INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Doen J-Gage. India Ilink of the same is duly available at Inflibingt of University Grants Commission (U.G.C.II.

Index Copernicus Publishers Panel, Polandwith IC Value of 5.09 & number of libraries all around the world. Circulated all over the world & Google has verified that scholars of more than 2840 Cities in 164 countries/territories are visiting our journal on regular basis. Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

http://ijrcm.org.in/

ii

CONTENTS

 No. THE LED & TARINED OF TARINED OF THEORY (S) CRITCAL ISSUES IN PROCESSING MARKETING AND INVESTMENT: IT'S CHALLENGES AND OPPORTUNITIES IN AGRICULTURAL RAW MATERIA DR. ABDULSALAM JIBRIL A STUDY ON OCCUPATIONAL STRESS AND COPING STRATEGIES AMONG ITES EXECUTIVES DR. SUMATHI ANNAMALAI & DR. R. NANDAGOPAL A STUDY ON OCCUPATIONAL STRESS AND COPING STRATEGIES AMONG ITES EXECUTIVES DR. SUMATHI ANNAMALAI & DR. R. NANDAGOPAL A RECONOMIC ANALYSIS OF THE PRODUCTION AND MARKETING OF GRAPE CULTIVATION IN THENI DISTRICT, TAMIL NADU VAIRAM & B. MUNIYANDI GENDER DISCRIMININATION AT WORKPLACE AMONG ITES EMPLOYEES T. CHRISTY CHANCHU & DR. K. T. GEETHA A STUDY OF IMPACT OF LEADERSHIP ON MOTIVATION IN A GOVERNMENT AND A PRIVATE SECTOR ENTERPRISE DR. E. LOKANADHA REDDY & DR. G HARANATH A REVIEW OF THE IMPACT OF VISUAL MERCHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAWITA SASIDHARAN KULKARNI & DR. D. LALITHAA RANI MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M. SUBHAS & KIRAN KUMAR IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. S. WIANA ANAIAH K & MADHU G. R. IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA A LARED RWECHUNGURA RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SINIVAS MADISHETTI & KAMUGISHA A LARSHMI MOHANTY GENDER DISCRIMINA BALARAN & ZEBA SHEEREEN A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE HERMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS DR. HARNP RASULESA B KHANAPURI 	8
2. A STUDY ON OCCUPATIONAL STRESS AND COPING STRATEGIES AMONG ITES EXECUTIVES DR. SUMATH ANNAMALA! & DR. R. NANDAGOPAL 3. AN ECONOMIC ANALYSIS OF THE PRODUCTION AND MARKETING OF GRAPE CULTIVATION IN THENI DISTRICT, TAMIL NADU VAIRAM & B. MUNIYANDI 4. GENDER DISCRIMINATION AT WORKPLACE AMONG ITES EMPLOYEES T. CHRISTY CHANCHU & DR. K. T. GEETHA 5. A STUDY OF IMPACT OF LEADERSHIP ON MOTIVATION IN A GOVERNMENT AND A PRIVATE SECTOR ENTERPRISE DR. E. LOKANADHA REDDY & DR. G. HARANATH 6. A REVIEW OF THE IMPACT OF VISUAL MERCHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAVITA SASIDHARAN KULKARNI & DR. D. LALITHAA RANI 7. MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR 8 8. IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NAMAIAH K & MADHU G. R. 9. THE IMPACT OF CEDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA 10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURHABH I PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R.	
 AN ECONOMIC ANALYSIS OF THE PRODUCTION AND MARKETING OF GRAPE CULTIVATION IN THENI DISTRICT, TAMIL NADU VAIRAM & B. MUNIYANDI GENDER DISCRIMINATION AT WORKPLACE AMONG ITES EMPLOYEES T. CHRISTY CHANCHU & DR. K. T. GEETHA A STUDY OF IMPACT OF LEADERSHIP ON MOTIVATION IN A GOVERNMENT AND A PRIVATE SECTOR ENTERPRISE DR. E. LOKANADHA REDDY & DR. G HARANATH A REVIEW OF THE IMPACT OF VISUAL MERCHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAVITA SASIDHARAN KULKARNI & DR. D. LALITHAA RANI MICROFINANCE: A TOOL FOR EMPOWEMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VJAYA LAKSHMI MOHANTY GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAHHRA, JIYAUR RAHMAN & ZEBA SHEEREEN ALS SALUNKHE EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	
 VAIRAM & B. MUNIYANDI GENDER DISCRIMINATION AT WORKPLACE AMONG ITES EMPLOYEES T. CHRISTY CHANCHU & DR. K. T. GEETHA A STUDY OF IMPACT OF LEADERSHIP ON MOTIVATION IN A GOVERNMENT AND A PRIVATE SECTOR ENTERPRISE DR. E. LOKANADHA REDDY & DR. G HARANATH A REVIEW OF THE IMPACT OF VISUAL MERCHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAVITA SASIDHARAN KULKARNI & DR. D. LALITHAA RANI MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	
 T. CHRISTY CHANCHU & DR. K. T. GEETHA A STUDY OF IMPACT OF LEADERSHIP ON MOTIVATION IN A GOVERNMENT AND A PRIVATE SECTOR ENTERPRISE DR. E. LOKANADHA REDDY & DR. G HARANATH A REVIEW OF THE IMPACT OF VISUAL MECHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAVITA SASIDHARAN KULKARNI & DR. D.LALITHAA RANI MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	14
 5. A STUDY OF IMPACT OF LEADERSHIP ON MOTIVATION IN A GOVERNMENT AND A PRIVATE SECTOR ENTERPRISE DR. E. LOKANADHA REDDY & DR. G HARANATH 6. A REVIEW OF THE IMPACT OF VISUAL MERCHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAVITA SASIDHARAN KULKARNI & DR. D. LALITHAA RANI 7. MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR 8. IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. 9. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA 10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	19
 6. A REVIEW OF THE IMPACT OF VISUAL MERCHANDISING ON CONSUMER PSYCHOLOGY: CONCEPTUAL FOUNDATIONS AND RESEARCH ISSUES KAVITA SASIDHARAN KULKARNI & DR. D. LALITHAA RANI 7. MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR 8. IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. 9. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA 10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	25
 7. MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN DR. M S SUBHAS & KIRAN KUMAR 8. IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. 9. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA 10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	29
 IMPACT OF SELF HELP GROUPS ON GENDER EQUITY AND SUSTAINABLE DEVELOPMENT DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	35
 DR. H. R. UMA, PUSHPA NANAIAH K & MADHU G. R. 9. THE IMPACT OF CREDIT RISK ON THE PERFORMANCE OF TANZANIAN COMMERCIAL BANKS DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA 10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	
 DR. SRINIVAS MADISHETTI & KAMUGISHA ALFRED RWECHUNGURA 10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS 	38
10. RELATIONSHIP BETWEEN PRINCIPALS' LEADERSHIP STYLE AND TEACHING STYLE OF TEACHERS DR. SURABHI PUROHIT 11. THE ROLE OF HIGHER EDUCATIONAL INSTITUTES IN FOSTERING EDUCATIONAL SOCIAL RESPONSIBILITY IN INDIA DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS	42
DR. BADAL RATH, DR. KALPANA SAHOO & VIJAYA LAKSHMI MOHANTY 12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS	48
12. GENDER DISPARITY IN ELEMENTARY EDUCATION IN INDIA: A CHALLENGE FOR INCLUSIVE GROWTH ANDALIB ZAIHRA, JIYAUR RAHMAN & ZEBA SHEEREEN 13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA R. S. SALUNKHE 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS	53
13. A STUDY OF PROBLEMS AND MEASURES OF ECONOMIES OF ONION IN MAHARASHTRA <i>R. S. SALUNKHE</i> 14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS	57
14. EMERGING MARKETS: THE STORY OF DISCOVERY AND DYNAMICS OF A NEW ASSET CLASS	62
	65
15. IMPACT OF STOCK MARKET LIBERALIZATION ON THE ECONOMIC DEVELOPMENT OF EMERGING COUNTRIES DR. S. BEULAH MABEL	74
16. MAJOR APPROACH OF EFFECTIVE LEADERSHIP	76
SUBHRANSU SEKHAR JENA 17. GLASS CEILING- GLOBAL STUDY AND ITS RELATED IMPLICATIONS MONIKA KHEMANI	86
18. A STUDY ON DAIRY PRACTICES AND OPPORTUNITIES IN DAIRY INDUSTRY IN INDIA DR. R. SUBRAMANIYA BHARATHY & M.SELVAKUMAR	90
19. IMPLICATIONS OF FDI ON RETAIL SECTOR IN INDIA: A COMPARATIVE STUDY IN EXPERIENCE OF INDIA AS A HOST ECONOMY	93
SANCHAY JOSHI & PRAVIN JADHAV 20. POSITIVE AFFECT IN RELATION TO AD LIKENESS AND PREFERENCE TO BUY AMONG THE HIGH AND LOW EMOTIONALLY INTELLIGENT YE ADULTS	DUNG 97
DR. SANTHOSH.K.R. & RISHA-RUMANA.C.C. 21. DISASTER MANAGEMENT: A CASE STUDY OF UTTARAKHAND	102
DR. M. N. ZUBAIRI & NAZIA ABBAS ABIDI	
22. A COST-BENEFIT ANALYSIS OF THE EFFICACY OF NHIS AS A TOOL FOR SOLVING HEALTH CARE INEQUALITY PROBLEM IN NIGERIA OBIWURU, TIMOTHY CHIDI, EDY-EWOH, UDUAK & OKWU, ANDY TITUS	104
23. EXAMINING THE EFFECT OF MOTIVATION STRATEGIES ON PERCEIVED EMPLOYEE BEHAVIOR: EVIDENCE FROM PUBLIC ORGANIZATIO AMHARA REGIONAL STATE	NS IN 114
DEMEKE GADISSA UMETA 24. IMPACTS OF LAND USE SYSTEM ON SOIL PROPERTIES AND FERTILITY STATUS IN THE MIZEWA WATERSHED OF LAKE TANA BASIN, N	ORTH 120
WESTERN ETHIOPIA	
25. THE VARIATION OF CUSTOMER SATISFACTION IN THE SPHERE OF MARUTI SUZUKI CAR MARKETING SAMIDH PAL	125
26. DO FINANCIAL SECTOR REFORMS PROMOTE PRIVATE SECTOR INVESTMENT? THE CASE OF GHANA	129
GRACE OFORI-ABEBRESE & KOFI KAMASA 27. PRODUCTION AND EXPORT PERFORMANCE OF FRESH AND DRY FRUITS IN JAMMU AND KASHMIR	137
GOWHAR BASHIR AHANGAR & R. GOVINDASAMY 28. CONSUMPTION TO CONSUMERISM-EFFECTS AND IMPACTS CONSUMPTION TO CONSUMERISM-EFFECTS AND IMPACTS	141
SREEJA MOLE .S 29. AN ASSESSMENT OF DECLINING CHILD SEX RATIO IN SAMBA DISTRICT (J&K)	145
HARDEV SINGH 30. THE RURAL-URBAN DIVIDE STORY: A COMPARISON BETWEEN INDIA AND CHINA DEWANGANA CHHILLAR	150
REQUEST FOR FEEDBACK	155

<u>CHIEF PATRON</u>

PROF. K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur (An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India) Chancellor, K. R. Mangalam University, Gurgaon Chancellor, Lingaya's University, Faridabad Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar



LATE SH. RAM BHAJAN AGGARWAL Former State Minister for Home & Tourism, Government of Haryana Former Vice-President, Dadri Education Society, Charkhi Dadri Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR

DR. BHAVET Faculty, Shree Ram Institute of Business & Management, Urjani

<u>ADVISORS</u>

DR. PRIYA RANJAN TRIVEDI Chancellor, The Global Open University, Nagaland PROF. M. S. SENAM RAJU Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi PROF. M. N. SHARMA Chairman, M.B.A., HaryanaCollege of Technology & Management, Kaithal PROF. S. L. MAHANDRU Principal (Retd.), MaharajaAgrasenCollege, Jagadhri

EDITOR

PROF. R. K. SHARMA Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR

DR. SAMBHAV GARG Faculty, Shree Ram Institute of Business & Management, Urjani

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia PROF. SIKANDER KUMAR

Chairman, Department of Economics, HimachalPradeshUniversity, Shimla, Himachal Pradesh

PROF. SANJIV MITTAL

UniversitySchool of Management Studies, GuruGobindSinghI. P. University, Delhi

PROF. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/

PROF. NAWAB ALI KHAN

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

PROF. S. P. TIWARI

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

DR. ANIL CHANDHOK

Professor, Faculty of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

DR. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, KurukshetraUniversity, Kurukshetra

DR. SAMBHAVNA

Faculty, I.I.T.M., Delhi

DR. MOHENDER KUMAR GUPTA

Associate Professor, P.J.L.N.GovernmentCollege, Faridabad

DR. VIVEK CHAWLA

Associate Professor, Kurukshetra University, Kurukshetra

DR. SHIVAKUMAR DEENE

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

ASSOCIATE EDITORS

PROF. ABHAY BANSAL Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida PARVEEN KHURANA Associate Professor, MukandLalNationalCollege, Yamuna Nagar SHASHI KHURANA Associate Professor, S.M.S.KhalsaLubanaGirlsCollege, Barara, Ambala SUNIL KUMAR KARWASRA Principal, AakashCollege of Education, ChanderKalan, Tohana, Fatehabad DR. VIKAS CHOUDHARY Asst. Professor, N.I.T. (University), Kurukshetra

TECHNICAL ADVISOR

AMITA Faculty, Government M. S., Mohali

FINANCIAL ADVISORS

DICKIN GOYAL Advocate & Tax Adviser, Panchkula NEENA Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL Advocate, Punjab & Haryana High Court, Chandigarh U.T. CHANDER BHUSHAN SHARMA Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

<u>SUPERINTENDENT</u>

SURENDER KUMAR POONIA

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography: Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript anytime** in <u>M.S. Word format</u> after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. <u>infoijrcm@gmail.com</u> or online by clicking the link **online submission** as given on our website (<u>FOR ONLINE SUBMISSION, CLICK HERE</u>).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. COVERING LETTER FOR SUBMISSION:

DATED: _____

THE EDITOR

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF.

(e.g. Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript entitled '______' for possible publication in your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published elsewhere in any language fully or partly, nor is it under review for publication elsewhere.

I affirm that all the author (s) have seen and agreed to the submitted version of the manuscript and their inclusion of name (s) as co-author (s).

Also, if my/our manuscript is accepted, I/We agree to comply with the formalities as given on the website of the journal & you are free to publish our contribution in any of your journals.

NAME OF CORRESPONDING AUTHOR:

Designation: Affiliation with full address, contact numbers & Pin Code: Residential address with Pin Code: Mobile Number (s): Landline Number (s): E-mail Address: Alternate E-mail Address:

Alternate E-mail Au

NOTES:

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mention the following in the SUBJECT COLUMN of the mail: New Manuscript for Review in the area of (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/ Engineering/Mathematics/other, please specify)
- c) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is required to be below **500 KB**.
- e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.
- 2. MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.
- 3. AUTHOR NAME (S) & AFFILIATIONS: The author (s) full name, designation, affiliation (s), address, mobile/landline numbers, and email/alternate email address should be in italic & 11-point Calibri Font. It must be centered underneath the title.
- 4. **ABSTRACT**: Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

- 5. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
- 6. MANUSCRIPT: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
- 7. **HEADINGS**: All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 8. SUB-HEADINGS: All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
- 9. MAIN TEXT: The main text should follow the following sequence:

INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

INDINGS

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

SCOPE FOR FURTHER RESEARCH

ACKNOWLEDGMENTS

REFERENCES

APPENDIX/ANNEXURE

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed 5000 WORDS.

- 10. FIGURES &TABLES: These should be simple, crystal clear, centered, separately numbered & self explained, and titles must be above the table/figure. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.
- 11. EQUATIONS: These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
- 12. **REFERENCES:** The list of all references should be alphabetically arranged. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in italics. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
- For titles in a language other than English, provide an English translation in parentheses.
- The location of endnotes within the text should be indicated by superscript numbers.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

 Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

IOURNAL AND OTHER ARTICLES

 Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

 Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 June.

UNPUBLISHED DISSERTATIONS AND THESES

Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

http://ijrcm.org.in/

MICROFINANCE: A TOOL FOR EMPOWERMENT OF WOMEN

DR. M S SUBHAS PROFESSOR KOUSALI INSTITUTE OF MANAGEMENT STUDIES KARNATAK UNIVERSITY DHARWAD

KIRAN KUMAR ASST. PROFESSOR DEPARTMENT OF MANAGEMENT STUDIES KARNATAK ARTS COLLEGE DHARWAD

ABSTRACT

Microfinance is considered as one of the important tool to eradicate the poverty i.e. to raise income levels and to broaden financial markets by providing financial and no-financial services to the financially excluded people. Microfinance targets the poor and the economically active poor in the society to assist them to create revenue generating asset. There is growing interest in microfinance as one of the avenues to enable low income population to access financial services. The microfinance got momentum due to failure of formal banking system in meeting out the credit needs of millions of rural and urban people through a mechanism called 'thrift' i.e., small savings of the poor people. Microfinance programs have enabled thousands of women to use small sums in creative and successful ways to develop livelihoods, improve their families well-being, and build up savings. So, microfinance has proven its ability to really empower women, create upward mobility, and contribute to long-term economic growth. The concept of women empowerment has a broader sense it includes Gender Equality and Social, Political and Economical justice by providing innumerable incentives to strengthen their status and make them to self reliant by mobilizing the resources, household decision making and revenues generation.

KEYWORDS

microfinance, poverty, women empowerment, economic growth.

INTRODUCTION

icrofinance is considered as one of the important tool to eradicate poverty by raising the income levels of poor people. The need for microfinance has arisen due to failure of formal banking system, since the bank requires collateral securities and poor people cannot access to such facilities. Most people manage to mobilize their resources to develop their livelihood over time. Financial services could enable the needy to leverage their initiative, accelerating the process of revenue generating assets and economic security.

Successful experience shows that poor people when given access to financial services at concessional rates and flexible terms and conditions to repay the loans and improve their financial status. Success of Bangladesh Grameena Bank which was started by Prof. Muhammed Yunus in 1976 attracted the attention of Indian Policy makers towards the microfinance and micro credit. In the recent period considerable emphasis has been laid down on promotion of microfinance.

Credit for empowerment of women is about organizing people particularly around credit and building capacities to manage money. The focus is on getting the poor to mobilize their own funds, building their capacities and empowering them to leverage external credit. Perception women is that learning to manage money and rotate funds builds women's capacities and confidence to intervene in local governance beyond the limited goals of ensuring access to credit. Further, it combines the goals of financial sustainability with that of creating community owned institutions. Before 1990's, credit schemes for rural women were almost negligible. The concept of women's credit was born on the insistence by women oriented studies that highlighted the discrimination and struggle of women in having the access of credit. However, there is a perceptible gap in financing genuine credit needs of the poor especially women in the rural sector.¹ The government measures have attempted to help the poor by implementing different poverty alleviation programmes such as Swarna Jayanti Shahari Rozgar

Yojana (SJSRY) schemes which includes following major components

- 1. Urban Self Employment Programme (USEP)
- 2. Urban Women Self-help Programme (UWSP)
- 3. Skill Training for Employment Promotion amongst Urban Poor (STEP-UP)
- 4. Urban Wage Employment Programme (UWEP)
- 5. Urban Community Development Network (UCND)

The above programmes have to be implemented in convergence with other programmes relating to slum development/urban poverty alleviation such as Jawharlal Nehru National Urban Renewal Mission (JNNURM), Prime Ministers's Employment Generation Programme (PMEGP), Aam Aadmi Bima Sarva Shiksha Abhiyan (SSA), Mid-day Meals Scheme (MMS), Integrated Child Development Scheme (ICDS), Janani Suraksha Yojana (JSS), National Social Assistance Programme (NSAP), Skill Development Initiative Scheme (SDIS) – Modular Employable Skills (MES), etc.²

Since most of them are target based involving lengthy procedures for loan disbursement, high transaction costs, and lack of supervision and monitoring. Since the credit requirements of the rural poor cannot be adopted on project lending approach as it is in the case of organized sector, there emerged the need for an informal credit supply through Self Help Groups (SHGs). The rural poor with the assistance from NGOs have demonstrated their potential for self help to secure economic and financial strength. Various case studies show that there is a positive correlation between credit availability and women's empowerment.

WOMEN EMPOWERMENT

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.³

Within the framework of a democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. From the Fifth Five Year Plan (1974-78) onwards has been a marked shift in the approach to women's issues from welfare to development. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission for Women was set up by an

¹ Dr. Shefali Verma Thakral, Ms. Nitima Uppal and Ms. Esha Chawla – Empowerment of Women through Micro Finance: A Boon for Development of Economy, International Journal of Research in Commerce and Management, pp 147.

² http://www.municipaladmn.gov.in

³<u>http://wcd.nic.in/empwomen.htm</u>

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/

Act of Parliament in 1990 to safeguard the rights and legal entitlements of women. The 73rd and 74th Amendments (1993) to the Constitution of India have provided for reservation of seats in the local bodies of Panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local levels.

India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993.

The Policy also takes note of the commitments of the Ninth Five Year Plan and the other Sectoral Policies relating to empowerment of Women.

The women's movement and a wide-spread network of non-Government Organisations which have strong grass-roots presence and deep insight into women's concerns have contributed in inspiring initiatives for the empowerment of women.

However, there still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans, programmes, and related mechanisms on the one hand and the situational reality of the status of women in India, on the other. This has been analyzed extensively in the Report of the Committee on the Status of Women in India, "Towards Equality", 1974 and highlighted in the National Perspective Plan for Women, 1988-2000, the Shramshakti Report, 1988 and the Platform for Action, Five Years After- An assessment"

The underlying causes of gender inequality are related to social and economic structure, which is based on informal and formal norms, and practices.

Consequently, the access of women particularly those belonging to weaker sections including Scheduled Castes/Scheduled Tribes/ Other backward Classes and minorities, majority of whom are in the rural areas and in the informal, unorganized sector – to education, health and productive resources, among others, is inadequate. Therefore, they remain largely marginalized, poor and socially excluded.

GOAL AND OBJECTIVES

The goal of this Policy is to bring about the advancement, development and empowerment of women. The Policy will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals. Specifically, the objectives of this Policy include⁴

- (i) Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential
- (ii) The *de-jure* and *de-facto* enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres political, economic, social, cultural and civil
- (iii) Equal access to participation and decision making of women in social, political and economic life of the nation
- (iv) Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.
- (v) Strengthening legal systems aimed at elimination of all forms of discrimination against women
- (vi) Changing societal attitudes and community practices by active participation and involvement of both men and women.
- (vii) Mainstreaming a gender perspective in the development process.
- (viii) Elimination of discrimination and all forms of violence against women and the girl child; and
- (ix) Building and strengthening partnerships with civil society, particularly women's organizations.

DECISION MAKING

Women's equality in power sharing and active participation in decision making, including decision making in political process at all levels will be ensured for the achievement of the goals of empowerment. All measures will be taken to guarantee women equal access to and full participation in decision making bodies at every level, including the legislative, executive, judicial, corporate, statutory bodies, as also the advisory Commissions, Committees, Boards, Trusts etc. Affirmative action such as reservations/quotas, including in higher legislative bodies, will be considered whenever necessary on a time bound basis. Women-friendly personnel policies will also be drawn up to encourage women to participate effectively in the developmental process.

ECONOMIC EMPOWERMENT OF WOMEN

POVERTY ERADICATION

Since women comprise the majority of the population below the poverty line and are very often in situations of extreme poverty, given the harsh realities of intra-household and social discrimination, macro economic policies and poverty eradication programmes will specifically address the needs and problems of such women. There will be improved implementation of programmes which are already women oriented with special targets for women. Steps will be taken for mobilization of poor women and convergence of services, by offering them a range of economic and social options, along with necessary support measures to enhance their capabilities.⁵

MICRO CREDIT

In order to enhance women's access to credit for consumption and production, the establishment of new, and strengthening of existing micro-credit mechanisms and micro-finance institution will be undertaken so that the outreach of credit is enhanced. Other supportive measures would be taken to ensure adequate flow of credit through extant financial institutions and banks, so that all women below poverty line have easy access to credit.

WOMEN AND ECONOMY

Women's perspectives will be included in designing and implementing macro-economic and social policies by institutionalizing their participation in such processes. Their contribution to socio-economic development as producers and workers will be recognized in the formal and informal sectors (including home based workers) and appropriate policies relating to employment and to her working conditions will be drawn up. Such measures could include: Reinterpretation and redefinition of conventional concepts of work wherever necessary e.g. in the Census records, to reflect women's contribution as producers

and workers. Preparation of satellite and national accounts.

Development of appropriate methodologies for undertaking above.

GLOBALIZATION

Globalization has presented new challenges for the realization of the goal of women's equality, the gender impact of which has not been systematically evaluated fully. However, from the micro-level studies that were commissioned by the Department of Women & Child Development, it is evident that there is a need for re-framing policies for access to employment and quality of employment. Benefits of the growing global economy have been unevenly distributed leading to wider economic disparities, the feminization of poverty, increased gender inequality through often deteriorating working conditions and unsafe working environment especially in the informal economy and rural areas. Strategies will be designed to enhance the capacity of women and empower them to meet the negative social and economic impacts, which may flow from the globalization process.

MICROFINANCE AND WOMEN EMPOWERMENT

Empowerment is about 'gaining the ability to generate choices. Microfinance programmes create an enabling environment for women's empowerment through its design, principles and strategies⁶ (Chen, 1992; Gasgenu, 1996; Mayoux, 1989, 1995, 1997). Small groups consisting of 15-20 members, Self-Help Groups (SHGs), Joint Liability Groups (JLGs), Self-Help Affinity Groups (SHAGs) as often they are called, is a prominent feature of group based microfinance programmes. The group based approach creates a community based structure, which builds mutual support and trust among the members. It allows for greater economic and

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/

⁴ Supra note 5

⁵ Supra note 5

 $^{^{5}}$ E M Reji – Microfinance and Women Empowerment: Evidence from Field Study, Journal of Rural Development, Vol. 30, No. (1), pp 28.

VOLUME NO. 3 (2013), ISSUE NO. 09 (SEPTEMBER)

social integration of the marginalized sections of the society, thereby directly addressing the issues of vulnerability. The group activities also enable the members to overcome many of the difficulties they face in their daily life. The group meetings are convened at regular intervals which facilitate open discussions. Such discussions help the members to share their happiness and sorrows. The members also develop thrift habit. The small saving so collected is pooled together; deposited in a bank, and is used for on-lending to members. The members of the groups are also encouraged to start employment generating activities, which would help them earning a regular income. The group based weekly meetings, which is a characteristic feature of most of the microfinance programmes, provides members the opportunities for developing greater sense of awareness on social and political issues. The opportunities for frequent interaction with the programme staff and other members of the social network, expose the members to new ideas and values as well. Such interaction increases their self confidence, which in turn makes them to be assertive of their rights than women who have not had similar exposure. Microfinance also involves training and other related activities, which provides women members with opportunities to travel outside the villages, and expand their knowledge of the world outside the household and immediate community. This increased mobility leads to attain a greater sense of self-confidence. Microfinance programmes provide the members the means to build up productive assets over time generating income of their own. Their ability to contribute to household income improves as a result of the income generation activities. Economic contribution ensures household welfare and security. Earning an independent income also helps the women to exercise her 'voice' in the household decision-making. Ability to raise one's voice is an important element to empowerment as it is a reflection of enhanced power.⁷

CONCEPT OF SELF HELP GROUP

A Self Help Group (SHG) is a registered or unregistered voluntary association of poor people of 15 to 20, from the same socio-economic background, involving primarily in saving and credit activities. A SHG is formed democratically without any political affiliations. It can be all-women group, all men-group or even a mixed group. However, over 90 per cent of these groups have only women members. This name became popular after the DWACRA (Development of Women and Children in Rural Areas) programme through which women's groups were assisted initially. The SHGs are taking small loans out of the corpus available with the group. The group corpus consists of savings (thrift), government assistance and also bank loan. Micro Finance covers all types of micro products and micro services targeted at the poor population.⁸

CONCLUSION

Microfinance through SHGs has reached the un-reached rural poor women. There is need to evolve an informal micro financing through formal financial institutions. The massive growth of microfinance has paved the way for immediate financial accessibility for the poor who are too far away from this accessibility and microfinance. Micro finance through self help groups is an alternative system of credit delivery for the poorest of te poor groups. It would help in improving the quality of life in Rural India. The government of India and State government can play vital role in encouraging SHGs. SHGs assist the women to perform traditional roles better and to take up micro entrepreneurship.

The group activities are found to be helpful in developing a greater sense of solidarity, closeness and will to shoulder responsibilities among the group members, which is a true reflection of empowerment as a result of participation in group activities.

REFERENCES

- 1. Dr. Shefali Verma Thakral, Ms. Nitima Uppal and Ms. Esha Chawla *Empowerment of Women through Micro Finance: A Boon for Development of Economy,* International Journal of Research in Commerce and Management.
- 2. E M Reji Microfinance and Women Empowerment: Evidence from Field Study, Journal of Rural Development.
- 3. Prof. G V Jagapathi Rao Micro Financing: A Boon for the Poor.

WEBSITE

- 4. http://wcd.nic.in/empwomen.htm
- 5. http://www.municipaladmn.gov.in



⁷ Supra note 8, pp 28.

³ Prof. G V Jagapathi Rao – Micro Financing: A Boon for the Poor, Anvesha, Vol. 3, No (1), pp. 2.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, Economics and Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as on the journal as a whole, on our E-mail **info@ijrcm.org.in** for further improvements in the interest of research.

If you have any queries please feel free to contact us on our E-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Fournals

AL OF RESE

NATIONAL JOURNAL





INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories <u>http://ijrcm.org.in/</u>