights that can inform policies and initiatives aimed at fostering inclusive economic growth and social progress.

Keywords: Women's Empowerment, Gender Equality, Education, Labour Participation, Sustainable Development Goals, Millennium Development Goals, India, Economic Growth, Social Progress.

Women Workers In The Unorganised Sector In India

Dr. Yogita Beri*

Women working in the unorganized sector in India represent a significant and dynamic force within the country's workforce. The unorganized sector encompasses a wide range of economic activities, including agriculture, construction, domestic work, street vending, and small-scale manufacturing. In these informal and often low-skilled jobs, women play a crucial role, contributing to the economy while facing a multitude of challenges. Informal employment constituted 79 percent of total jobs in urban India; where female informal employment was 82 percent compared to 78 percent among urban male workers. Women are more likely to be engaged in the unorganised sector in both rural and urban areas. While their participation is crucial to the country's economic growth, female workers in this sector encounter a range of challenges that

* Associate Professor, Department of Economics, Vasanta College for Women, Rajghat Fort (B.H.U.), Varanasi-221001

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

underscore the need for focused attention and policy interventions. One of the prominent issues faced by women in the unorganized sector is the prevalence of low wages. Many engage in labour-intensive jobs that offer minimal compensation, reflecting the lack of regulation and formalization in these sectors. Job insecurity is a pervasive concern among female workers in the unorganized sector. The absence of formal contracts and the unpredictable nature of these jobs leave women susceptible to exploitation and arbitrary dismissal. Gender discrimination is deeply ingrained in the unorganized sector, with women facing disparities in wages, opportunities for advancement, and access to skill development. Societal expectations and traditional gender roles further compound these challenges, limiting the ability of women to break free from low-paying and often exploitative work. The objective of the paper is to identify the living condition and economic position of working women in unorganized sector. It also attempts to find out the problems faced by women in unorganised sector. The study also examines awareness on social security measures and schemes available for women in unorganised sector. Female workers in the unorganized sector in India make vital contributions to the economy, yet they face an innumerable of challenges, including low wages, job insecurity, gender discrimination, long working hours, and poor working conditions. While strides have been made in addressing these issues, a holistic and sustained approach is necessary to create an environment that empowers and protects the rights of women in the unorganized sector.

Keywords: women workers, unorganized sector in India, economic condition etc.

Representation Matters: The Impact of Women in Film on Diversity and Inclusion

Akanksha Mishra^{*}

In the ever-evolving realm of film, the presence and portrayal of women play a pivotal role in shaping narratives and influencing societal perspectives. This article explores the profound impact of women in film, examining how their representation fosters diversity and inclusion, challenging stereotypes, and contributing to a richer, more authentic cinematic landscape.

Breaking Stereotypes Through Authentic Narratives:

^{*} Creative Director (Films, Ads and Digital Content), Mumbai

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Women in film are increasingly taking centre stage not just as characters but as creators, directors, and producers. Their influence extends beyond the screen, as they craft narratives that challenge stereotypes and present authentic, multifaceted portrayals of women. By steering away from one-dimensional depictions, these filmmakers contribute to a more inclusive representation of female experiences.

Empowering Audiences:

The stories told in film hold the power to inspire and empower. Women-centric narratives serve as a source of empowerment for audiences, offering role models that defy conventional norms. Whether through tales of resilience, ambition, or self-discovery, these films contribute to a cultural shift that encourages viewers to embrace diverse perspectives and challenge societal expectations.

Behind the Camera:

The impact of women in film goes beyond the characters they portray. With an increasing number of women entering roles behind the camera, from directors to cinematographers and writers, the industry is witnessing a transformation. This shift not only enhances the authenticity of storytelling but also provides opportunities for women to shape the creative vision of films, influencing the industry's direction.

Catalyzing Conversations on Diversity and Inclusion:

Women in film are instrumental in driving conversations around diversity and inclusion. Through their work, they address not only gender disparities but also advocate for a broader spectrum of representation, encompassing various ethnicities, cultures, and backgrounds. By amplifying underrepresented voices, these filmmakers contribute to a more comprehensive and inclusive cinematic landscape.

Industry Evolution:

As more women break barriers in the film industry, there is a gradual but impactful evolution in the types of stories being told. The success of films with strong female leads challenges preconceived notions about what constitutes mainstream appeal, fostering an environment where diverse stories can thrive. This evolution not only benefits audiences but also cultivates an industry that better reflects the richness and diversity of the world we live in.

In conclusion, the impact of women in film transcends entertainment; it influences societal perceptions, empowers audiences, and catalyzes crucial conversations. The ongoing journey towards increased representation underscores the importance of diverse voices in shaping narratives that resonate with the complexity of human experiences. As women continue to contribute to the cinematic landscape, their presence becomes a driving force for a more inclusive and authentic portrayal of the world on the silver screen.

Education Of Women A Panacea For All

Dr Pratibha Singh*

Empowerment means becoming aware of one's rights with due exercise of skill development and attaining one's true potential. In this context the empowerment of women and the improvement of their status, particularly in respect of education, health and economic opportunities are highly important. Women need to be empowered to become strong and ready to take up new challenges for the building up of the family, society, and the nation. Empowerment of women leads to benefit not only to the individual woman and women folk, but also to the family and community through collective action for development.

Women Education is considered as a key factor of women empowerment. Pandit Jawaharlal Nehru once said: "If you educate a man, you educate an individual, however, if you educate a woman, you educate a whole family". Despite all development there is continued inequality and vulnerability of women in all sectors and women are oppressed in all spheres of life, they need to be empowered in all walks of life. To stand up against the socially constructed gender biases, women must swim against the system which needs more strength. strength comes from the process of empowerment and empowerment will come from the proper education.

India's literacy rate of mere 18.3% in 1951 to 74.4% in 2018. India has come a long way in establishing a well-educated nation. According to available data 2018, India's male literacy rate stood at 82.4% and female literacy rate stood at 65.8%. Though both male and female literacy has risen steadily over the years, a wide gender gap prevails even today.

* Bayalsi P.G. College Jalalpur, Jaunpur E-mail: Pratibha.economics@gmail.com

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Women empowerment can only be achieved through the provision of adequate and functional education to the women folk. The process of proper education somehow transforms women and enable them to exploit their full potential explore their abilities and make informed decision though many factors related to family, religion, socio-cultural, law and state policies. It would empower them to fight against every form of discrimination against their folk, assert themselves about their right to equal treatment with their men counterpart as bona fide citizens of this nation. Education would give economic power and exposure to science and technological education for the challenges of the present technological age and information computer technology break through unfolding worldwide.

But there are some major barriers which prevent the women education and development such as Dowry system and other social practices act, male dominant ideology, uninteresting school environment and poor basic facilities infrastructure for girls, poverty, security assurance as main causes of the neglect of the girl child and discrimination against girl child. According to data there is need for continued efforts to improve female literacy rates in India. It's essential to address the systemic issues such as outdated teaching methods, inadequate facilities, and gender-based discrimination in education.

The initiatives like "Beti Bachao, Beti Padhao" are steps in the right direction, as they aim to promote the independence and well-being of girls. Nationwide implementation of such programs can make a significant impact.

Your call for a shift from "women for development" to "women in development" emphasizes the importance of active participation and engagement of women in all aspects of society. This collective effort is crucial for achieving true equality and empowerment.

Overall, your message underscores the critical role that education plays in empowering women and advancing societal progress. It serves as a reminder of the ongoing work that is needed to ensure equal opportunities for women in India and around the world.

Gender Issues in School Education Quality Index: A Comprehensive Analysis

Anshuman Singh^{*}

A comprehensive analysis of gender issues within the framework of the School Education Quality Index (SEQI). Gender disparities in education have long been a concern globally, affecting both the quality of education and social progress. The SEQI, designed as a multidimensional tool to assess various facets of school education, offers a unique opportunity to delve into the nuances of gender-related challenges in educational settings.

This study examines the impact of gender on key components of the SEQI, focusing on access to education, infrastructure, teaching quality, and learning outcomes. By employing quantitative and qualitative research methods, the research explores disparities in enrolment rates, classroom facilities, teacher-student interactions, and academic achievements based on gender. Additionally, the study investigates the effectiveness of existing policies and initiatives aimed at addressing gender imbalances within the education system.

The findings highlight persistent gender disparities in several aspects of school education, underscoring the need for targeted interventions to promote gender equality. Furthermore, the research offers insights into successful strategies and best practices implemented in different regions, shedding light on potential solutions to bridge the gender gap in education. The implications of these findings are discussed in the context of fostering inclusive and equitable educational environments that empower all students, irrespective of their gender.

Keywords: School Education Quality Index, Gender Disparities, Education Access, Teaching Quality, Learning Outcomes, Gender Equality, Inclusive Education, Educational Policies.

^{*} Lab Assistant and Independent Researcher, DAV PG College, Banaras Hindu University, Varanasi

Email: anshuman0902@gmail.com

Status and Trends of Women's Labour Force Participation in India

Dr. Alpana Lal*

Prof Claudia Goldin's Nobel Prize in Economics brings into focus the gaps between male and female labour force participation rates across the world, especially in developing countries like India, as many of her findings and conclusions, drawn from American data, apply to other countries as well. Female labour force participation rate (FLFPR) is a driver of growth and indicates the potential for a country to grow more rapidly. The increase in FLFPR not only reflects women's growing participation in the labour force but also points towards a broader societal transformation, where women are increasingly contributing to the nation's progress and their own empowerment. In general, the labour force of a country consists of every one of the working-age population 15-64 years of age who are actively participating in the labour force, that is, people actively employed or seeking employment. People who are not counted include; students, retired people, stay-at-home parents, people in prisons or similar institutions, people employed in jobs or professions with unreported income, as well as discouraged workers (Persons who are currently unemployed and have not taken active steps to find work in the last 30 days).

Status and Trends of Women's Labour Force Participation in India

As per the World Economic Forum's (WEF) Gender Gap Report 2022, India ranked 135 out of 146 countries as the progress towards gender parity has been halted and even reversed due to the COVID-19 pandemic. The report stated that the pandemic disproportionately affected women, leading to what is widely known as the 'shecession', as sectors like retail and hospitality, where women are more prevalent, were significantly impacted. Women's contributions to household chores, caregiving, and other unpaid activities (three times more unpaid household and care work than men) are often unrecognised and not adequately accounted for, leading to an underestimation of their labour force participation in the economy. With the contraction of public sector jobs, women are often engaged in low-paying and exploitative jobs in the private sector and are also more likely to be a victim of vulnerable employment such as casual work in both rural and urban

* Associate Professor, Department of Economics, University of Lucknow, Lucknow

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

areas, which further exacerbates the gender gap. Data from the International Labour Organisation (ILO) states that the employability gender gap in India is 50.9%, with only 19.2% of women in the labour force compared to 70.1% of men. Their status in self and regular employment is also low, despite an increase in the overall Labour Force Participation Rate (LFPR) in the post-reform period. According to CMIE data, as of December 2021, while the male LFPR was 67.4%, the female LFPR was as low as 9.4%. As per data from the Periodic Labour Force Survey (PLFS July 2021-June 2022), female LFPR has deteriorated to 29.4% in 2021-22, as compared to 29.8% in the preceding year while, in contrast, male LFPR improved from 80.1% in 2020-21 to 80.7% in 2021-22. While, the estimated FLFPR on usual status was 30.0%, 32.5%, and 32.8% during 2019-20, 2020-21, and 2021-22, respectively, which shows an increasing trend. However, the changes haven't been homogenous for all women in 2021-22, as the LFPR saw small dips for rural women, women from Scheduled Tribe, Scheduled Caste, and Other Backward Class communities, as well as women who were illiterate or had primary-to-middle level of education. On the other hand, the LFPR among urban women, women with graduate (or higher) level education, or who were illiterate saw a marginal improvement between 2020-21 and 2021-22.

U-shaped Female Labour Force Participation Curve

Educational attainment is an important factor in determining the employability of a worker and is likely to affect women's labour force participation decisions in India. Women with primary-level and secondary-level education have the lowest shares of economically active women and this would tend to contribute to a decline in the overall FLFPR. Indeed, the relationship between FLFPR and educational attainment in India resembles a U-shaped curve. Across both rural and urban locations and for all years, women with secondary education had the lowest participation rates as compared to primary education (engaged in manual/casual jobs) or higher education (engaged in highly skilled/white collar jobs). Part of the decline at moderate levels of education may be due to an income effect whereby women with more education marry into richer families that enable them to withdraw from the labour force. Also, there is a U-shaped curve representing the participation of women as economies develop from agrarian to industrial to service-dominated. In the agrarian phase, women work on farms along with their menfolk. With industrialisation, work in factories and on assembly lines becomes more rigid, less flexible, and hence the participation

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

of women drops. With the advancement towards a service economy, women can participate in greater numbers, thus making the curve U-shaped: high, low, and high again.

Though the government has recently taken several steps to improve women's participation in the labour force and incorporated various protective provisions into the labour laws for equal opportunity and a pleasant work environment for women workers, they continue to face many barriers to entering the labour market and accessing decent work. They face multiple challenges relating to access to employment, choice of work, working conditions, employment security, wage parity, discrimination, and balancing the competing burdens of work and family responsibilities. Considering these insights, policymakers in India should take a comprehensive approach to improve labour market outcomes for women through improving access to education and training programs, skills development, access to child care, maternity protection, and provision of safe and accessible transport.

Regional Disparities In Gender-Based Wage Differentials In India: An Inter-State Analysis

Mukesh Kumar *

Nature has created males and females as complementary to each other but the unjust system of patriarchal society is providing comparatively less payments to the female workers for the same work than the male counterparts. The employers of unorganized sectors have narrated the perception that the efficiency and productivity of female workers are comparatively lower than that of male workers. Based on these kinds of false narratives the females are being exploited for many years. The observation of the annual report for the Periodic Labour Force Survey (July 2022 – June 2023) reveals that there is a huge discrimination in the average wage/salary as per the current weekly status (CWS) of the regular employees across the different states in India. This exploitation can be seen in all four quarters of the year in all three wage categories i.e., rural, urban, and combined. There are few states only where the female counterparts are getting more payment than the male counterparts. This report of the Ministry of Statistics and Programme

* UGC-SRF, Department of Economics, Banaras Hindu University, Varanasi – 221005

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Implementation (MOSPI), Government of India shows that in the first quarter of July 2022 to September 2022 Rajasthan, Uttarakhand, and Lakshadweep were providing comparatively more payments to the female workers in rural areas while Delhi, Goa, and Uttarakhand were providing comparatively more payment to the female workers in urban areas and in combined category the Rajasthan and Uttarakhand were providing the comparatively more payment to the female worker. Similarly in the second quarter of October 2022 to December 2022, Sikkim, West Bengal, and Ladakh were winning this phenomenon in rural areas while Delhi, Goa, Nagaland, Jammu & Kashmir, and Lakshadweep were ahead in urban areas and only Delhi were in the combined category list. Again, in the third quarter of January 2023 to March 2023 Jharkhand, Kerala, Mizoram, Andaman & Nicobar Island, Ladakh, and Lakshadweep were providing better to the female workers while Goa, Uttarakhand, and Lakshadweep were doing better in the urban category and only Lakshadweep was there in the combined category list. Lastly, in the fourth quarter of April 2023 to June 2023 Bihar, Manipur, Uttar Pradesh, Jharkhand, and Lakshadweep were the favourable states for the rural female workers while Rajasthan, Uttar Pradesh, and Jharkhand were favourable states in the case of urban areas and Bihar, Manipur, Uttar Pradesh, Jharkhand, and Lakshadweep were the favourable states for the female workers in terms of wage or salary payment. On observing the educational status of females, we can understand that educational backwardness is the prime reason behind the inequitable transfer of income and resources (land and asset ownership) to females. The expansion of skills, education, and awareness among the female can eradicate the problem of gender-based exploitation in society.

Human Behavior In Economic Decision-Making In India

Apeksha Mishra *

The economic landscape of India is characterized by a diverse population with varying cultural, social, and economic backgrounds. The decision-making processes of individuals in this complex environment are influenced by a multitude of factors. This case study examines human behavior in economic decision-making in India, shedding light on the cultural, social, and psychological elements that impact financial choices. India's cultural diversity plays a significant role in shaping economic decisions. For instance, the concept of "savings" is deeply ingrained in Indian culture. This is exemplified by the practice of setting aside a portion of income for future needs, such as marriages, education, and healthcare. Additionally, gold holds immense cultural and economic importance in India. Households often invest in gold as a form of wealth preservation, which can be seen as a cultural safeguard against economic uncertainties. Religious beliefs also influence economic choices. Charitable giving, or "daan," is a common practice in Hinduism. Many Indians allocate a portion of their income to charity, which affects their overall financial planning.

Family plays a central role in shaping economic decisions in India. Joint families are still prevalent, and decisions are often made collectively. This collective decision-making approach can impact investment choices, as individuals consider the financial goals and aspirations of the entire family. Marriage is another significant social influence on economic decisions. The culture of giving and receiving dowries, which has both social and economic dimensions, is a striking example. Dowries are given by the bride's family to the groom's family, and this practice can exert financial pressure on families.

Overall we can say that human behavior in economic decision-making in India is a complex interplay of cultural, social, and psychological factors. Cultural norms, traditions, and family dynamics shape financial choices, while social pressures and status aspirations can influence spending and investment patterns. Additionally, government policies and the level of education

* Sr. Research Analyst, Eaton Corporation, Pune

and financial literacy in the country play a pivotal role in shaping economic decisions. Understanding these dynamics is critical for policymakers, businesses, and financial institutions seeking to provide services that align with the values and preferences of the Indian population. It also underscores the need for promoting financial literacy and providing individuals with the knowledge and tools necessary to make well-informed economic decisions that can lead to better financial outcomes.

Gender Discrimination And Women Empowerment In India

Ajay Bharadwaj*

INTRODUCTION

Women are given less importance in families because they are viewed as a weaker segment of society than men. In India, discrimination against women in the workplace and in families is another aspect of our patriarchal society. Gender discrimination impacts women in various domains such as public life, education, health care, nutrition, and the decline of the female population. A patriarchal society is inherently biased against women. Currently, patriarchy is the foundation of the majority of societies worldwide. It is a form that disparages women in a number of different ways. A girl child has traditionally been viewed by her parents as an unwanted burden and something that should be removed. Women are discriminated against from the moment of their birth. Gender discrimination is any denial of opportunity, equality, or both based on a person's gender. India's male-dominated society instills discrimination against women as a habit. Because of this, most women are unable to comprehend their own freedom and rights. India is ranked 141st out of 142 countries and 2062 districts worldwide that are considered gender critical in terms of women's survival and health relative to men. According to the Global Gender Gap Report (2015), the nation as a whole is ranked 114th in the world for gender gap and 127th on the gender inequality index. This phenomenon is known by gender economists as women's disempowerment. According to the report, the most concerning factors contributing to gender inequality are declining sex ratios. The drop has been startling: the sex ratio was 32.2% in 1987–1988 but only 24% in 2014. Women are subjected to discrimination from the moment of birth and throughout their lives. The horrifying

* Part-time Assistant Professor, Department of Economics, Arya Mahila PG College, Varanasi

atrocities of infanticide and female foeticide demonstrate just how cruel the world can be to women. Sex determination techniques are used to abort a girl child who is still conceived. According to the data, sex-selective abortion is still becoming more common even with the Prenatal Diagnostic Techniques (Regulation and Prevention of Misuse) Act of 1994 in place. From birth, a girl child is treated differently from boys in the same family because she is perceived as a burden by her parents or family. Sometimes she doesn't receive healthy food that is appropriate. As she gets older, she either loses her right to an education or, in certain situations, she only completed elementary school. There is a lack of concern and attention for her health and well-being. In most cases, her early marriage ends any chance of personal development and a fulfilling life. The expectations of having a boy child continue the discrimination, which doesn't stop here. This is where the discriminatory cycle against women begins. Nearly all women experience occasional eve teasing, and some are unlucky enough to experience sexual assault and rape. Since girls are inevitably married and move out of their paternal homes, education is still viewed as a poor investment. Therefore, it is found that women who do not have a good education are lacking in the demanding job skills of today. Women are assigned a subordinate status, authority, and power in comparison to men in the traditional patrilineal joint family system, which limits their roles primarily to the home. Women are thought to only play a supporting role, taking care of the home, while men are thought to be the primary providers and defenders of the family. Most women don't know that they have basic rights and abilities. They even lack comprehension of how political and socioeconomic forces impact them. They accept all types of discriminatory practices that persist in our family and society largely due to their ignorance and unawareness.

CURRENT STATUS OF WOMEN

Women should be empowered if they are to be self-sufficient, independent economically, to have high self-esteem so they can handle any challenging circumstances, and to be allowed to take part in development initiatives. The increasing participation of women in Panchayat Raj institutions over the past few years is the most encouraging development. Numerous women have been elected to serve as village council representatives. Women's status has significantly improved in India, despite ongoing discrimination against them. Usually, women are underrepresented in positions of authority and decision-making. An alert has been raised for India. According to World Bank and International Labor Organization reports, there has been a 10% decline in the proportion of

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

working-age Indian women participating in the labor force since 2005. In the same time frame, it is among the biggest drops of any nation in the world. Somewhere along the line, women are having trouble staying in the workforce. There are significant obstacles that even the most successful women in the workforce must overcome. To maximize their contributions to their respective fields, women in the Indian bureaucracy, corporate sector, military, and politics must address a number of issues that they face as soon as possible. Numerous studies are being conducted in these areas, and the results indicate that cosmetic enhancements or "tokenism" alone cannot solve the issues. Therefore, there needs to be a shift in the general perception of women's employment and participation.

CONCLUSION

Women can be empowered through increasing their access to stable employment and financial resources, easing their heavy housework responsibilities, and promoting social awareness through successful educational initiatives. Women's education is the most effective way to alter their status in society. A sizable portion of the female population is exploited, illiterate, and backward. Women will contribute their knowledge, skills, and potential to build a family, a country, and eventually the entire world if gender discrimination is eradicated. A nation cannot fully develop if women are not involved in it. The government must concentrate on achieving gender parity. A better living may be possible for them with the knowledge, information, and learning from various capacity building programs

The Need To Shift From Women Development To Women-Led Development

Dr. Siddharth Singh*

Shifting from "women development" to "women-led development" represents a significant change in perspective and approach to addressing gender equality and women's empowerment. This shift acknowledges the importance of women's active participation in the development process, not as passive beneficiaries, but as leaders and decision-makers in shaping their own futures and contributing to broader societal progress. Women-led development recognizes the agency and empowerment of women. It values their ability to make choices, set priorities, and drive development initiatives that align with their needs, aspirations, and concerns. It moves beyond the paternalistic approach of "developing" women and instead emphasizes their active role in development. Women-led development is inherently inclusive, acknowledging the diverse experiences, perspectives, and identities of women. It takes into account the intersectionality of gender with factors such as race, class, sexuality, and abilities. By letting women lead, it ensures that development efforts are relevant and responsive to the full spectrum of women's experiences. Women-led development promotes context-specific solutions that take into account local realities and challenges. When women are in leadership roles, they are better positioned to identify and implement strategies that address the unique needs of their communities, resulting in more sustainable and effective outcomes driving economic growth and innovation. Women in leadership positions can influence policies, laws, and regulations to better support gender equality and women's rights. Their perspectives can lead to policy changes that enhance access to education, healthcare, economic opportunities, and social services for women and girls. The shift to women-led development also aligns with global development goals, such as the United Nations Sustainable Development Goals (SDGs), which call for gender equality, women's empowerment, and inclusive development. Shifting from "women development" to "women-led development" is about recognizing women as active agents of change, promoting their leadership, and enabling them to shape and drive the development process. This shift can lead to more inclusive, sustainable, and equitable development that benefits not only women but society as a whole. It is an important step toward achieving true gender equality and social progress.

* Assistant Professor, Department of Economics, DAV P.G. College, Banaras Hindu University
email: siddharthvns19@gmail.com

Gender Equality A Way Of Social Transformation

Dr. Vijay Shanker Srivastava*

Social development is about freedom of thought and speech, freedom to participate in decision-making, and freedom to work without social bondage. It also demands equality of opportunity, that is, equal access to economic, social, political, and cultural opportunities for all citizens. Such a view differs from the conventional economic model of equating progress and development with per capita income or growth in the Gross Domestic Product (GDP). While income and economic growth are necessary conditions, for improving the quality of people's lives, they are not always sufficient.

India has become one of the fastest growing major economy in the world with growing expectations to continue upward over the next decade. Half of India's population, women represent a significant portion of the nation's untapped economic potential. Empowering women in India through providing equal opportunities would allow them to contribute to the economy thereby ensuring inclusive growth of the economy which is the need of the hour in view of the predicted 'global recession' by many international economists and organisations mainly after the Ukraine and Russia war.

Women empowerment is a multidimensional process, which enables women to recognize their identity and powers in all spheres of life. This power has to be and needs to be exercised, sustained, and preserved. In other words, Empowerment is a process of awareness and capacity building leading to greater participation, greater decision-making power and control, and transformative action. It gets reflected both in external qualities (viz. health, mobility, education and awareness, status in the family, participation in the decision making, and also at the level of maturity), and internal qualities (viz. self-awareness, and self-confidence), (Mathew 2003).

Gender equality has been increasingly recognized as being essential to the process of sustainable development and to the formulation of effective national development policies and programmes. The government is continuously promoting gender equality with a focus on alleviating the gender gap in all sectors and at all levels of governance. Various initiatives are being taken from time

* Assistant Professor, Department of Economics, A E. Kalsekar Degree College, Mumbra, Mumbai

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

to improve the status of women in the country and reduce the disparities. Gender equality is one of the cross cutting principles of the 2030 Agenda for Sustainable Development. Along with SDG 5, especially aimed at achieving gender equality and empowering all women and girls, and establishing equality between men and women.

The National Education Policy (NEP), 2020 prioritizes gender equity and envisions ensuring equitable access to quality education for all students with a special emphasis on socially and economically disadvantaged groups. The Samagra Shiksha introduced from 2018-19, aligned with the recommendations of NEP, 2020 to provide equitable quality education and inclusive classroom environment that should take care of their diverse backgrounds, multilingual needs, different academic abilities and make them active participants in the learning process.

As per the Global Gender Gap Index, India ranked 114th out of 142 nations in 2015, which continues to decline from 108th position in 2019 to 112th position among 153 countries in 2020 and further to 140th position among 156 nations in 2021 and slightly improved rank 135th out of 146 countries in 2022. India's gender budget 2022-23 also aims to address challenges faced by women and create opportunities for inclusive development, a top priority of India's Amrit Kaal. Female labour force participation was 30.0% compared to 76.8% male labour force participation in 2019-20, 32.5% compared to 77% male 2020-21, 32.8% compared to 77.2% in 2021-22, and 37% compared to 78.5% male labour participation in 2022-23 respectively which shows an increasing trend.

Various women specific schemes are running to empower women as Beti Bachao Beti Padhao, Archive (women helpline scheme), Ujjawala, Swadhar Greh, Mission Vatsalya, Nirbhaya fund, National Commission for Women, Saksham Anganwadi and Poshan and Samagra Shiksha, etc.

Women's rights and issues have become the subject of serious concern for both academicians and policy makers and have received tremendous attention in the planning, discussions, and forums at national and global platforms in both developed and developing countries. Women in developing countries usually take part in the production process in agricultural and informal sectors.

In the last few decades, the concept of women's empowerment has undergone a sea change from a welfare-oriented approach to an equity approach. Empowerment particularly includes control over resources and ideology. According to Sen and Batliwala (2000), it leads to a growing intrinsic

capability greater confidence, and an inner transformation of one's consciousness that enables one to overcome external barriers. This view mainly emphasizes two important aspects. Firstly, it is a power to achieve desired goals but not a power over others. Secondly, the idea of empowerment is more applicable to those who are powerless may be male or female, or groups of individuals, class or caste.

Empowering Women In The Indian Labor Force: Challenges And Progress

Swadha Mishra*

The status of women's participation in the labor force in India has seen significant shifts over the years. While women have made remarkable strides in various sectors, they still face numerous challenges in accessing opportunities and achieving gender parity. This workshop write-up explores the current landscape of women's participation in the Indian labor force, highlighting both progress and persistent issues. Historically, India's labor force was predominantly male-centric, with limited opportunities for women. Traditional roles confined them to household responsibilities. However, post-independence, efforts were made to address these disparities. Initiatives like the Equal Remuneration Act of 1976 aimed to ensure pay equity, and labor laws were amended to accommodate women's needs. These changes laid the foundation for increased participation.

In recent decades, India has witnessed a surge in women's participation in the labor force. More women are pursuing higher education and entering diverse sectors, including information technology, finance, healthcare, and manufacturing. This shift can be attributed to changing social norms, urbanization, and increased awareness about women's rights. Women are making their mark in entrepreneurship as well, with many successful women-led startups.

The Indian government has played a pivotal role in promoting women's participation in the labor force. The "Beti Bachao, Beti Padhao" campaign focuses on female education, while the "Stand Up India" scheme provides financial support to women entrepreneurs. Additionally, the "Maternity Benefit (Amendment) Act" of 2017 extended maternity leave, fostering a more supportive environment for working mothers.

* Community Manager- The Economic Times, Greater Noida



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Despite progress, substantial challenges remain. Gender disparities are evident in several areas. Women still earn significantly less than their male counterparts for similar work. Deep-rooted gender bias and unequal job opportunities contribute to this wage gap. Women's representation in leadership roles remains inadequate. The glass ceiling effect prevents many from reaching top positions in both public and private sectors. Women often bear the disproportionate burden of unpaid domestic work, which hampers their career growth and economic independence. Safety concerns, including workplace harassment, deter some women from pursuing employment opportunities.

Rural-Urban Disparities: While urban areas have witnessed greater strides, rural women face distinct challenges such as limited access to education and healthcare.

Strategies for Empowerment

The status of women's participation in the Indian labor force has seen remarkable progress, but there is still a long road ahead to achieve full gender equity. Government initiatives, changing social norms, and increased awareness have contributed to greater female workforce participation. However, persistent issues such as the gender pay gap, limited leadership opportunities, and domestic burdens continue to hinder women's progress.

Empowering women in the workforce requires concerted efforts from all stakeholders, including government, businesses, and civil society. Creating an environment that fosters gender equality, provides support for working mothers, and ensures women's safety will be crucial in shaping a more inclusive and equitable future for women in the Indian labor force.

Status Of Women's Participation In Labour Force In India

Dr. Karuna Sagar Dubey*

At the time of my most recent knowledge update in January 2022, women's labour market participation in India was beset by a number of obstacles and particular patterns. It's crucial to remember that things might have changed since then, so for the most recent details, check the most recent reports and data. India has one of the lowest percentages of female labour force participation worldwide. A large number of Indian women, especially those living in rural areas, still labour informally and for no pay, a fact that is sometimes overlooked in government figures. In India, a significant percentage of women labour in the unorganised sector, which frequently pays less and offers no job security or benefits. Women's economic vulnerability is exacerbated by this. The ability of women to engage in the formal labour market can be strongly impacted by their access to high-quality education and skill-development programmes. Women in many regions of India encounter obstacles to education and skill development, which reduces their employment opportunities. In India, women are often paid less than males for doing the same or comparable work, which raises concerns about the gender wage gap. Factors like discrimination and occupational segregation might be blamed for this. In India, women are disproportionately employed in domestic service, healthcare, and education, which may provide less prospects for professional growth and greater compensation. In terms of domestic and childcare duties, women are sometimes heavily burdened by traditional gender roles and cultural expectations. This may make it more difficult for them to get full-time job or to engage in the labour force. Women's work and professional growth might be impeded by social conventions and attitudes. The government and grassroots organisations have worked to increase women's involvement in the labour sector. The goal of initiatives like skill development programmes and the MGNREGA is to provide women additional chances, particularly in rural regions. But overcoming these obstacles and getting more women into the workforce is a difficult and continuous effort. I suggest reviewing the most recent reports from governmental bodies and international organisations such as the World Bank and the International Labour Organisation (ILO) for the most up-to-date information and developments.

* Assistant Professor Department of Economics AMPG, BHU, VARANASI

Women And Environment: Key Challenges

Dr. Pratibha Rai *

The role of women in ecology in India is a complex and multifaceted one. On the one hand, women are disproportionately affected by the negative consequences of environmental degradation, such as climate change and pollution. On the other hand, women are also playing an increasingly important role in environmental protection and conservation efforts. One of the key challenges facing women in ecology in India is the lack of access to education and training. Women are underrepresented in the fields of science and technology, and this lack of representation is reflected in the field of ecology. As a result, women often face barriers to entry into the field and may not have the same opportunities for advancement as their male counterparts. Another challenge facing women in ecology in India is the prevalence of gender stereotypes. Women are often seen as being less capable than men of handling technical tasks or taking on leadership roles. This can make it difficult for women to gain credibility and respect in the field. Despite these challenges, women are making significant contributions to ecology in India. Women are involved in a wide range of activities, including research, conservation, and education. For example, women are working to protect India's forests, conserve its wildlife, and raise awareness about environmental issues.

Some of the specific environmental challenges faced by Indian women include:

- **Climate change:** Climate change is already having a significant impact on India, and this impact is expected to worsen in the coming years. Women are particularly vulnerable to the effects of climate change, such as drought, floods, and heat waves.
- **Pollution:** Pollution is a major problem in India, and it has a significant impact on women's health and well-being. For example, women are more likely to breathe polluted air indoors, which can lead to respiratory problems and other health problems.

* Associate Professor, Maharaja Agrasen College, University of Delhi, Delhi, India

- **Water scarcity:** Water scarcity is a growing problem in India, and it is expected to worsen in the coming years. Women are often responsible for collecting water for their households, and they are therefore disproportionately affected by water scarcity.
- **Deforestation:** Deforestation is a major problem in India, and it has a number of negative impacts on women. For example, deforestation can lead to soil erosion, which can make it more difficult for women to grow food.
- **Loss of biodiversity:** India is home to a rich biodiversity, but this biodiversity is under threat from a number of factors, including habitat loss and climate change. The loss of biodiversity can have a significant impact on women, who rely on natural resources for their livelihoods.

There are a number of things that can be done to address the environmental challenges faced by Indian women. These include:

- **Empowering women:** Women need to be empowered to make decisions about their lives and to have access to resources and opportunities. This will help them to be more resilient to the negative impacts of environmental degradation.
- **Raising awareness:** Women need to be aware of the environmental challenges they face and how to protect themselves from the negative impacts of environmental degradation. This can be done through education and outreach programs.
- **Protecting the environment:** The Indian government needs to take action to protect the environment and to address the root causes of environmental degradation. This includes investing in renewable energy, reducing pollution, and protecting forests.

By empowering women, raising awareness, and protecting the environment, we can help to reduce the vulnerability of Indian women to environmental challenges.

Microfinance: A Tool For Women Empowerment

*Dr. Amisha Gupta**

Ms. Nupur Seth†

The term "empowerment" is often used by advocates who deal with survivors to characterise a specific method of giving survivors the information and abilities to improve their own lives. In fact, the process by which women acquire authority over their own lives is referred to as empowerment. (Kasturirangan [2008](#)). A person's financial capabilities are only one area in their life that empowerment may affect. Therefore, economic empowerment focuses on giving a person the information, abilities, and self-assurance to take care of her own financial security. Financial literacy improves economic empowerment, which offers a holistic topic that includes economic self-efficacy and economic self-sufficiency. (Postmus [2010](#)).

One of the most important ways to address the financial exclusion of people without access to conventional financial services is through microfinance, which is described as the provision of financial services to low-income persons, with a focus on women and marginalised groups. Women's access to basic resources including food, healthcare, shelter, education, and financial services is closely related to their level of empowerment. This empowerment has wider ramifications for society values in addition to immediately assisting in the alleviation of poverty. Women's social and economic structures are influenced by a number of elements, including their knowledge levels and financial resources. Obstacles that impede women's empowerment include restricted access to land, housing, collective bargaining power, infrastructure, water, transportation, electricity, early marriage, restricted reproductive rights, education, job security, and low community participation. Particularly made for those with low incomes, microfinance programmes show promise as a means of advancing financial inclusion and tackling the problems associated with poverty that women confront. These initiatives are essential to the advancement of women's social, psychological, and economic empowerment because they provide a strong foundation for their general growth. Members of Microfinance Institutions (MFIs) enjoy a number of benefits, including more control over their savings and business income, improved family decision-making roles, increased independence from parental constraints, increased involvement in social and political activities, and increased involvement in outside activities. Microfinance, which is seen as a crucial pillar of economic development, drives social and economic change, especially in terms of empowering rural women. It is a powerful instrument in this sense, acting as a catalyst for beneficial social changes and women's economic empowerment. The finance obtained via microfinance helps borrower become more asset-rich, augmenting their income generating asset which shows that microfinance has been proven as an effective tool for the economic, social and political empowerment of women and aids in increasing their participation in labour force where there is a lack of formal finance. Due to provision of easy and accessible loans with less risks and easy payment methods without any collateral microfinance increases the female labour participation in labour force.

* Assistant Professor, Department of Economics, BHU, Varanasi. Email-amisha.gupta30@gmail.com

† Research Scholar, Department of Economics, BHU, Varanasi Email-nupurseth1997@gmail.com

Women Empowerment Through Organic Farming

Dr. Ahuti Singh*

The woman needs to be awakened in order to awaken the others. Pandit Jawaharlal Nehru once remarked, "Once she is on change, the family change, the village change, the nation change." In the areas of organic farming, food security, horticulture, dairy, nutrition, sericulture, fisheries, and other related fields, women farmers play a crucial role. According to the study, in order to close the current gaps and address new problems that could affect sustainable development and the livelihood of low-income smallholders—especially women farmers engaged in organic farming—government support and agricultural research programs are required. The study concludes by highlighting the ways in which women can be empowered by participating in sustainable organic farming and also represents a significant advancement in the critical area of understanding the relationships between indigenous women's knowledge and organic agriculture. This study highlights the problems, obstacles, and opportunities that face female farmers in organic farming that is sustainable and also focus on the research is on the agricultural pursuits of female farmers in various organic farming domains and the ways in which raising awareness about organic farming can empower women farmers.

Keywords: Organic farming, Women empowerment, Government support, Sustainable environment, Work Participation rate, Compound Growth Rate.

A Homemaker: The Hidden Backbone of Our Economy

Dr. Shruti Agrawal†

A homemaker (a contemporary word for a house wife) is the one who looks after the well being and smooth functioning of the household. She ensures comfort and care to the elders, acts as a trainer of her child from infancy to adulthood, an obedient and dutiful wife, a mother, a daughter-in-law, a manager, etc. This entire role requires a lot of patience and responsibility. But the work

* Assistant Professor, DAV PG College, Varanasi

† Assistant Professor, Department of Commerce, DAV P.G College, Varanasi

Email Id: ss.agrawal2011@gmail.com

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

she performs is considered as a non-economic activity as these work are not a part of market system. All the work performed by a homemaker cannot be compensated in terms of money. From the point of view of economics, it is the demand and supply of goods which determine the market price. In the same parlance, the work done by a homemaker is the supply of labour and the expectations of family members to do their work can be termed as demand of labour. Thus, it can be said that a women being in the role of a homemaker contributes to the society by providing a well knit family and indirectly in the development of society. The present study is an attempt to analyse the engagement of homemaker in different types of household works and time spent in doing such work.

Key words: Homemaker, Non-economic, Household work, Labour

Participation of Educated Women in Urban Labour Market: A study of Varanasi

*Ms. Pragati Vishwakarma**

Dr. Amisha Gupta[†]

Introduction

India's workforce is significantly composed of women. According to the 2011 census, there are 149.8 million working women in India overall, of whom 121.8 million work in rural areas and 28.0 million in urban areas. Results from the Periodic Labour Force Survey (PLFS) between 2020 and 21 show that the Worker Population Ratio (WPR) (in percent) for women in the 15+ age group according to usual status (principal status + subsidiary status) was 31.4% across all of India, and it was 35.8% in rural areas compared to 21.2% in urban areas. The Periodic Labour Force Survey (PLFS) was conducted by the National Statistics Office, Ministry of Statistics and Programme Implementation during 2020–21.

* Research Scholar, Department of Economics, BHU, Varanasi

Email-vishwakarmapragati@gmail.com

[†] Assistant Professor, Department of Economics, BHU, Varanasi.

Email-amisha.gupta30@gmail.com

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

The overall Labour Force Participation Rate (LFPR) for the women in the age group 15 & above according to usual status (principal status + subsidiary status) basis was 32.5% at all India level, and it was 36.5% in rural areas as compared to 23.2% in urban areas. The overall unemployment rate of women in the age group 15 years and above according to usual status (principal status + subsidiary status) was 3.5% at all India level, and it was 2.1% in rural areas as compared to 8.6% in urban areas. (***MINISTRY OF LABOUR & EMPLOYMENT (ANNUAL REPORT 2022-23)***).

According to the Consumer Pyramids study conducted in India between January and April 2022, men from rural areas had the greatest labor participation rate (LPR), at 67.6%. In addition, the LPR for rural women was almost 10% greater than that of urban women, which was little less than 7%. It's possible that traditional gender roles still exist in Varanasi, where women are expected to put family obligations before of professional chances. As a result of cultural expectations, even educated women may have lower rates of labor force participation. Causes for the low participation of women in labour market.

In their working paper, Klasen and Pieters (2015) discovered that, despite rising growth, declining fertility, rising wages, and rising levels of education, the main causes of the stagnant Indian female labor force participation rate in the urban labor market between 1987 and 2011 were rising household incomes, husbands' educational attainment, women's personal preferences to work, and the sectoral structure of employment.

According to Mehrotra and Sinha's (2017) analysis, some of the factors influencing female employment trends include higher household income levels, declining child labor, a structural shift away from agricultural employment, and increased mechanization of agriculture. The main factor for reduced female labor market participation in metropolitan areas is a decline in global demand for goods produced by labor-intensive businesses.

According to Ghai et.al (2018); Lim(2017); Fletcher et al(2017);Morikawa(2015);Sharma and Saha (2015); *Abraham et al (2014)*; Kimmel and Connelly(2007);Winegarden (1986); Klasen and Pieters (2013); Mehrotra and Sinha (2017); Afridi et al.(2016); Mehrotra (2015); Sorsa et al.(2015); Bhalla and Kaur (2011); Chaudhary and Verick (2014);Kapsos et al .(2014);Verick (2014); Lahoti and Swaminathan (2013) ;Mahapatro (2013); Thomas (2013); Rangarajan et al.(2011); Mitra (2006); Khandelwal (2004); Verma and Bano(1998); Deshpande (1992); Singh

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

(1987); Bardhan (1985); Ghosh and Mukhopadhyay (1984); Sudar (1981); Joshi (1976); have observed the following demand and supply side factors which are main cause of low participation of female in labour market.

On the basis of work done its been concluded that factors like "sufficient amount of husband's salary," "pregnancy," "lack of skill/training," "low wages at the workplace," "health issues," and "do not need to work for earning money" as well as "marriage," "lack of education," and "social and cultural norms/not allowed to work outside the home place" as well as "unpaid work/house chores/unpaid care giving activity for household members/caring for children" have a significant impact on the likelihood of females entering the workforce.

The Economics Of Gender, Education And Labour Participation

Chandra Prakash Agrawal*

The congruence of gender, education, and labor participation plays a paramount role in shaping the nation's economic landscape. Education serves as a catalyst for breaking gender stereotypes and fostering equality. As more women gain access to quality education, they are better equipped to participate in the labor market, contributing to a more diversified and dynamic workforce. This shift has the potential to boost productivity and innovation, critical factors for sustained economic growth.

Esteemed Nobel Laureate in Economics, Professor Abhijit Banerjee, once remarked, "Investing in women's education is the single best investment that a country can make." Indeed, the link between gender, education, and labor participation is a cornerstone of economic prosperity and societal progress. India, in particular, stands at a pivotal juncture in its economic journey, where empowering women and harnessing their potential is crucial to achieving the nation's Amrit Kal vision of a transformative, knowledge-driven, and inclusive society.

The role of women in India's economic landscape is often overlooked, yet their contributions are undeniable. From the agricultural fields to the boardrooms of multinational corporations, women are actively shaping the nation's economic trajectory. Their resilience, innovation, and

* Research Scholar, Veer Bahadur Singh Purvanchal University , Jaunpur

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

entrepreneurial spirit are evident in countless success stories. Take the remarkable example of the Indian Space Research Organisation (ISRO), where women played a pivotal role in the historic Chandrayaan-3 mission. Their expertise in various facets of space technology was instrumental in the mission's success, showcasing the invaluable contributions that women make to India's scientific and technological advancements.

In alignment with the Amrit Kal vision, India is poised to witness an era of exponential growth, driven by innovation and entrepreneurship. Women entrepreneurs, with their unique perspectives and problem-solving abilities, are at the forefront of this transformative movement. Their startups are disrupting traditional industries, creating new employment opportunities, and contributing to India's global economic competitiveness. According to recent figures, women comprise 14 per cent of the total entrepreneurs in India, which works out to 8 million. Also, 10 per cent of all formal enterprises are owned by women.

In conclusion, the interplay between gender, education, and labor participation is a critical determinant of economic growth and societal well-being. India, with its vast reservoir of female talent and its ambitious Amrit Kal vision, is well-positioned to reap the immense benefits of empowering women and harnessing their potential. By investing in women's education, promoting their participation in the workforce, and nurturing their entrepreneurial spirit, India can unleash a wave of innovation, entrepreneurship, and economic prosperity that will transform the nation into a global economic powerhouse.

Understanding the Link between Labour Welfare Programs and Organizational Commitment: A Conceptual Framework

Shruti Srivastava*

In this changing world, business at global and national level is always looking for something new to discover and always tries to improve its efficiency and productivity. This Study examines the connection between labour welfare programs and organizational commitment. It highlights the work ability of employees and how committed they are to their actions. So, the purpose behind this research is to evaluate the link between the labour welfare programs and organizational commitment.

* Research Scholar, Veer Bahadur Singh Purvanchal University, Jaunpur

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Labour welfare programs play a crucial role in fostering organizational commitment among employees, contributing to a harmonious work environment and overall organizational success. These programs are designed to enhance the well-being and quality of life of employees, recognizing that a satisfied and content workforce is more likely to be committed to their organization. Organizations implement various welfare initiatives to address the diverse needs of their employees, ranging from health and safety measures to social and recreational activities. Organizational Commitment is a commitment that an employee has towards their roles and responsibilities for the organization. Employee Commitment is essential for the success of any organization. It is the level of loyalty and dedication that employees have towards the company. Commitment can be increased through various programs and initiatives that focus on employee welfare.

Labour welfare programs are a way for organizations to show that they care about their employees and value their contributions to the company success. These programs can include health benefits, flexible work schedules, training and development opportunities, and more. According to the results, there is a positive and substantial link between the labour welfare programs and organizational commitment. This study adds to the increasing body of knowledge in the fields of organisational behaviour and management by providing actionable advice for business owners and human resource professionals on how to foster a culture of commitment that fuel organisational success and its productivity by the labour welfare programs.

In Conclusion, Labour welfare programs are instrumental in cultivating organizational commitment by addressing the holistic needs of employees. The integration of health and safety measures, training and development opportunities, and social welfare initiatives creates a workplace where employees feel valued and supported. As a result, committed employees are more likely to contribute positively to the organization's goals, leading to increased productivity, higher retention rates, and a positive organizational culture. Organizations that prioritize labour welfare not only fulfil their ethical responsibilities but also position themselves as employers of choice, attracting and retaining top talent in a competitive market.

Keywords: Labor Welfare Programs, Organizational Commitment.

Women's Workforce Participation In India

Dr. Ankita Gupta^{*}

Manisha Singh[†]

Women on average continue to be paid about 20 percent less than men across the world. The gender pay gap is a measurable indicator of inequality between women and men. The ILO estimates that reducing the gap in participation rates between men and women by 25 percent by the year 2025 could raise global GDP by 3.9 percent. Addressing Inequality regarding Gender will lead to enhance earning opportunities of the Women and increase Female labour force participation. This, in turn will lead to increase in Economic growth and development by harnessing the untapped potential of the Female Workforce. This article attempts to underline the declining female workforce participation in India as reflected in the various rounds of NSSO and PLFS.

Female labor force participation as the proportion of economically active women within the working age population who are either actively seeking employment or employed. The labour force participation rate for females in India is one of the lowest in the world, (ILO 2017) the labour force participation rate according to the usual status continuously shows a declining trend between 1993-94 and 2018-19 among females but remained almost same in case of males. Women experience inequality and discrimination in all walks of life, including access to education, healthcare and employment opportunities.

Among all the arguments, income effect, education effect and the problem of underestimation, what is left unnoticed is the structural transformation of the economy and its resultant impact on the female labour market in the whole process. With an increase in income levels of the households, a woman no longer prefers working as an unpaid worker or a helper or as a casual worker unless the work is remunerative (as in MGNREGA). However, such opportunities are limited in rural India and as a result women are not finding jobs matching their preference (regular part-time jobs close to their households). Furthermore, with low skill levels, jobs in the non-farm sector are also limited. These factors perhaps have led to the withdrawal of women from the labour force.

^{*} Professor - Department of Economics- MGKVP, Varanasi

[†] Research Scholar –Department of Economics- MGKVP, Varanasi

Ensuring Female Workforce Participation With Reference To Employability And Higher Education

Nitesh Kumar Gupta^{*}

Dr. Urjaswita Singh[†]

Progress of country weather social or economical is largely resolute by the active contribution and participation of its labor force. Both men and women create labor force.

Recently, NSO released the PLFS Annual Report 2022-23 on the basis of Periodic Labor Force Survey conducted during July 22 -June 23. In 2017-18, Female LFPR was 23.3 % which is increased to 37.0% in 2022-23. Female Worker Population Ratio (WPR) was 22.0% which is increased to 35.9% in 2022-23. Unemployment rate for female was 5.6% in 2017-18, decreased to 2.9% in 2022-23. India is an anomaly to the U-shaped hypothesis, demonstrating a stranger decline in women's LFPR as the economy continues to grow. India's GDP has risen from \$832.22 billion in 2005 to \$3386.4 billion in 2022 (O' Neil,2023). Despite such a rapid rise in India's GDP, there is a continuous decline in FLFPR and a lack of women's re-entry into the labor force. India's FLFPR has fallen from 32% in 2005 to 25% in 2021. (World Bank, 2023)

The National Education Policy (NEP), 2020 focuses on 'Equitable and Inclusive Education' which reverberates the idea that no child should be left behind in terms of educational opportunity because of their background and socio-cultural identities. It has taken into account the concerns of the Socio-Economically Disadvantaged Groups (SEDGs) which include female and transgender individuals. National Education Policy, 2020 provides for setting up a Gender Inclusion Fund (GIF) especially for girls and transgender students to build the nation's capacity to provide equitable quality education for all girls as well as transgender students.

The female enrolment has increased to 2.01 crore from 1.88 crore in 2019-20. The percentage of female enrolment has increased from 45% in 2014-15 to around 49% in 2020-21.

^{*} Research Scholar, Department of Economics, Mahatma Gandhi Kashi Vidyapeeth, Varanasi

[†] Assistant Professor, Department of Economics, Mahatma Gandhi Kashi Vidyapeeth, Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

As per the latest available Annual PLFS Reports, the estimated Labor Force Participation Rate (LFPR) on usual status for women age 15 years and above in the country was 30.8%, 32.5% and 32.8% during 2019- 20, 2020-21, and 2021-22 respectively which shows increasing trend.

To enhance the employability of female workers, the government is providing training to them through a network of women industrial training institutes, national vocational training institutes and regional vocational institutes. Further the employment generation coupled with improving employability is the priority of the government.

Accordingly, the government of India has taken various steps for generating employment in the country. Investment in infrastructure and productivity capacity have a large multiplier impact on growth and employment. The budget of 2023-24 proposed to increase capital investment outlay steeply for the third year in a row by 33% to Rs.10 lakh crore, which would be 3.3% of GDP. This substantial increase in recent years is central to the government efforts to enhance growth potential and job creation under the Aatmanirbhar Bharat Yojna, since inception of the scheme, till 11-03-2023, benefits of Rs.8805 crores have been provided to 60.3 lakhs beneficiaries and out of which benefits of Rs.744.9 crore have been provided to 4.3 lakh beneficiaries of Uttar Pradesh

Total benefits of Rs.2562.7 crore have been provided to 15.8 lakhs women beneficiaries and out of which benefits of Rs167.3 crores have been provided to 83.9 thousand women beneficiaries of Uttar Pradesh.

Further, the Ministry of skill development and entrepreneurship (MSDP) is implementing the National Apprenticeship Promotion Scheme (NAPS) and Pradhan Mantri Kaushal Vikas Yojna (PMKPY) to enhance the employability of youth.

Employment Of Women In Rural Unorganised (Informal) Sector In India

Ranjana Tiwari*
Prof. Anup Kumar Mishra†

In the contemporary times and even before, Women have been the key players in every sphere of life, be it in the fields of economy, society, politics or many more. But History is a mute witness that since time immemorial, women have always been subjects to oppression and subjugation. In recent times, there have been burning debates about equal pay for equal work, safe work space and working conditions, and also maternity leaves. Women constitute half of the world's population and therefore form a major part of the workforce all around the globe.

In India, though most of the revenue is generated in the tertiary sector and contributes highest to the economy, most people are employed in the primary sector and live in villages. A lot of work in rural areas too goes unrecognized and unrecorded, which we term as Rural unorganized sector, and women are a major victim of it. Women work for even longer hours than men and get paid lower as compared to them. They are underpaid or even unpaid at times for their work. There are other factors also at place, like physical strength of women, marriage and motherhood which play a crucial role in determining women's capacity to work or even whether they work or not.

Recently, there has been a feminization of agriculture which is a result of men migrating to urban areas in search of better job opportunities, leaving behind all the agricultural work and managing the family to the women. So, in the light of the above-mentioned observations, this paper deals with the issues and challenges faced by working women in unorganized sector with special reference to rural areas.

Women constitute nearly a third of the workforce in India. In 2011, out of a total workforce of 481.7 million, 149.9 million or 31 per cent are women. The present study of women workers is based on analysis of Census data. It describes the variations in work participation rate of men and women by States and regions and the distribution of workers among the principal occupational categories.

* Research Scholar, Department of Economics, DAV PG College, (BHU), Varanasi

† Head & Professor, Department of Economics, DAV PG College, (BHU), Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

The macro-overview of occupational structure of female work participation shows that a larger share of women workers is still in primary sector in India. Women's employment is much more concentrated in agriculture than men's; nearly 65 per cent of employed women work in agriculture compared to 50 per cent of employed men.

A multiple linear regression model is used to identify the factors determining women's participation in different types of economic activities, i.e., female literacy rate, per capita income, sex ratio and female work participation rate. A correlation matrix is also calculated to find out the relation between female WPR and female literacy rate, per capita income, sex ratio. The results reveal that sex ratio is positively related while per capita income and female literacy rate are negatively related to female WPR. It may be because of majority of women moving into the labour force during crisis or distress and withdraw when economic conditions of the household are better. There is a requirement of replacing the traditional value system, which is based on inequality of sexes where females play a subordinate role.

For many decades, women in most parts of rural India have led a confined life. Even today, women in many villages across the country cannot step out of the house alone, and hence leading an independent life has been a far cry for them. In this scenario, 58-year-old Rajkumari Devi from Muzaffarpur district in Bihar has managed to break stereotypes, and help others like her to do so too. She has empowered women from her village as well as from nearby areas to take up farming to become independent.

Popularly known as Kisan Chachi, Rajkumari has been a role model for over 300 women farmers by helping them grow vegetables, fruits, and grains. Recognising her contribution to the society, she was recently awarded the Padma Shri, the fourth highest civilian award, by the President of India. While her achievement is remarkable, Rajkumari Devi's story also proves to be an inspiration to many women across India. She was occupied by her household duties, taking care of her three children and her in-laws. She was barred from stepping out of the home, even nearby market.

In order to earn an alternative income, Rajkumari took the matter into her hands and went on to learn farming in Dr Rajendra Prasad Central Agricultural University. After acquiring farming skills and knowledge, Rajkumari started cultivating vegetables, fruits, trees, and shrubs on her land.

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Unlike other farmers who sell their vegetables to the market directly, Rajkumari saw an opportunity here to start a business of her own. Making use of her skills, she used her farm-grown vegetables and fruits to make homemade pickles, jellies, and, jams. In a short span of time, her products became popular and she started selling them in the local market. Now, Rajkumari has 23 varieties of jams and pickles, which are also sold in metros like Mumbai and Delhi.

However, Rajkumari didn't keep her skills and knowledge to herself. She encouraged other women to take up farming. Speaking to the Business Standard, Rajkumari said, this is not only for me. I support all the women fully so that they can flourish, build their future, and be recognised in the society. As sales picked up and her business grew, Rajkumari would cycle from one village to another to meet women and spread the word, which earned her the name 'Cycle Chachi', reports Efforts For Good. Once ignored by her community, now she earned their respect for uplifting the lives of women. Under her guidance, nearly 300 women formed self-help groups (SHG) under the Swarna Jayanti Rojgar Yojana.

Later, in 2006, Rajkumari was awarded the 'Kisan Shri Award' and a cash prize of Rs 1 lakh by the Bihar government. In 2013, Narendra Modi, the then Chief Minister of Gujarat, noticed her achievement, and invited her to participate in the handicraft and cottage industries fair in Ahmedabad.

Identifying The New Insights Of Home Maker

Mayank Kumar Sharma*

Housewives play an important role in society, running the home and taking care of the family. The role of the housewife has changed a lot in recent years; Many housewives now work or run a business outside the home. Despite these changes, the role of the host is still often meaningless and worthless. One reason for this is that domestic workers are often unpaid and invisible, making their financial and social situations difficult to analyze. However, an increasing number of studies are beginning to reveal new information on this subject for mothers. This study highlights the many ways homeowners use their skills and knowledge to innovate and create positive change in their communities. Some examples of new insights into the construction industry: Architects use

* M.A 2nd Sem, Department of Economics, DAV PG College, (BHU), Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

technology to increase efficiency and production. From meal planning to online shopping, housewives use a variety of digital tools to manage their families. This gives them the opportunity to pursue other interests or contribute to society in other ways. Housewives do more work. Many housewives now start their own businesses either to increase their income or to pursue their hobbies. The aim of this is to create new job opportunities and promote diversity in the workforce. Domestic workers can contribute their time and skills to a variety of causes, from local schools to churches and community organizations. This helps build stronger communities and benefits the world around them.

Here are some examples of housewives using their skills and knowledge to innovate and create positive change: A housewife in India has developed a new solar cooker that is more efficient and effective than traditional stoves. This helps reduce indoor air pollution and improve the health of families in the community. A mother in the United States started a non-profit organization to provide free meals to children in need. His organization has provided more than 1 million meals to children in the community. A Canadian mother prepared a new education program for her autistic children. Their work is now being used in schools across the country. These are just a few examples of the many ways homeowners use their skills and knowledge to make a positive impact on the world. As the homeowner's role continues, it is important to recognize and celebrate homeowners' innovative ideas and contributions.

How to set up new messages for women at home?

There are many ways to set new information for women. One way is to talk to housewives and ask them about their experiences and opinions. Another way is to conduct research on new trends and developments regarding the role of women at home. Here are some specific points to keep in mind when setting new information for women in the home:

- New ways of using technology to manage households and care for families.
- New entrepreneurial ventures that are being started by homemakers.
- New ways in which homemakers are getting involved in their communities.
- New educational and training programs that are being developed by homemakers.
- New research on the economic and social contributions of homemakers.



We can help build relationships and partnerships by identifying and celebrating new insights into work at home.

Are Diamonds A Woman's Best Friend?

- An Overview Of Contribution Of Women In The Indian Diamond Industry

Kashish Burman*

The diamond industry in India has a storied past, deeply rooted in tradition and craftsmanship. However, the landscape of this industry is undergoing significant changes, particularly with the rise of lab-grown diamonds. This shift has sparked a wave of innovation, government support, and a renewed focus on sustainability and ethical practices. Diamonds were first discovered in India over 4,000 years ago.

Over the course of its centuries-long history, women have been instrumental in determining the course of the Indian diamond industry. The industry has seen a shift in women's participation over time, as more and more of them are entering the workforce in the recent years. The industry dynamics have been redefined, and this change has also helped women become more economically independent and empowered.

The number of women working in the Indian diamond industry in a variety of roles, such as manufacturing, cutting, polishing, and leadership roles, has increased dramatically in recent years, however the industry has historically been dominated by men, with women mostly working in supporting roles.

But as times have changed and attitudes have changed, women have been contributing significantly to the industry and taking on more important roles.

A primary motivator for this change is the increasing acknowledgement of women's distinct abilities and viewpoints in the diamond industry. In the diamond industry, women are highly valued for their meticulous attention to detail, patience, and precision in the art of cutting and now polishing diamonds. Their proficiency in managing complex tasks and their capacity to offer a novel perspective to the industry have rendered them invaluable resources.

* M.A 3rd Sem, Department of Economics, DAV PG College, (BHU), Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

In an effort to advance gender equality and give women in the Indian diamond industry more opportunities, a number of programs and organizations have been formed. The KP Sanghvi group is one such noteworthy example, having led the charge in promoting an inclusive workplace and empowering women in the sector. The organization has put in place policies and initiatives, such as leadership opportunities, mentorship programs, and training and skill development initiatives, with the goal of empowering and uplifting women.

In addition to inspiring more women to enter the field, these initiatives have improved the environment that supports their professional development. These programs have been crucial in dismantling barriers and stereotypes and opening the door for a more diverse and inclusive industry by offering equal opportunities and a supportive ecosystem.

Notwithstanding the advancements, women in the Indian diamond industry still face a number of obstacles that prevent them from fully participating in the sector and moving up the ladder.

The Indian diamond industry is going through a period of transition and adaptation in the current environment from witnessing growth in innovative designs to adjusting to the current lab generated diamonds. The industry is seeing changes in the dynamics of the market, as well as changes in consumer preferences and technological advancements. Despite these modifications, women's contributions to the industry remain crucial in determining its success and future course.

The necessity of utilizing women's talent and potential is becoming increasingly apparent as the industry adjusts to shifting consumer demands. Businesses are working hard to include more women in leadership and decision-making roles as they recognize the importance of gender diversity.

The future of the Indian diamond industry is being shaped in large part by the contributions of women, who have emerged as catalysts for progress and change in the sector. The industry is constantly working to improve gender equality and inclusivity, and everyone involved must remain committed to this goal. The Indian diamond industry can create new avenues for growth and success, stimulate innovation, and lead the way by valuing and empowering women in society. The lives of women who succeed in this field are not only changed, but the industry benefits from their contributions as well, becoming more resilient, forward-thinking, and inclusive of a wider range of talent.

Female Labour Force Participation : A Social Analysis

Pritika Himthani*

The FLFPR in 2022-23 increased by 4.2% , it is around 37% in 2023 . This significant jump in the FLFP rate is an outcome of the decisive agenda set by the government for ensuring women's empowerment through policy initiatives aimed at their long term socio - economic and political development .

Government initiatives have spanned across women's lifecycle including large scale initiatives for girls' education , skill development , entrepreneurship facilitation and safety in the workplace - policies and legislation in these areas have been driving government's "women led development " agenda.

The FLFP rate was 23.3% in 2017-18 , 24.5% in 2018-19 , 30% in 2019-20 , 32.5% in 2020-21 , 32.8% in 2021-22 , and 37% in 2022-23 , it has increased significantly year by year. But "There are still large differences between women and men in terms of what they do, how they're remunerated and so on ".

The unemployment rate of female in India is larger in urban areas compared to rural ones. It is estimated that the GDP of India would increased by 43% if women had the same work participation rate as of men, said the NIRD & Panchayati Raj.

Despite these significant positive trend , women's LFP remain considerably low in comparison to that of men that is 57.5%. It represents the underutilisation of their capacity, given that 63% of all women of working age remain outside the labour force at present .

One of the main reasons for lower FLFP rate in India are illiteracy , shortage of household responsibilities , child care , shortage of work in the home turf . There is low support in society for working women . This arises from patriarchal structures in India, which dictate that women prioritise their domestic responsibilities over professional aspirations. This disproportionate burden of household duties, accompanied by mobility and safety constraint results in women forgoing their employment.

* M.A 3rd Sem, Department of Economics, DAV PG College, (BHU), Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

A recent NITI Aayog report states that women in India spend 9.8 times more time than men on unpaid domestic chores. Unpaid care work is the key reason that women are outside from the labour force. Additionally, deep rooted social norms & lack of agency leave women with little choice in their employment decision.

The real economic, business and societal value of the participation of women in India Labour force only be achieved through the active involvement of women across the formal economic ecosystem. This will include reducing, redistributing and rewarding unpaid care work.

Work-Life Balance Challenges For Women

*Wasudeo Krishna**

*Utsav Pandey**

In the past, women were stuck with the role of homemakers, mainly responsible for childcare and household duties. However, this traditional role is no longer practical in today's society. Women's involvement in income generation has become crucial in meeting their family's needs. Women are seen more and more in the workforce, contributing to a better environment and overall well-being. Women's significant contributions to economic development are widely acknowledged. They show dedication in their work, while maintaining a balanced work-life and family life. The work -life balance of employed women has emerged as a critical issue because they now jointly shoulder the responsibility for improving the family's living standards through shared earnings." Work-life balance has been conceptualized as an individual's orientation across life roles, an inter- role phenomenon, satisfaction and good functioning at work and at home with a minimum of role conflict (Campbell- Clark, 2000)".

Achieving a work-life balance is a never ending challenge, especially for women who often bear the burden of family responsibilities. Women's contributions are divided into two categories: paid jobs, which are jobs that earn money, and unpaid work, which includes household work and taking care for the elderly or children, and is commonly done by women. Women enter the workforce for financial reasons, societal expectations, and as their education levels rise.

Balancing both work and family responsibilities is especially challenging for working mothers. This leads to work-life imbalance and negatively affects their quality of life due to conflicts between work and family. Working mothers, while striving for financial independence, also have

* M.A 3rd Sem, Department of Economics, DAV PG College, (BHU), Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

the responsibility of caring for their growing children, which creates stress and makes balancing these roles a tough task. This imbalance often leads to feelings of guilt from husbands, family members, and relatives of working mothers.

Women often wear many hats, such as working professionals, employees, caregivers, mothers, and partners. Handling all these roles at once can be tough. It means they have very little time for themselves, which can lead to stress, tiredness, and struggles in managing both work and family. There's also pressure from society to excel in both their careers and family life, making these challenges even harder.

The work-life balance challenges that women experience are complex and diverse, comprising the demands of both professional and personal life. The impact of societal expectations and traditional gender roles cannot be underestimated. Flexible work options can make things easier for women. They can help women handle their different responsibilities more comfortably. To achieve this balance successfully, it is essential to acknowledge the importance of creating supportive and flexible workplaces. This is not only beneficial for women but for organizations seeking to retain a diverse and talented workforce. Achieving work-life balance for women is not only a matter of individual well-being but also a step toward a more equitable and inclusive society.

The Economic Impetus Of Successful Women's Participation In Sports In India

Aman Jigyasu *

There has been a significant increment in the number of Indian women participating in various sports .Successful female athletes have shattered barriers and achieved pioneering milestones in cricket, badminton, wrestling, shooting, boxing, and other disciplines, both domestically as well as on the international stage, which brought recognition and inspired a new generation of athletes, especially females.

* M.A 3rd Sem, Department of Economics, DAV PG College, (BHU), Varanasi

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

It is challenging for any athlete to progress in India and achieve those extraordinary milestones in their sport, however, there are some additional obstacles that a women athlete has to go through. The societal challenges being the most prominent of them includes the issues of gender stereotypes, economic divide, stiffness in career preferences, lack of self-esteem, body image & confidence and others. Whereas, the other common challenges in the form of administrative corruption, lack of infrastructure & transportation, access to sports science, financial constraints and various more of them significantly affect their progress.

Commercialization in sports has significantly increased the popularity and glorified the women's sports in India has gained more than decent interests among the viewers. Cricket being the most loved game in India, Indian Women's cricket team have significantly increased their viewership in recent years and keeps on increasing every year. Their recent success internationally is quite commendable as they have been runner-up for two times in the ODI world cup and one time in the T-20 world cup, coming seven times as the Asian champions, a Silver medal in Commonwealth Games and a Gold medal in the Asian Games (2022). However, Women's IPL has financially been extraordinarily successful in its inaugural season, considering it being from the broadcasting rights, sponsorships, audience attendance or other sources, it generated more than a hundred million dollars even before its inaugural match.

Successful female athletes have a profound and positive impact on the sports industry, contributing to increased viewership & media coverage, sponsorships, and commercial opportunities. It has a transformative impact on the investment in sports infrastructure, creating employment opportunities and driving economic development in India. The Khelo India scheme (282 sports infra projects amounting to \$1431.25 Mn in past 5 years) by the Indian government, National Investment Pipeline (Sporting projects worth \$1.49 billions approved) & National Monetization Pipeline are the two pipelines to support the sports infrastructure by the Sports Authority of India (SAI). The state governments like Haryana (spent over \$18 million) & Odisha (investment of \$86.66 million).

Their societal impact goes beyond the realm of sports, breaking gender norms, empowering women, and fostering a more inclusive and economically active population. They also play a

pivotal role in attracting global attention, driving sports tourism, and enhancing India's international sporting image. To ensure sustained economic growth, continued support and investment in women's sports are crucial, fostering inclusivity, empowering women, and unlocking the full potential of the sports industry in India that too being inclusive towards women.

Gender Issues, Stigma Vs Reality

Nikhil Kala*

Gender Issues

In the world of Homosapiens, gender is used as a key to distinguish among human race. Matsya Puran and Holy Bible has also mentioned the beginning of humans on the planet with Manu-Satroopa and Adam-Eve as the first humans respectively. However, today we identify gender in three forms i.e. Masculine, Feminine and Non-binary.

The nature has provided these sections different roles for the existence, nurturing and evolution of humankind. Certainly, the God made humans, humans made societies and then society made the laws for themselves, but with the passage of time these laws have become more gender centric and the debate of patriarchy and matriarchy has been started.

The feminism movement that had been started in 1848 in New York against the rights of women has now lost its true essence and today we understand women's equality as women's protection.

When we talk about gender issues it is certainly mistaken as gender discrimination by most of us. But, Why? Are these issues have been eradicated or our topic of interest has shifted upside down?

Gender issues includes the whole range of problems or stigma that both male and female have to bear while living in a society.

Man is a social animal but this animal only has made so much boundaries around himself that today he is not free. 'Behave like a man you are a boy!' , 'come home early you are a girl!' these statements are what we used to listen or listening in our day to day life. But, Are these statements logical or just coming from a stereotypical perspective?

* M.A 1st Sem, Department of Economics, DAV PG College, (BHU), Varanasi

In this fast growing technical driven world with increasing amenities, needs and money what we also need is, a shift from the orthodox thinking patterns. As the saying goes "If you want to do something, then do it now else it would be too late", The very time has come that we talk many things that we haven't (or too less if yes) till now, may it be about educating young children about changes that they will observe in their bodies once hitting puberty or may it be about certain laws in our constitution more or less favoring a single gender. The time has come that we regard gender issues, as being neutral and not as being centered to one ideology.

21वीं सदी में महिलाओं का नेतृत्वयुक्त विकास आर्थिक विकास का एक अनिवार्य घटक है। जब महिलाओं को समान अवसर और संसाधन दिए जाते हैं

Sunita Agrawal*

21वीं सदी में महिलाओं का नेतृत्वयुक्त विकास आर्थिक विकास का एक अनिवार्य घटक है। जब महिलाओं को समान अवसर और संसाधन दिए जाते हैं, तो वे समाज में सभी स्तरों पर सकारात्मक योगदान करती हैं। वे अर्थव्यवस्था में नवाचार और उद्यमशीलता को बढ़ावा देती हैं, उत्पादकता बढ़ाती हैं और समावेशी विकास को बढ़ावा देती हैं। महिलाओं की शिक्षा और श्रम भागीदारी में वृद्धि से गरीबी में कमी, बाल मृत्यु दर में कमी और स्वास्थ्य में सुधार सहित कई सामाजिक लाभ भी मिलते हैं।

महिलाओं का सशक्तिकरण शिक्षा और श्रम भागीदारी में उनकी बढ़ती भागीदारी के बिना संभव नहीं है। जब महिलाओं के पास शिक्षा और कौशल का स्तर होता है, तो वे आर्थिक रूप से स्वतंत्र हो सकती हैं और अपने जीवन के बारे में निर्णय ले सकती हैं। वे श्रम बाजार में अधिक प्रतिस्पर्धी बन जाती हैं और उच्च-भुगतान वाली नौकरियों के लिए आवेदन कर सकती हैं। इसके अलावा, महिलाओं के नेतृत्व में रोजगार के अवसर बढ़ते हैं और महिलाओं के नेतृत्व वाली कंपनियां अधिक सफलतापूर्वक संचालन करती हैं।

21वीं सदी में महिलाओं के नेतृत्व वाले विकास के लिए कई चुनौतियाँ हैं, जिनमें लैंगिक भेदभाव, लैंगिक आधारित हिंसा और रूढ़िवादी सामाजिक मानदंड शामिल हैं। हालांकि, इन चुनौतियों के बावजूद, महिलाओं के नेतृत्व वाले विकास के लिए कई अवसर भी हैं। महिलाओं की बढ़ती शिक्षा और श्रम भागीदारी, महिलाओं के नेतृत्व वाली कंपनियों की सफलता और लैंगिक समानता के

* Homemaker, ravindrapuri, Varanasi.

लिए बढ़ती वैश्विक प्रतिबद्धता सभी सकारात्मक प्रवृत्तियाँ हैं जो महिलाओं के नेतृत्व वाले विकास को बढ़ावा दे रही हैं।

अंत में, यह ध्यान रखना महत्वपूर्ण है कि महिलाओं के नेतृत्व वाले विकास से सभी को लाभ होता है। जब महिलाएँ अपने समुदायों और समाजों में नेतृत्व की भूमिकाएँ निभाती हैं, तो वे हर किसी के लिए एक अधिक समावेशी, समृद्ध और टिकाऊ भविष्य बनाने में मदद करती हैं।

भारत में महिलाओं की आर्थिक सहभागिता की सीमाएँ

डॉ. विश्वनाथ कुमार*

परिचय: सभ्यता के शुरुआत से ही महिलाएँ हर क्षेत्र में हमेशा पुरुषों के साथ कंधा से कंधा मिलाकर सहभाग किया है। जंगलों में रहते हुए शिकार करना, खेतों में कृषि कार्य एवं पशुओं की देखभाल करना, वेद मंत्रों की रचना करना, युद्धों में भाग लेना, ... आदि जीवन के हर क्षेत्र में महिलाओं ने उल्लेखनीय योगदान दिया था।

मध्यकाल में इस्लाम के बढ़ते प्रभावों के कारण महिलाओं के उपर तरह तरह की पाबंदियाँ लगा दी गयी थी। उनको बुर्के में रहने को बाध्य किया गया था। परन्तु आधुनिक काल में एक बार फिर से महिलाओं को खुले आसमान में उड़ने के लिए प्रोत्साहन मिल रहा है। इसका परिणाम दिख भी रहा है। आज महिलाएँ फिर से घरों से बाहर जीवन के हर क्षेत्र में पुरुषों से कंधा मिला रही हैं। आज महिलाएँ राजनीतिक दलों और सरकारों का नेतृत्व कर रही हैं, फिल्मों में मुख्य भूमिकाएँ निभा रही हैं, शिक्षा, चिकित्सा, सेना/पुलिस आदि हर क्षेत्र में काम कर रही हैं।

महिलाओं की समस्याएँ: हालांकि वर्तमान समाज महिलाओं के प्रति उदार हुआ है परन्तु फिर भी उनके सामने बहुत सारी चुनौतियाँ/समस्याएँ मौजूद हैं। कुछ प्रमुख चुनौतियाँ/समस्याएँ निम्नलिखित हैं—

- **भेदभाव:** अभी भी घरों में और कार्यस्थल पर महिलाओं के साथ भेदभाव किया जाता है। कई जगहों पर महिलाओं को समान कार्य के लिए भी पुरुषों से कम वेतन दिया जाता है। प्रायः रात वाली पारी में महिलाओं को काम नहीं दिया जाता है।
- **अपराध:** घर और समाज में महिलाओं के प्रति अपराध की बढ़ती प्रवृत्ति का महिलाओं की कार्य भागीदारी पर सबसे ज्यादा विपरीत प्रभाव पड़ता है। महिलाओं के प्रति बढ़ती अपराध प्रवृत्ति के कारण

* प्रोफेसर, अर्थशास्त्र विभाग, श्री बलदेव पी. जी. कॉलेज, बड़ागाँव, वाराणसी।

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

कितनी छात्राओं को अपनी पढ़ाई तक बीच में ही छोड़ना पड़ता है। कितनों के साथ अपहरण, बलात्कार, ब्लैकमेलिंग, हत्या आदि जघन्य अपराध की घटनाएँ घटित होती हैं।

- **रूढ़िवादी समाज:** तमाम आधुनिकताओं के बावजूद आज भी समाज में महिलाओं के प्रति रूढ़ मान्यताएँ व्याप्त हैं। बाल विवाह, घरेलू हिंसा, आदि समस्या आज भी मौजूद है।
- **दोहरी जिम्मेदारी:** महिलाओं को अपनक कार्यस्थल के साथ साथ घर की भी दोहरी जिम्मेदारी निभानी पड़ती है।

निष्कर्ष: आज जीवन के हर क्षेत्र में महिलाओं की उपस्थिति देखी जा सकती है परन्तु इनकी भागीदारी इनकी जनसंख्या के अनुपात में काफी कम है। महिलाओं के साथ न्याय तब होगा जब आधी आबादी की हर क्षेत्र में आधी भागीदारी हो। इसके लिए दुनियाँ भर की सरकारें और समाज द्वारा महिलाओं को प्रोत्साहित किया जा रहा है। आशा है जल्द ही इसका परिणाम दिखाई देगा और महिलाएँ जीवन के हर क्षेत्र में अपनी अनुपातिक भागीदारी प्राप्त कर सकेंगी।



International Seminars & Media Coverage

Education as tool for improved health and economic empowerment of women

Anupriya Singh*
Dr. Parijat Saurabh†

Pandit Jawaharlal Nehru once said: “If you educate a man you educate an individual, however, if you educate a woman you educate a whole family. Women empowered means mother India empowered”. When women who contribute almost half of the population are empowered it will strengthen the national economy. Education is considered as a milestone for women empowerment because it enables them to respond to the challenges, to confront their traditional role and change their lives. Increasing access to education notwithstanding gender discrimination still persists in India and a lot more needs to be done in the field of women’s education in India. As education is both an input and input of human development, educational equity will ensure enabling and entrepreneurial development. Today, the female literacy levels according to the Literacy Rate 2011 census are 65.46% where the male literacy rate is over 80%. Even beyond literacy there is much that education can do for women’s rights, dignity and security. Education is the key to unlock the golden door of freedom for development. This paper discusses education as a tool on economic empowerment of women as well as the challenges and changes for improved health.

Identifying the new insights of Homemakers

Ketan Giri‡
Dr. Urjaswita Singh§

The journey of women’s empowerment -both domestically and at the workplace - traces a fascinating path. Most of it can be attributed to the education of the girl child in India. India is still home to around 160 million homemakers. Here’s what the number tell us about the average Indian home maker on an average women spend 297 minutes a day doing domestic work while, men spend only 31 minutes. 25% of men are engaged in unpaid works, compared to 80% of women. Women spends 16.9% of their day on domestic services, while men spend 1.7%. There has always been a debate about how much the work of homemaker is truly worth so this research aims to identify the new insights of homemaker.

* Research Schlor - Department of Economics - M.G.K.V.P, Varanasi

† Assistant Professor - Department of Economics - M.G.K.V.P , Varanasi

‡ Research scholar- Department of Economics MGKVP VARANASI

§ Assistant professor-department of Economics MGKVP, Varanasi

महिलाओं की श्रम बल में भागीदारी तथा इसके आर्थिक प्रभाव (Women's Labor Force Participation and It's Economic Impact)

Suyash Upadhyay*

महिलाओं की श्रम बल में भागीदारी अक्सर बढ़ी हुई आर्थिक संभावनाओं और बेहतर घरेलू निर्णय लेने की शक्ति के साथ जुड़ी होती है। इस प्रकार यह महिलाओं के सामाजिक और आर्थिक स्वतंत्रता को बढ़ावा देती है और उन्हें अपने परिवार और समाज के विकास में भी महत्वपूर्ण भूमिका प्रदान करती हैं।

इस प्रकार हम कह सकते हैं कि महिलाओं की श्रम बल में भागीदारी विकास का चालक है।

महिला एवं बाल विकास मंत्रालय द्वारा साझा किए गए आंकड़ों के अनुसार, महिलाओं की श्रमबल में भागीदारी दर वर्ष 2017-18 में 23.3%, 2018-19 में 24.5%, 2019-20 में 30%, 2020-21 में 32.5%, 2021-22 में 32.8% थी जो 2022-23 में बढ़कर 37% हो गई है।

सांख्यिकी और कार्यक्रम कार्यान्वयन मंत्रालय(MOSPI) भारत सरकार के **आवधिक श्रम बल सर्वेक्षण,(PLFS)** के जुलाई 2022- जून 2023 के डाटा के अनुसार भारत में **श्रमबल भागीदारी दर (LFPR)** संपूर्ण 42.4% है, जिसमें ग्रामीण क्षेत्रों में पुरुषों का 55.5% तथा महिलाओं का 30.5% योगदान है, जबकि शहरी क्षेत्रों में, पुरुषों का 58.3% और महिलाओं का 20.2% योगदान है।

इस तथ्य के बावजूद शहरी क्षेत्रों की महिलाएं ग्रामीण क्षेत्रों की महिलाओं से ज्यादा वेतन पाती हैं।

महिलाओं के श्रम बल में भागीदारी के कुछ प्रमुख लाभ भी हैं-

- 1.**आर्थिक स्वतंत्रता:-** महिलाएं श्रम बल में भागीदार होने से आर्थिक स्वतंत्रता प्राप्त करती हैं, जिससे वे अपने आर्थिक आवश्यकताओं को पूरा करने में स्वतंत्र होती हैं।
- 2.**आर्थिक समृद्धि:-** महिलाएं श्रम बल में भागीदार होने से राष्ट्रीय आर्थिक समृद्धि में सुधार होता है, जो कि आर्थिक विकास को बढ़ावा देता है।
- 3.**घरेलू आय में वृद्धि:-** महिलाएं श्रम बल में भागीदार होने से उनकी घरेलू आय में वृद्धि होती है, जिससे उनके परिवार का आर्थिक स्थिति में सुधार होता है।
- 4.**समाज के विकास में योगदान:-** महिलाएं श्रम बल में भागीदार होने से समाज के विकास में भी योगदान करती हैं, क्योंकि वे उन्हें अपने श्रमिक योगदान के माध्यम से समाज में अधिक समर्थन प्रदान करती हैं। इत्यादि प्रभावों के साथ, महिलाओं की श्रम बल में भागीदारी न केवल उनके व्यक्तिगत, आर्थिक स्वतंत्रता को बढ़ावा देती है बल्कि समाज और आर्थिक साक्षरता को भी बढ़ावा देती है।

* Student MA IVth Semester, Dept. of Economics, DAV PG College, Varanasi

महिलाओं की श्रम बल भागीदारी में कुछ समस्याएं भी हैं, जो उनको प्रभावित करती हैं-

- 1. मजदूरी की समस्या:-** महिला श्रमिकों की सबसे महत्वपूर्ण समस्या ये है कि उन्हें पुरुष श्रमिक की अपेक्षा समान काम करने पर भी मजदूरी कम मिलता है।
- 2. कठोर कार्य:-** आधुनिक युग में महिलाओं से ऐसे भी कार्य लिए जाते जो उनके लिए सर्वथा अयोग्य हैं। यह सत्य है कि पुरुषों की भांति महिलाएं कठोर कार्य नहीं कर सकती।
- 3. पारिवारिक उत्तरदायित्व:-** स्त्रियों का मुख्य कार्य बच्चों का पालन पोषण करना है। इस प्रकार महिलाओं को दो मोर्चों पर कार्य करना पड़ता है, एक तो घर पर और दूसरा बाहर या कारखाने में।
- 4. मातृत्व काल की समस्या:-** मातृत्व काल में महिलाएं कठोर परिश्रम करने में असमर्थ होती हैं और साथ ही उनका स्वास्थ्य भी गिर जाता है।
- 5. जिन स्थानों महिलाओं से काम लिया जाता है, वहां अधिकांशतः दुर्व्यवहार के भी अवसर रहते हैं।**
- 6. प्रतिकूल वातावरण भी महिलाओं के श्रम बल में भागीदारी को प्रभावित करता है।**
- 7. अनुपस्थिति व श्रम-परिवर्तन भी एक बहुत बड़ा कारण है जो महिलाओं के श्रम बल में भागीदारी की समस्या का कारण बनता है।**

निष्कर्ष:- इस प्रकार हम आसानी से यह कह सकते हैं कि महिलाओं की श्रम बल में भागीदारी और सभ्य काम तक पहुँच विकास की प्रक्रिया के समावेशी और टिकाऊ एवं महत्वपूर्ण और आवश्यक तत्व हैं। अंत में यही कहना चाहूंगा कि महिलाएं श्रमिक भागीदारी के माध्यम से अपनी स्थिति को मजबूत करती हैं और समाज में समानता की दिशा में कदम बढ़ाती हैं। इससे न केवल उनका अधिकार बढ़ता है, बल्कि समृद्धि और सामाजिक विकास में भी सकारात्मक परिणाम होता है। इसलिए, महिलाओं को श्रम बाजार में सक्रिय रूप से भागीदार होने के लिए समर्थन और संबोधन प्रदान करना आवश्यक है।

Addressing The Participation Of Women In The Workforce

Sugandha Verma

Gender Inequality has always been a great issue in India. Gender Inequality exists in the form of socially constructed, predefined gender roles firmly anchored in India's sociocultural fabric that has deep cultural and historical roots. Women have been marginalized in so many aspects in India due to the patriarchal society prevailing here. Women's labour force participation is also much lower (almost 25%) in India and has always been in a declining trend. Most of the women (almost 90%) are engaged in the informal sector and have no job security is there for them. In the pandemic also, the gender lens was somewhere missing from policy-making and developmental initiatives. Some recent research has shown women's labour force participation has been more affected than men in this pandemic and gender inequality have aggravated. According to the Global Gender Index 2023, India ranks 127 out of 146 by the World Economic Forum. Although the score has improved in 1.4 percentage compared to the 2022 report, yet there is need of much more improvement as it is 5th goal of Sustainable Development. Hence, it reflects our performance towards the achievement of goal 5 of the SDGs among other goals. India needs to encourage more women to come out into the workforce because until and unless the gender gap is prevailing, India will not be able to exploit its full potential young labour workforce and that will translate into a negative per capita GDP. So, if we talk about the general status of women in the workforce, India's female labour force participation rate is unfortunately the lowest in South Asia. So, despite the increase in GDP and increasing gender parity with the help of a lower fertility rate and higher educational attainment, India is still lagging. 4 out of 5 women are not working in India and there are very few countries that are lower than India when it comes to female labour force participation such as Iran, Iraq, Algeria, etc. If we talk about labour force participation of women in India, according to World Bank estimates, less than $\frac{1}{3}$ of women- defined in the report as 15 or older- are working or actively looking for a job. Female labour force participation rate declined from 34.1% in 1999-2000 to 27.2% in 2011-12, and wide gender differences also persist. According to the estimate made by the International Monetary Fund (IMF), India, the world's largest democracy, would have been 27 percent richer if women had participated in the labour market at the same rate as men.

Story: HPCL Field Survey

The Women Of Balotra: Strength And Resilience In The Face Of Gender Inequality

Anup Kumar Mishra*

In the small village of Balotra in Rajasthan, India, women face a unique set of challenges. One of the most pressing issues is the lack of access to clean water. For generations, women have been responsible for fetching water from far-off sources, often over long distances and in extreme heat. One of the most common sources of water is a small sand pond meant for camels, located several kilometers outside of the village. The journey to the pond is not easy. Women have to walk through sand dunes and over uneven terrain, often carrying their children with them and exposed to the elements. They often have to make several trips to the pond to bring back enough water for their families.

Despite these hardships, the women of Balotra are strong and resilient. They have learned to endure the challenges of fetching water, and they have found ways to make the journey easier. For example, they often travel in groups, which help to keep them safe and motivated. They also share stories and songs to pass the time. The women of Balotra are an inspiration. They are an example of the strength and resilience of the human spirit. They are also a reminder of the importance of water, and the challenges that people face in accessing it.

Gender specific problems:

- Women are responsible for fetching water from far-off sources, often over long distances and in extreme heat.
- They have to carry large clay pots on their heads, and they often have to make several trips to the pond to bring back enough water for their families.

* Professor and Head, Department of Economics, DAV PG College, BHU, Varanasi



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

- The journey to the pond is not easy. Women have to walk through sand dunes and over uneven terrain. They often have to carry their children with them, and they are exposed to the elements.

Solutions:

- Provide access to clean water within the village.
- Build roads and bridges to make the journey to the pond easier.
- Provide transportation to and from the pond for women and their children.
- Create community water collection and storage systems.
- Educate men and boys about the importance of sharing the responsibility of fetching water.

The government of Rajasthan along with Central government is taking steps to address the gender specific problems faced by women in the state. For example, the government has launched a number of programs to provide access to clean water and sanitation in rural areas. The government is also working to raise awareness of gender inequality and to promote gender equality. However, there is still much work to be done to ensure that women in Rajasthan have equal opportunities and are free from gender-based discrimination.



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023



Forthcoming Event



DAV Post Graduate College, Varanasi

(Admitted to the Privileges of Banaras Hindu University)

Accredited With NAAC A+

International Conference

on

**Employment, Livelihood and Regional Development Challenges in Digital Era
of India**

15th – 16th March, 2024

(Under the Aegis of IQAC)

**Organised by
Department of Economics**

**Sponsored By
HPCL**



Overview

In a world where technology and digitalization play pivotal roles in shaping societies and economies, India stands at a crucial juncture of its own digital transformation. As the largest populous country in the world, India's future growth and development are intricately tied to its ability to harness the potential of its youthful population and bridge the digital divide that still exists in many parts of the nation.

In recent years, India has witnessed a remarkable shift in its economic landscape, largely driven by technological advancements and digitalization. As the world increasingly becomes interconnected through digital platforms, India is at the forefront of this revolution. The country has experienced tremendous growth in its digital infrastructure, internet penetration, and technology adoption. This transformation has not only disrupted traditional industries but has also created new avenues for economic growth, job creation, and regional development.

However, this digital revolution has brought about a unique set of challenges that require careful consideration and innovative solutions. The digital divide, income inequality, cybersecurity threats, the impact on traditional livelihoods, and the need for upskilling and reskilling the workforce are just a few of the complex issues that India must navigate in this rapidly changing landscape.

The conference theme “Employment, Livelihood, and Regional Development Challenges in the Digitalized Era of India” serves as a platform to delve deep into these challenges and foster a collaborative environment where experts can exchange ideas, share best practices, and develop strategies to harness the power of digitalization for the betterment of India's economy and society. Throughout this conference, we will explore various dimensions of the digital transformation, including its impact on job creation, the informal sector, entrepreneurship, and regional development. The insights, discussions, and solutions emerging from this conference will play a crucial role in shaping the path forward for India in this era of digitalization.

This conference serves as a dynamic platform for thought leaders, academicians, policymakers, tech innovators, educators, and young researchers advocates to converge and explore strategies for sustainable employment and livelihood that empower India in the era of digitization.

Conference Sub-theme

Through insightful discussions, case studies, and interactive sessions, the conference aims to address several key areas:

Employment

- Skill development and training programs
- Lifelong learning and upskilling
- Vocational education and apprenticeships
- Gender equality and women in the workforce
- Digitalisation and Women work



Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

- MUDRA loan and women entrepreneurship
- Gig economy and informal Labour
- Automation, AI, and the impact on employment
- Government policies for employment generation
- Digital Skill Disparities and job opportunity

Livelihood

- Strategies for sustainable income generation
- Sustainable Livelihoods in the Digital Age
- Agriculture and rural livelihoods
- Rural entrepreneurship and small-scale industries
- Women entrepreneurship and livelihood
- Gender-inclusive livelihood programs
- Microfinance and Livelihood Support
- Creative and Cultural Industries and Livelihood
- Digital entrepreneurship and e-commerce

Regional Development

- Promoting tourism as an economic driver
- Cultural heritage preservation and cultural tourism
- Sustainable farming and agricultural practices
- Establishing innovation hubs and technology parks
- Digital Infrastructure in Rural Areas
- Start-ups and Regional Development
- Village start-ups and inclusive development
- Public-private partnerships for regional development
- Care economy and regional development
- PSU and Regional Development: A case study of HRRL
- Regional Development and Union Budget

Guidelines For the Paper

Text format for abstract and full paper:

- Paper size: A4 (8.27 x 11.69 Inches)
- Font type & size: Times New Roman, 12
- Spacing between lines: 1.5
- Margin on page edges: 1 Inch on all sides
- We welcome only original and unpublished work. Any proposal submitted to present identical or substantially similar work already published or under review for another conference or publication will not be considered.

- In the covering letter accompanying the manuscript, the contributor(s) should certify that the manuscript has neither been published anywhere nor is it at present being considered anywhere for publication.
- The contributors are requested to send the abstracts (not exceeding 300 words with 4-6 key words) and full paper (not exceeding 2500 words including abstract).
- The academic committee will screen the abstracts & full paper. The abstracts and the full paper approved by the committee will be selected for the final presentation in the conference. All the accepted papers will be intimated to the respective authors only through e-mail by the Conference Chair.
- The first page of the manuscript should have the broad theme, title of the paper, name of the author(s), organizations affiliation, complete postal address, phone number, fax number (if any) and e-mail address followed by abstract and full paper. Kindly do not mention author(s) name, affiliation of any other such information inside the manuscript elsewhere.
- Tables, illustrations, charts, figures etc should be serially numbered and duly acknowledged. Sources of the data need to be given below each table.
- First level subheading should be left-justified, in upper and lower case, and printed in 14-point Times New Roman, boldface. Second level subheadings should be left-justified, in upper and lower case, in 12-point Times New Roman bold face. The paragraph begins right after the sub-heading. Headings and sub-headings will not carry any numbering.
- Only those references that are actually utilized should be included in the reference list and should be alphabetically arranged. References to other publications must be in APA style and carefully checked for completeness, accuracy and consistency.
- On the basis of the recommendations provided by the peer reviewers and editorial board, selected papers will be considered for publication in the Journal of Economics and Commerce /edited book.
- Submit an electronic copy of the complete manuscript along with abstract through e-mail at **davcoseminar@gmail.com**
- The authors must register themselves for the conference by **07 March 2024**, to ensure the inclusion of the paper into the conference program. Without registration, paper will not be included in the conference program.

Publication of Full Papers

All full papers, accepted for the conference, will be published either in Journal of Economics and Commerce or edited book. Journal of Economics and Commerce is the journal of DAV Post Graduate College, Banaras Hindu University, Varanasi. It is a peer-reviewed journal having ISSN serial number 0976-9528 published twice a year.

Workshop & Seminar

The Economics of Gender, Education and Labour Participation: The New Insights

Date: 25th November, 2023

Registration Procedure and Fee

Once the paper has been selected for presentation by the academic committee, the willing participants should fill the enclosed Registration Form and submit to the Organizers latest by **March 07, 2024**, along with requisite fee. Filled-in registration form can be sent electronically or by post. In case of electronic submission of registration form, requisite fee should reach organizers by the same date. Registration fee can be sent through digital mode or cash (in person).

Category of Delegate	Participants (Indian Nationals)	Participants (Foreign Nationals)
Students	Rs. 200	USD 25
Research Scholars	Rs. 500	USD 50
Faculty	Rs. 1000	USD 75
Industry Representative	Rs. 1500	USD 100

Link/ QR Code for Registration

- <https://forms.gle/5v6bRFo6BBNzrZCc9>



Payment Details

Bank Name	Union Bank of India
Account Name	CONVENER SEMINAR ECO DAV
Branch Name	DAV COLLEGE CAMPUS, KABIR CHAURA
Account Number	649202010010072
IFSC Code	UBIN0564923

Important Dates

Last Date of Full paper Submission: 20th February, 2024

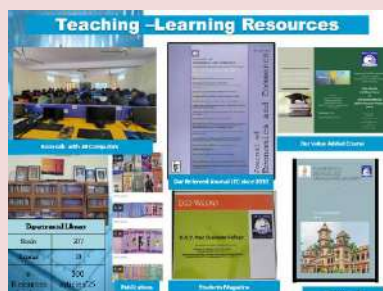
Communication of Acceptance: 27th February, 2024

Last Date for Registration: March 07, 2024

Our Achievements



Our Publication



Teaching Learning Resources



Value Added Course & Placement Drive



International Collaborative Workshop



Interaction with Finance Minister