

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

I
J
R
C
M



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.

as well as in Open J-Gate, India (link of the same is duly available at Inlibnet of University Grants Commission (U.G.C.))

Registered & Listed at: Index Copernicus Publishers Panel, Poland

Circulated all over the world & Google has verified that scholars of more than 1500 Cities in 141 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

www.ijrcm.org.in

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	THE DEVELOPMENT OF THAI HERBAL TRADITIONAL RECIPES FOR TREATMENT IN COMMUNITIES <i>DR. PATTHIRA PHON-NGAM</i>	1
2.	DO FINANCIAL VARIABLES INFLUENCE MARKET PRICE OF BANK SHARES IN BANGLADESH: A CASE STUDY ON NATIONAL BANK LTD. AND ISLAMI BANK BANGLADESH LTD. <i>MOHAMMAD ARIFUL ISLAM & M. MUZAHIDUL ISLAM</i>	5
3.	MEASURING STUDENTS' PERCEPTION TOWARDS UNIVERSITY SELECTION: AN EMPIRICAL INVESTIGATION ON MALAYSIAN POSTGRADUATE STUDENTS <i>ABDULLAH AL MAMUN SARWAR, AHASANUL HAQUE & AHMAD ZAKI HJ ISMAIL</i>	13
4.	USAGE OF RUBRICS FOR EFFECTIVE CLASSROOM EVALUATION <i>DR. MD. ABBAS ALI & DR. T. VENKAT RAM RAJ</i>	21
5.	THE IMPACT OF WORK RELATED ATTITUDES ON TASK AND CONTEXTUAL PERFORMANCE: A COMPARATIVE STUDY IN PUBLIC AND PRIVATE BANKS IN SRI LANKA <i>U.W.M.R. SAMPATH KAPPAGODA</i>	23
6.	CALL CENTRE OUTSOURCING PRACTICES ADOPTED BY MOBILE PHONE COMPANIES IN KENYA <i>LEWIS KINYUA KATHUNI & NEBAT GALO MUGENDA</i>	27
7.	EXERCISE OF CADRE COORDINATION BY WORKMEN BY VIRTUE OF PROPER TRAINING AT OPEN CAST MINES AT NORTHERN COALFIELDS LIMITED, SINGRAULI (MADHYA PRADESH) <i>ABHINAV KUMAR SHRIVASTAVA & DR. N. C. PAHARIYA</i>	35
8.	RURAL HEALTH- AN ENGINE FOR ECONOMIC DEVELOPMENT <i>SHEETAL SHARMA & DR. PAVNESH KUMAR</i>	40
9.	ORGANIZATIONAL CITIZENSHIP BEHAVIOR OF MEMBERS OF SELF HELP GROUPS AND ITS IMPACT ON GROUP PERFORMANCE <i>C.MURALIDHARAN, R.VENKATRAM & K.MANI</i>	45
10.	A COMPARATIVE STUDY TO ANALYSE THE REQUIREMENT OF AN EFFECTIVE AND VALUE-BASED HIGHER EDUCATION SYSTEM WITH REFERENCE TO INDIA <i>DR. RAMESH KUMAR</i>	49
11.	INEQUALITY AMONG STATES OF INDIA: HUMAN DEVELOPMENT ASPECT <i>SUNEEL KUMAR</i>	54
12.	A CRITICAL ANALYSIS OF HOUSING SHORTAGE IN INDIA <i>DR. MOOL CHAND & DR. RAJ PAL SINGH</i>	61
13.	BANK'S EMPLOYEES PERCEPTION ON QUALITY OF WORK LIFE AND ITS RELATION WITH JOB SATISFACTION IN MALWA REGION OF PUNJAB <i>DR. GIRISH TANEJA & LALITA KUMARI</i>	70
14.	STUDY OF CONSUMPTION PATTERN OF COSMETIC PRODUCTS AMONG YOUNG MALES IN DELHI <i>ABDULLAH BIN JUNAID & DR. RESHMA NASREEN</i>	77
15.	SELF HELP GROUP IN SOCIO ECONOMIC TRANSFORMATION WITH SPECIAL REGERENCE TO COIMBATORE <i>DR. SARAVANAKUMAR & S. MAMTA</i>	87
16.	INDUSTRIAL EXPANSION AND GLOBAL WARMING <i>DR. MANZOOR A SHAH</i>	94
17.	GLOBAL FINANCIAL CRISIS II: IMPLICATION ON INDIA (BOON OR BANE??) <i>DR. ANUPRIYA PANDEY</i>	97
18.	FACTORS THAT ENCOURAGE IMPULSE PURCHASE & IMPACT OF VISUAL MERCHANDISING ON THE PURCHASE DECISION OF WOMEN FOR BEAUTY PRODUCTS IN GUJARAT <i>MITAL THAKOR & SANDIP G PRAJAPATI</i>	101
19.	STUDY GROUPS, GROUPING CRITERIA AND THE SYNERGY IN EDUCATIONAL SYSTEM: A QUALITATIVE RESEARCH AMONG FDP PARTICIPANTS <i>SIMON JACOB C</i>	105
20.	INCOME GENERATION AND EMPOWERMENT OF DALIT WOMEN IN LUCKNOW DISTRICT <i>DR. KAUSHIKI SINGH</i>	109
21.	TESTING THE WEAK FORM EFFICIENCY IN WORLD STOCK MARKET: A CASE STUDY IN AUSTRALIA <i>DR. REKHA GUPTA</i>	118
22.	A COMPARATIVE ANALYSIS ON HOME LOANS OF PUBLIC & PRIVATE SECTOR BANKS IN INDIA <i>PUSHPA SANGWAN & KANWAR BHAN</i>	121
23.	IMPLICATIONS OF THE SHIFT IN GLOBAL ECONOMIC POWER: AN ANALYSIS <i>DR. JAYA PALIWAL</i>	126
24.	CONSUMERS' COMPLIANCE TO ADOPT ECO-FRIENDLY PRODUCTS FOR ENVIRONMENTAL SUSTAINABILITY <i>JYOTI GOGIA & NANDINI SHARMA</i>	130
25.	AN INNOVATIVE MODEL OF SOCIALWORK EDUCATION AND PRACTICE <i>M.YALADRI, DR. R. SUDHAKAR GOUD & K.NARSAIAH</i>	136
26.	EMPLOYEE EMPOWERMENT: A NEED FOR COPORATE SURVIVAL <i>DR. V. TULASI DAS, DR. P. HANUMANTHA RAO & DR. B. VENKATA RAO</i>	139
27.	HUMAN RIGHTS: AN OVERVIEW IN INDIAN FRAMEWORK <i>ZAINAB FATIMA & MOHD YASIN WANI</i>	143
28.	TERM STRUCTURE OF INTEREST RATES AND FISHER EFFECT IN INDIA: AN EMPIRICAL ANALYSIS <i>RANJAN KUMAR MOHANTY & BRAJABANDHU NAYAK</i>	149
29.	EMPLOYEE RETENTION <i>SWATI GUPTA, DR. PUNEET JAIN & DR. BHAVNA AGARWAL</i>	159
30.	SOCIO-ECONOMIC UPLIFTMENT OF GUJJAR TRIBE IN JAMMU & KASHMIR <i>SWATI GUPTA & FARHAT BANO BEG</i>	162
	REQUEST FOR FEEDBACK	167

CHIEF PATRON**PROF. K. K. AGGARWAL**

Chancellor, Lingaya's University, Delhi
Founder Vice-Chancellor, Guru Gobind Singh Indraprastha University, Delhi
Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON**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, M. M. Institute of Management, MaharishiMarkandeshwarUniversity, Mullana, Ambala, Haryana

ADVISORS**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, M. M. Institute of Management, MaharishiMarkandeshwarUniversity, Mullana, Ambala, Haryana

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, Guru Gobind Singh I. P. University, Delhi

PROF. RAJENDER GUPTA

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

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, Kurukshetra University, Kurukshetra

DR. SAMBHAVNA

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

DR. MOHENDER KUMAR GUPTA

Associate Professor, P.J.L.N. Government College, 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, Mukand Lal National College, Yamuna Nagar

SHASHI KHURANA

Associate Professor, S.M.S. Khalsa Lubana Girls College, Barara, Ambala

SUNIL KUMAR KARWASRA

Principal, Aakash College of Education, Chander Kalan, Tohana, Fatehabad

DR. VIKAS CHOUDHARY

Asst. Professor, N.I.T. (University), Kurukshetra

TECHNICAL ADVISORS**MOHITA**

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadholi, Yamunanagar

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

SUPERINTENDENT**SURENDER KUMAR POONIA**

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the area of Computer, Business, Finance, Marketing, Human Resource Management, General Management, Banking, Insurance, Corporate Governance and emerging paradigms in allied subjects like Accounting Education; 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; Monetary Policy; Portfolio & Security Analysis; Public Policy Economics; Real Estate; Regional Economics; Tax Accounting; Advertising & Promotion Management; Business Education; Management Information Systems (MIS); Business Law, Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labor 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; Public Administration; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism, Hospitality & Leisure; Transportation/Physical Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Digital Logic; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Multimedia; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic and Web Design. The above mentioned tracks are only indicative, and not exhaustive.

Anybody can submit the soft copy of his/her manuscript **anytime** in M.S. Word format after preparing the same as per our submission guidelines duly available on our website under the heading guidelines for submission, at the email address: infoijrcm@gmail.com.

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. COVERING LETTER FOR SUBMISSION:

DATED: _____

THE EDITOR
IJRCM

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:

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 **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. 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

FINDINGS

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.

JOURNAL 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>

INCOME GENERATION AND EMPOWERMENT OF DALIT WOMEN IN LUCKNOW DISTRICT

DR. KAUSHIKI SINGH
ASST. PROFESSOR
DEPARTMENT OF COMMERCE
NATIONAL P. G. COLLEGE
LUCKNOW


ABSTRACT

Empowerment of women means enabling or arming them to function independently or authorization that is enduring to equip women with all attributes. This paper deals with empowerment of Dalit Women who are being included in the minority section. The concept is based on setting of standards and trying to achieve the standard. There are many critical factors like education, health, income generation and political participation which directly influence the empowerment but this paper deals with income generating factors. The main task is to ensure dalit women should participate in economic and poverty and gender inequality. There exit a two way link between economic growth and poverty and gender inequality. The aim of the present research is to analyse equal access in decision making and to participated in economic empowerment. The study was conducted on 500 dalit women residing in BKT BLOCK of Lucknow district. The selection of the sample is purposive. In the research paper a comparative analysis of dalit women in Ambedkar gram and non Ambedkar gram was analysed and interpreted. The findings were further discussed in the full length paper.

KEYWORDS

Empowerment, Income generation, Authorization, Attributes.

INTRODUCTION

 Empowerment of women means enabling or arming them to function independently or authorization that is enduring to equip women with all attributes. Empowering women exclusively attempt for the removal of gender biases, cultural restriction, provision of adequate facilities. The study deals with Empowerment of Dalit women who are being included in the minority sections. The concept of empowerment is based on setting of standards and trying to achieve the standards. It deals with the totality of having decision-making power of their own. In the present scenario, the influence of Empowerment is very important for the growth and development of Dalit women. It gives them a chance for deciding and controlling things by themselves. The study reveals the BKT Block of Lucknow district which includes 5 Block selected randomly.

There are important critical factor like Education, Health, Income generation and Political Participation of Dalit women, which were taken as a parameter and the impact of these parameter were studied.

Among rural women, there are further divisions that hinder women's empowerment. The most notable ones are education levels and caste and class divisions. Women from lower castes (the scheduled castes, other backward castes, and tribal communities) are particularly vulnerable to maternal mortality and infant mortality. They are often unable to access health and educational services, lack decision-making power, and face higher levels of violence. Among women of lower caste and class, some level of education has shown to have a positive impact on women's empowerment indicators.

Social divisions among urban women also have a similar impact on empowerment indicators. Upper class and educated women have better access to health, education, and economic opportunities, whereas lower class, less educated women in urban settings enjoy these rights significantly less. Due to rapid urbanisation and lack of economic opportunities in other parts of the country, cities also house sprawling slum areas. Slums are informal sprawls, and most times lack basic services such as clean water, sanitation, and health facilities. Additionally, slum dwellers mostly work in unorganized and informal sectors, making them vulnerable to raids by the state, abuse by employers, and other forms of insecurity. Women and children in slums are among the most vulnerable to violence and abuse, and are deprived of their basic human rights. As a result of a vibrant women's movement in the last 50 years, policies to advance human rights for women in India are substantial and forward-thinking, such as the Domestic Violence Act (2005), and the 73rd and 74th Amendments to the Constitution that provide reservations for women to enter politics at the Panchayat level. There are multiple national and state level governmental and non-governmental mechanisms such as the Women's Commission to advance these policies, and the implementation of these policies is decentralized to state and district-level authorities and organizations that include local non-governmental organizations.

ECONOMIC/ INCOME GENERATION

The main task that needs to be undertaken is to ensure that Dalit women should participate in Economic and Income generating activities. There exists a two way link between economic growth and poverty and gender inequality. Disparities in basic rights, access to schooling, credit and jobs and ability to participate are the important evidences that show gender inequality and hindrance and economic growth.

On equal economic opportunities and women's participation in the labour force, India ranked 127th and 122nd respectively. The number of women in the workforce varies greatly from state to state: 21% in Delhi; 23% in Punjab; 65% in Manipur; 71% Chhattisgarh; 76% in Arunachal Pradesh. The diversity of women's economic opportunities between states is due to the cultural, religious, and ethnic diversity of each state. Northern states like Delhi and Punjab lag far behind on gender equality measures, including the alarming sex ratio between men and women (due to son preference and sex-selective abortion), low female literacy levels, and high rates of gender-based violence. In rural India, women's economic opportunities remain restricted by social, cultural, and religious barriers. Most notably inheritance laws embedded in Hindu and Shariat civil codes continue to marginalize women in the household and the larger community. Rural women, particularly of lower caste and class, have the lowest literacy rates, and therefore do not have the capacity to negotiate pay or contracts and most often engage in the unorganized sector, self-employment, or in small scale industry. Self-help groups (SHGs) are widely practiced model for social and economic mobility by NGOs and the government. SHGs provide women with the opportunity to manage loans and savings that can be used by members for varying needs. SHGs are also used to promote social change among the members and the community at large. Members of SHGs have used their experiences as leverage to enter other local institutions such as the Panchayat Khap.

Rural, low caste, and tribal women also make up 70% of domestic workers in India, a sector which is largely unregulated and unorganized. India's growing economy has allowed for many upper and middle-class women to enter the workforce, and while poor rural women have little access to education and training, there is a high demand for domestic workers in urban hubs. Domestic workers are mostly illiterate, with little or no negotiating power for wage equity, and are highly vulnerable to exploitation and sexual and physical abuse. There is a movement at the policy level to organize domestic workers and to create laws to regulate minimum wage, working hours, and other measures such as life and health insurance. Currently a national-level Taskforce on Domestic Workers has been formed that will present recommendations to the central government on better enforcement of rights for the many undocumented domestic workers in India. Women are also very visible in the construction sector in India, and like domestic workers are largely unorganized and rely on daily wages. Women construction workers are mostly poor and illiterate and have little negotiating power. This sector is also unregulated and highly vulnerable to exploitation. Women workers also earn significantly less than men, although women are the ones who do most of the backbreaking work like carrying bricks and other heavy materials on site. On the other end of the spectrum, while India has one of the highest percentage of professional women in the world, those who occupy managerial positions are under 3%. Most women work at low administrative positions, and many of the young women migrating to urban centres mostly work in service and retail industries, although more and more women are entering the IT and other technical sectors.

Women's political participation has been considered a major measure of women's empowerment. Globally, through histories of the world we have records of very few regents, sovereigns, and active agents in nobility who were women. Champions of liberalism like John Stuart Mill had advocated women's participation in governance by the struggle for women suffrage in the self avowed liberal west very well illustrates the entrenched nature of Patriarchal resistance to women's empowerment. In the last century more women heads of state could be counted in Asia as compared to Europe and the struggle for women suffrage in India was physically less violent but this is not reflective of greater acceptance of women in decision-making in public spaces.

To measure women's empowerment now GEM takes 3 indicators, women's participation in economic, political and professional activities. Within political power what is measured is mainly women in parliament, judiciary or in local bodies. Women's empowerment or disempowerment has to be seen in all areas physical, socio cultural religious, political legal and economic.

REVIEW OF LITERATURE

Review of literature is a vital part of any research. It helps the researcher to know the areas where earlier studies had focused on and certain aspects untouched by them. There have been numerous thought-provoking studies on human rights violation against women and dalits. A look at the studies shows that violations against women and dalits are increasing day by day in the local and global context.

Women have always been treated differently, whereas men have claimed all rights they have denied them to women. Religion has also helped in perpetuating the denial of equal rights to women. They have also been subject to socio-economic and cultural deprivations. They have been vulnerable to violence and exploitation such as harassment, taunts, abuses, battering, molestation, rape, dowry deaths, sati, mental and physical torture. In many countries, women are dehumanized, forcibly married, sold off and subject to all kinds of humiliation. Caste system is peculiar to India. Here people are branded as untouchables, denying them the right to live as human beings. They are oppressed, suppressed and marginalized by the so-called upper caste people. A dalit is denied all human rights while alive.

Human resources and social factors are highly affected by violations. Among all types of violence the most damaging is the caste violence. If there are bodily injuries they have to spend a lot of money on treatment and they lose their earnings during the period of their illness. The wealth of victims may be wasted to litigation. The educational progress of victims and their family members is affected. The society is disintegrated and divided into different groups on caste line. Sabastian (2009) says by indicating an incident happened in Haryana where dalits were treated in inhuman ways. Police arrested some dalits and kept them in police station. Immediately Bajrang Dal mob entered into the police station and attacked the Dalits to death. The policemen kept mum. The explanation they gave was that upper castes are human beings who had precious lives to lose while the dalits had no such value in their lives. Sainath (2008) explains that dalit students are routinely humiliated and harassed even at schools and colleges and other educational institutions. There are many drop outs in schools because of caste based discrimination. They are seated separately in the classrooms and at mid-day meals.

Regunathan (2008) says that dalit Christians of about 150 families complained that they were discriminated against in offering worship at the Annai Sahaya Mary Church at Eraiyur, a village in Tamil Nadu. Since Vanniyar Christians constituted a majority, numbering about 2000 families, they got preference in all Church functions and dalit Christians were relegated to the background. Wankhede (2008) points out that the underprivileged sections, especially, the "bahujans" and the "dalits" have had a history of struggle in challenging given identities and furthermore constructing their own alternative identities and political concepts to fulfil the requirements of contemporary times. In this discourse, dignity of the self became the outcry for targeting the nature of the existing social control. According to Venkatesan (2008) it is very clear from the report given by Justice Lakshmanan that in India about 13 lakh of people carry human excreta on head for disposal. It is rampant in Delhi, Madhya Pradesh, Uttarpradesh, Maharashtra, Rajasthan and Bihar. He further says that carrying of human excreta on head is the most inhuman. One can easily understand how dalits are treated in India from the incident narrated by Menon (2008). She points out that the school at Krishnagiri in Tamil Nadu, students and answer sheets were purified by sprinkling cow urin as a dalit person occupied the headmaster post for a very short period. The high caste people did this purification after the transfer of the headmaster to another school.

Gunasekaran (2008) illustrates the violence against Dalits at Salarapatty in Coimbatore. A mob of caste Hindus ransacked more than 10 tiled houses and two motorcycles were smashed. Fifty dalit students were not able to attend classes. The violence is due to the opposition shown by certain dalits for the two tumbler system practised in this village. Karthikeyan (2008) points out that in Uthapuram in Madurai district where Caste Hindus of the village have electrified a 600 metre long wall which passes through the area of common use by people of all castes. The wall is intended to block common entry points, thereby preventing the dalits from mingling with caste Hindus. Access to common property resources is also being denied to dalits in that area. Kumar, S.V., (2008) states that a dalit official is not free from caste based violence by referring an incident in Kanyakumari district. Kanungo (2007) explains that in Vaso village, Gujarat, the upper caste Hindus did not allow the lower caste people for performing the last rites of a dead dalit man at the panchayat crematorium. A notice at the site pronounces "members of lower castes should take their dead to other locations. This speaks how caste Hindus does not spare a dalit even after his death. His article tries to make a bold attempt in unfolding the contradictions and collaborations between dalits and hindutva, from the vantage points of theory as well as practice. Menon (2007) explains that in Nagpur, dalits were attacked and assaulted by the caste Hindus, eight of the 11 accused were arrested and released on bail soon after. They roam freely in the village and threaten the dalit families. It makes dalit families more worrisome.

ORIGIN OF THE RESEARCH PROBLEM

The empowerment and autonomy of women is a highly important end in itself. It is essential that sustainable development should be achieved. The Dalit Women are not getting the chance of participation and growth so it is very important that they should be involved in political, Social, Economic and Health Status. The impact of involvement will be positive and it will help in growth and development of community. In most of the regions women receive less formal education than men and at the same time, women's own knowledge abilities and coping mechanism often go unrecognized the change is required so that the policy and programmes will improve women's access to secure livelihood and economic resource, alleviate their extreme responsibilities, raise social awareness through effective programmes of health, education and mass communication the status of dalit women can be improved by enhancing decision making capacity at all the spheres of life. Education is one of the important means to empowering women with knowledge, skill and abilities necessary to participate in development process.

METHODOLOGY

SECTION A – SAMPLE, METHOD & PROCEDURE SAMPLE

The final study will be conducted on 500 dalit women residing in BKT Block of Lucknow District. The selection of the sample as purposive. They were matched on factors - Health, Political, Economic and Education.

The total methodology in the following step

1. Step 1. Selection of five Nayay Panchayat by random sampling
2. Step 2. Selection of the village is a two tier system
 - I. Ambedkar Grams of five Naya Panchayat by random among the Ambedkar villages.
 - II. Five non-Ambedkar grams of the same Nayay Panchayat by random methods.
3. Step 3. Selection of target group.
4. Step 4. Preparation of questionnaires separately for the following
 - i. Target group
5. Step 5. Preparation of Interview schedule for the following:
 - I. Govt. officials
 - II. Magistrate
 - III. Block development officer

IV. Panchayat secretary

Peoples Man/Men from society

- i. Members of parliament/assembly
- ii. Block Pramukh
- iii. Gram Pradhan

TECHNIQUES USED

- 1) Descriptive Statistics
- 2) Kolmogrov- Smirnov Test
- 3) Mann-Whitney U-test
- 4) Large Sample test to compare proportions

Lastly after the completion of questionnaires an interview scheduled related will be prepared for analysis and interpretation of the fact. All the statistical method, 1001 and technique will be applied as per requirement.

ANALYSIS & INTERPRETATION

OBJECTIVE 1: TO ANALYSE EQUAL ACCESS IN DECISION MAKING

This objective is analysed by considering two points in mind. These are:

- a) Independency to make decision for voting
- b) Independency to decide the treatment of the children.

1: To analyzed equal access on Economic basis

This **Objective** is analysed by considering the following points:

- a) Average number of earning members
- b) Average Number of days employed
- c) Distribution of Agricultural land
- d) Mode of Irrigation
- e) Computer users
- f) Distribution of Income
- g) Type of employment &
- h) Mode of Communication.

Out of above mention points point a, b,f & g are direct way of comparing Economic status, while rest are indirect way of accessing it.

A) ON THE BASIS OF AVERAGE NUMBER OF EARNING MEMBERS

TABLE 1: COMPARISON OF AVERAGE NUMBER OF EARNING MEMBERS IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Average No. of Earning Members	Significance	Result
Ambedkar Gram	4	0.000	Significant
Non-Ambedkar	2		

This table shows that there is a significant difference in the Average number of earning members of women's in Ambedkar gram & Non-Ambedkar Grams & is more in women's of Ambedkar grams.

B) ON THE BASIS OF AVERAGE NUMBER OF DAYS EMPLOYED

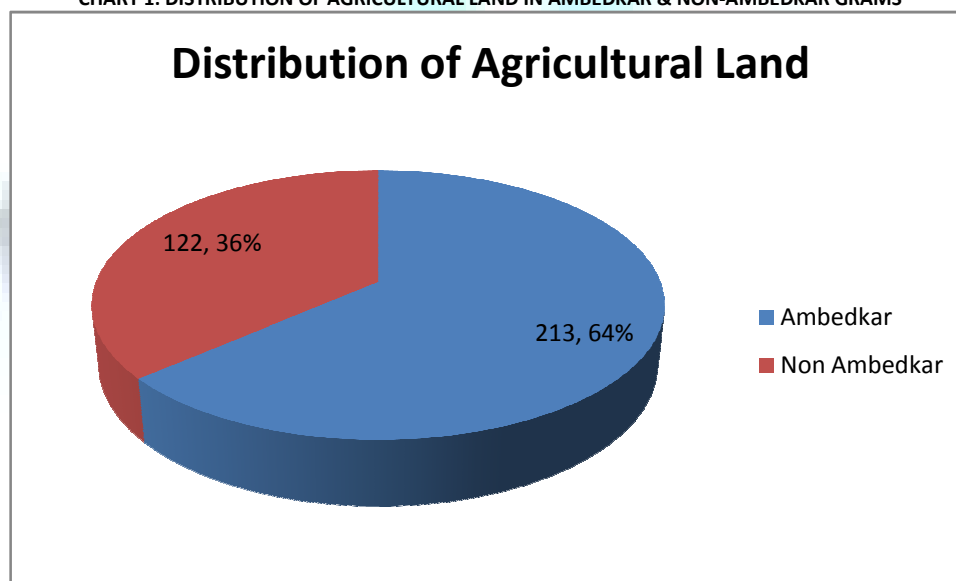
TABLE 2: COMPARISON OF AVERAGE NUMBER OF DAYS EMPLOYED IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Average No. of Days Employed	Significance	Result
Ambedkar Gram	30	0.000	Significant
Non-Ambedkar	10		

This table shows that there is a significant difference in Average number of days employed women's in Ambedkar gram & Non-Ambedkar Grams & is more in women's of Ambedkar grams.

C) ON THE BASIS OF DISTRIBUTION OF AGRICUTURAL LAND

CHART 1: DISTRIBUTION OF AGRICULTURAL LAND IN AMBEDKAR & NON-AMBEDKAR GRAMS



Above chart represents that women of Ambedkar gram have more agricultural lands as compare to NonAmbedkar gram.

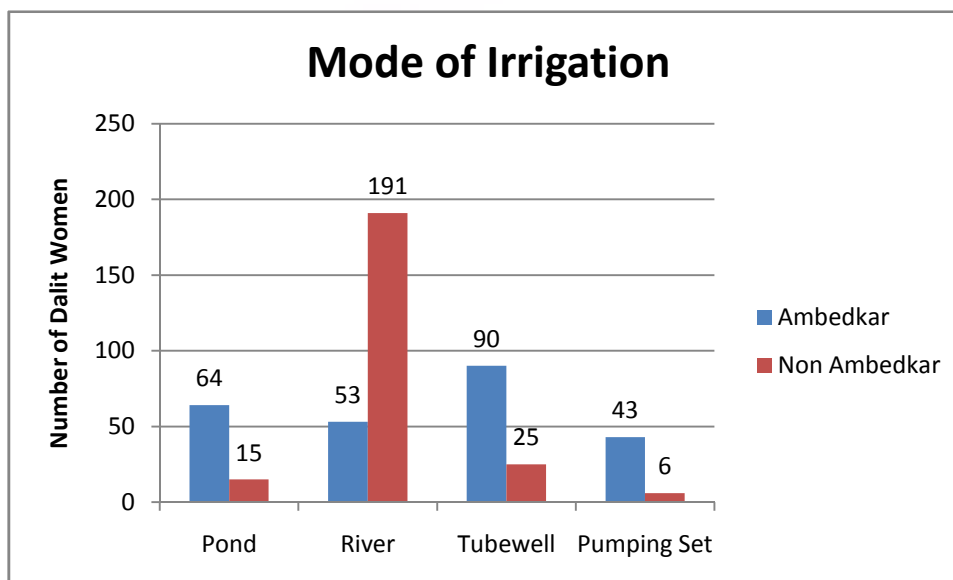
TABLE 3: COMPARISON OF PROPORTION OF WOMEN'S HAVING AGRICULTURAL LAND IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Agricultural Land		Significance	Result
	Yes	No		
Ambedkar Grams	213 (.85)	37	<.0001	Significant
Non-Ambedkar Grams	122 (.49)	185		

This table shows that there is a significant difference in proportion of women's having Agricultural land in Ambedkar & Non-Ambedkar Grams & Is more in Ambedkar grams.

D) ON THE BASIS OF MODE OF IRRIGATION

CHART 2: MODE OF IRRIGATION IN AMBEDKAR & NON-AMBEDKAR GRAMS



Above chart most of the women's of Non- Ambedkar gram uses rivers as a mode of irrigation, while most of the women's of Ambedkar gram uses tubewell as a mode of irrigation

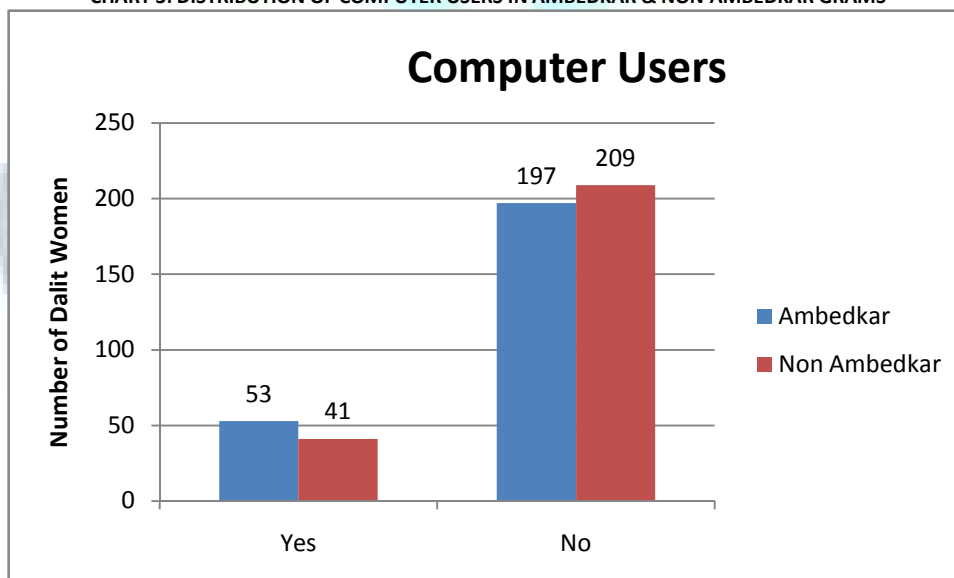
TABLE 4: COMPARISON OF PROPORTION OF WOMEN'S IRRIGATED THROUGH TUBEWELL IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Irrigation by Tubewell		Significance	Result
	Yes	No		
Ambedkar Grams	90 (.36)	160	<.0001	Significant
Non-Ambedkar Grams	25 (.10)	225		

This table shows that there is a significant difference in proportion of women's irrigated through Tubewell in Ambedkar & Non-Ambedkar Grams & is more in ambedkar grams.

E) ON THE BASIS OF COMPUTER USERS

CHART 3: DISTRIBUTION OF COMPUTER USERS IN AMBEDKAR & NON-AMBEDKAR GRAMS



Above chart represents that there are very few percentage of womens use computer in both the grams but is slightly more in Ambedkar gram.

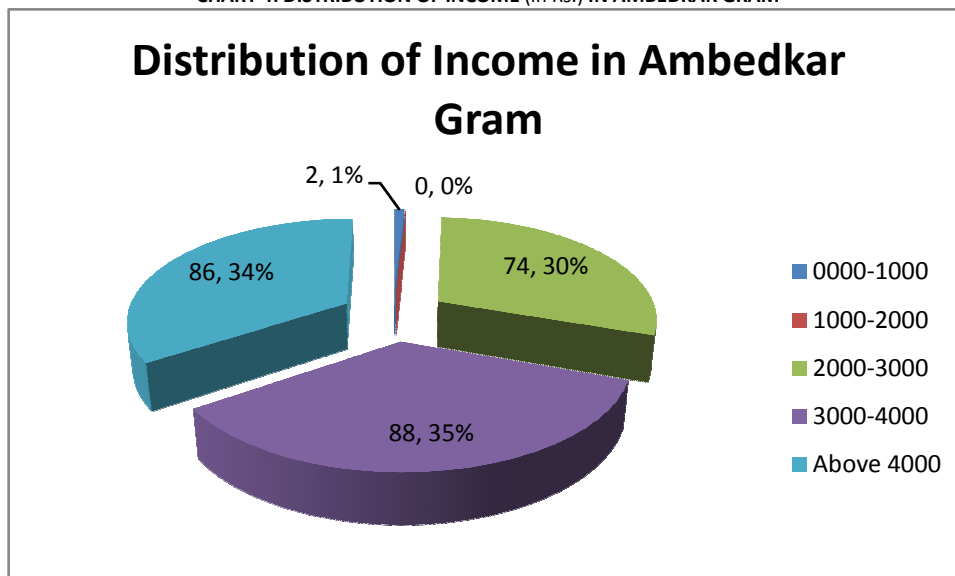
TABLE 5: COMPARISON OF PROPORTION OF COMPUTER USERS IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Computer		Significance	Result
	Yes	No		
Ambedkar Grams	53 (.212)	197	.0853	Non- Significant
Non-Ambedkar Grams	41 (.164)	209		

This table shows that there is no significant difference in proportion of computer users of Ambedkar & Non Ambedkar grams.

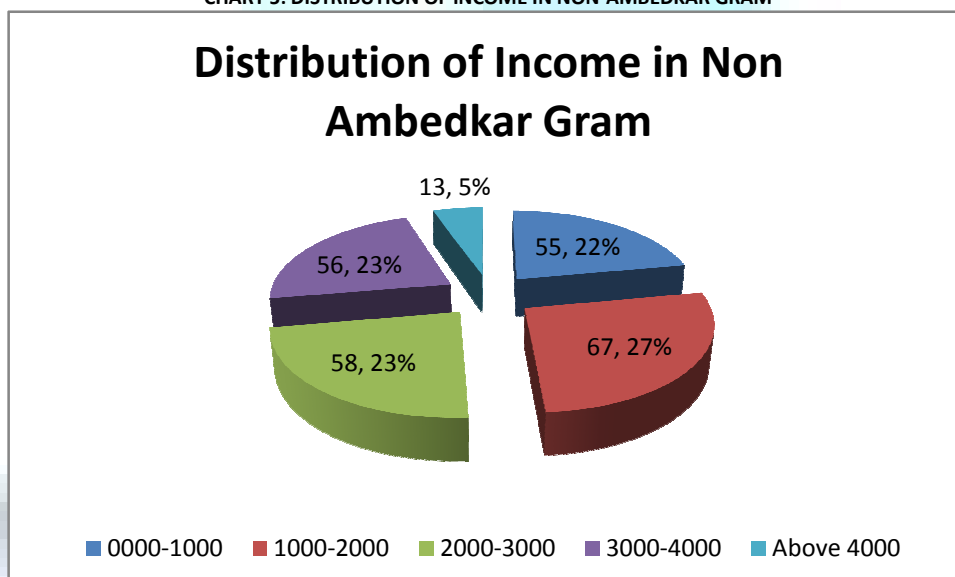
F) ON THE BASIS OF DISTRIBUTION OF INCOME

CHART 4: DISTRIBUTION OF INCOME (in Rs.) IN AMBEDKAR GRAM



Above chart represents the Income level of women's of Ambedkar gram. From chart it is clear that 35% of women's of Ambedkar gram have income level in between 3000-4000 & 34% of women's of Ambedkar gram have income level more than 4000. Here is very low percentage of women's having income level less than 2000 Rs.

CHART 5: DISTRIBUTION OF INCOME IN NON-AMBEDKAR GRAM



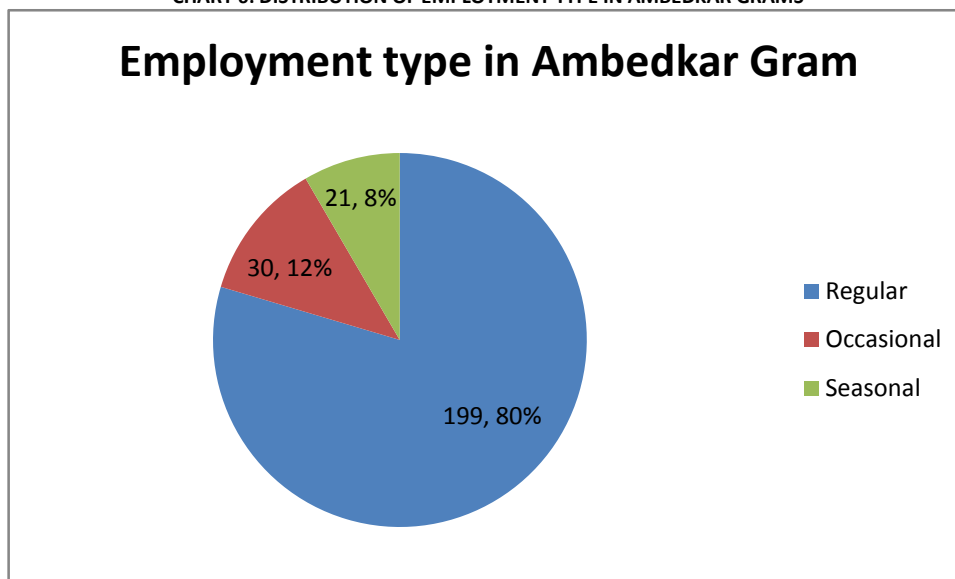
Above chart represents the Income level of women's of Non-Ambedkar gram. From chart it is clear that 23% of women's of Non-Ambedkar gram have income level in between 3000-4000 & 23% of women's of Non-Ambedkar gram have income level. between 2000-3000 while only 5% have income more than 4000.

TABLE 6: COMPARISON OF PROPORTION OF WOMEN'S HAVING INCOME LEVEL MORE THAN 4000 RS. IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Income Level (in Rs.)		Significance	Result
	Above 4,000	upto 4,000		
Ambedkar Grams	86 (.34)	164	<.0001	Significant
Non-Ambedkar Grams	13 (.05)	237		

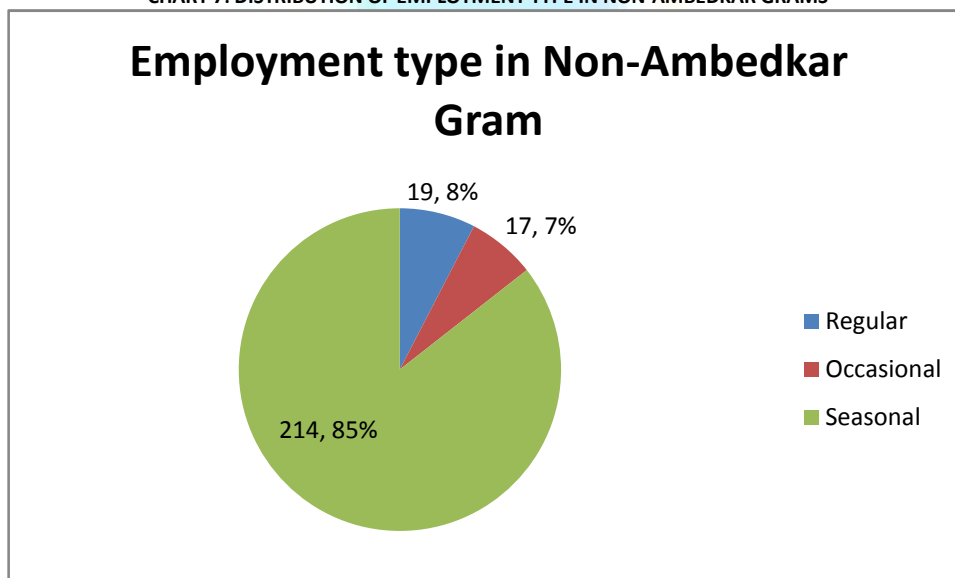
This table shows that there is a significant difference in proportion of women's having income level more than 4000 Rs. in Ambedkar & Non-Ambedkar Gram & is more in Ambedkar grams.

CHART 6: DISTRIBUTION OF EMPLOYMENT TYPE IN AMBEDKAR GRAMS



Above chart represents that 80% of women of Ambedkar gram are regular employed.

CHART 7: DISTRIBUTION OF EMPLOYMENT TYPE IN NON-AMBEDKAR GRAMS



Above chart represents that only 8% of women of Ambedkar gram are regular employed.

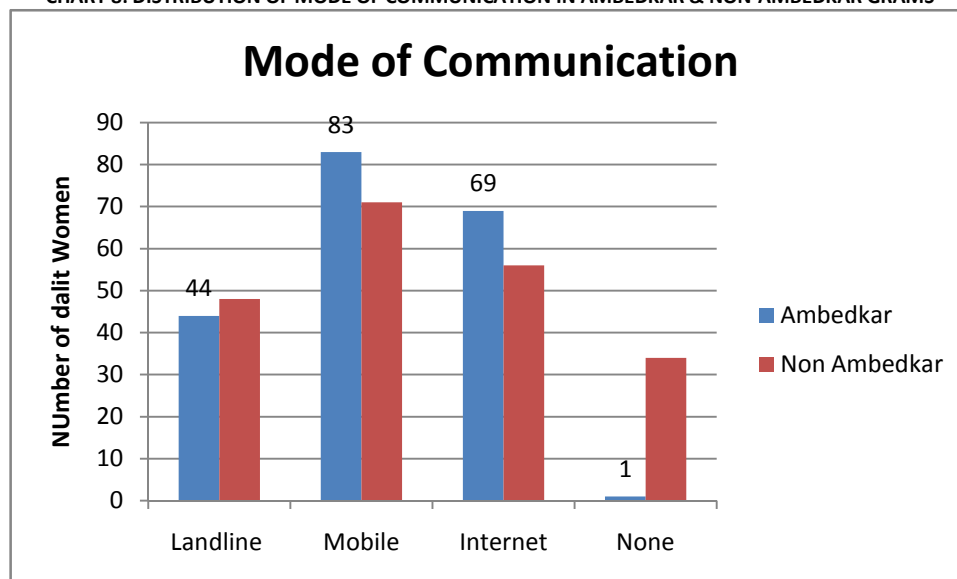
TABLE 7: COMPARISON OF VOTING INDEPENDENCE IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Type of Employment		Significance	Result
	Regular	Other		
Ambedkar Grams	199 (.796)	51	<.0001	Significant
Non-Ambedkar Grams	19 (.076)	231		

This table shows that there is a significant difference in proportion of women's regularly employed. in Ambedkar & Non-Ambedkar Gram & is more in Ambedkar grams.

H) ON THE BASIS OF MODE OF COMMUNICATION

CHART 8: DISTRIBUTION OF MODE OF COMMUNICATION IN AMBEDKAR & NON-AMBEDKAR GRAMS



Above chart represents the mode of communication in both the grams. We can see that mobiles are frequently use in both the grams.

TABLE 8: COMPARISON OF LAND LINE USERS IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Landline		Significance	Result
	Yes	No		
Ambedkar Grams	44 (.176)	206	0.298	Non- Significant
Non-Ambedkar Grams	48 (.192)	202		

This table shows that there is no significant difference in landline users of Ambedkar & Non Ambedkargram.

TABLE 9: COMPARISON OF MOBILE USERS IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Mobile		Significance	Result
	Yes	No		
Ambedkar Grams	83 (.33)	167	0.105	Non- Significant
Non-Ambedkar Grams	71 (.28)	179		

This table shows that there is no significant difference in mobile users of Ambedkar & Non Ambedkar gram.

TABLE 9: COMPARISON OF INTERNET USERS IN AMBEDKAR & NON-AMBEDKAR GRAMS

	Internet		Significance	Result
	Yes	No		
Ambedkar Grams	69 (.138)	181	.2483	Non- Significant
Non-Ambedkar Grams	56 (.112)	194		

This table shows that there is no significant difference in Internet users of Ambedkar & Non Ambedkar gram.

RESULT & DISCUSSION

The result of the study have been presented in the previous chapter In this chapter an attempt will be made to discuss an interpret the findings of the present investigation. The research plan was to study the empowerment of dalit women in Lucknow district: A case study in BKT block. Data was subjected to suitable statistical analysis and the findings are discussed on the basis of hypothesis formulated for the research study. The result supported the henotheist relationship the study was based on comparative analysis between Ambedkar gram and non Ambedkar gram. Firstly the analysis was done on the basis of basic characteristics of dalit women and it was found

- 1) Age Group of women's from whom data is collected in Ambedkar & Non-Ambedkar Grams is approximately same & all the women's lie in the age group of 18-60.
- 2) The ratio of SC/ST in Ambedkar & Non-Ambedkar grams is 11:9 & 5:6 respectively. This means in Ambedkar grams out of 40 respondents 22 are Sc, while in Non-Ambedkar gram 15 are Sc & rest are ST.
- 3) The ratio of Joint & Nuclear families indicates that out of 12 respondents in Ambedkar grams 13 have a joint family & in Non-Ambedkar gram this figure is 10.
- 4) Average level of income is high in Ambedkar grams as compare to Non-Ambedkar grams.
- 5) Average family member in Non-Ambedkar gram are more (4 members) as compare to Ambedkar Grams (2 members).

A) On the basis of social, educational, economical, decision making, healthcare etc.

On the basis of collected data an analysis had performed. At 5 % level of significance the following conclusions are drawn:

- 1) There is a significant difference in voting independence of Ambedkar & Non Ambedkar grams. And women of Ambedkar Gram are more free to cash their votes according to their willingness.
- 2) There is no significant difference in Independency related to make decision about Children treatment's of Ambedkar & Non Ambedkar gram.
- 3) There is no significant difference regarding awareness about benefits of BPL families in Ambedkar & Non Ambedkargram.

- 4) There is a significant difference in awareness level for schemes framed to socially disadvantaged families in Ambedkar & Non Ambedkargram. And women of Ambedkar Gram are more aware.
- 5) There is a significant difference related to healthcare awareness of Ambedkar & Non Ambedkargram. And women of Ambedkar Gram are more aware about healthcare as compare to women of Non-Ambedkar Gram
- 6) There is a significant difference in proportion of women believed that women education is more important in Ambedkar & Non Ambedkargram. And women of Ambedkar Gram are more aware about women's education.
- 7) There is a significant difference in awareness about laws of Ambedkar & Non Ambedkargram. And women of Ambedkar Gram more knowledge of laws as compare to Non- Ambedkar.
- 8) There is a significant difference in proportion of women's vote in Ambedkar & Non Ambedkar gram. And women of Ambedkar Gram are voted more.
- 9) There is no significant difference in proportion of women's having voter ID of Ambedkar & Non Ambedkar gram.
- 10) There is a significant difference in proportion of women's vote for govt. in Ambedkar gram as compare to Non Ambedkar gram. And women of Ambedkar Gram are voting more for govt. (98.8%) as compare to Non Ambedkar gram (53.2%).
- 11) There is a significant difference in proportion of women's think that women's should be enrolled in political parties of Ambedkar & Non Ambedkargram. And women of Ambedkar Gram think more about this.
- 12) There is a significant difference in proportion of women's having knowledge about past political leaders in Ambedkar & Non-Ambedkar Grams & is more in women's of Ambedkar grams.
- 13) There is a significant difference in Average number of earning members of women's in Ambedkar gram & Non-Ambedkar Grams & is more in women's of Ambedkar grams.
- 14) There is a significant difference in Average number of days women's employed in Ambedkar gram & Non-Ambedkar Grams & it's found that women's of Ambedkar grams are employed for more days.
- 15) There is a significant difference in proportion of women's having Agricultural land in Ambedkar & Non-Ambedkar Grams & Is more in Ambedkar grams.
- 16) There is a significant difference in proportion of women's having Agricultural land in Ambedkar & Non-Ambedkar Grams & Is more in Ambedkar grams.
- 17) There is no significant difference in proportion of computer users of Ambedkar & Non Ambedkar grams.
- 18) There is a significant difference in proportion of women's having income level more than 4000 Rs. in Ambedkar & Non-Ambedkar Gram & is more in Ambedkar grams.
- 19) There is a significant difference in proportion of women's regularly employed. in Ambedkar & Non-Ambedkar Gram & is more in Ambedkar grams.
- 20) There is no significant difference in landline users of Ambedkar & Non Ambedkargram.
- 21) There is no significant difference in mobile users of Ambedkar & Non Ambedkar gram.
- 22) There is no significant difference in Internet users of Ambedkar & Non Ambedkar gram.
- 23) There is a significant difference in Healthcare awareness of Ambedkar & Non Ambedkargram and is more in women of Ambedkar Gram.
- 24) There is a significant difference in proportion of women's having vaccination card in Ambedkar & Non-Ambedkar Grams and is more in ambedkar grams. It can also see that still there is a need to increase this ratio.
- 25) There is no significant difference in **Awareness about Pulse polio drop** of women's of Ambedkar & Non Ambedkargram.
- 26) There is a significant difference in proportion of women's aware about National Health Policies in Ambedkar & Non-Ambedkar Grams & is more in Ambedkar grams..
- 27) There is no significant difference in proportion of women's thinks health awareness is must in Ambedkar & Non-Ambedkar Grams.
- 28) There is a significant difference in proportion of women's ever attendant school in Ambedkar & Non-Ambedkar Grams & is more in Ambedkar gram.

REFERENCES

1. Usha Narayanan, "Women's Political Empowerment: Imperatives and Challenges", Mainstream, April 10, 1999, p.7.
2. Prabhat Datta, Major- Issres in the Development Debate: Lessons in Empowerment form India, Kanishka Publishers, New Delhi, 1998, p.40.
3. S.R. Bakshi, Empower-ment of Women and Politics of Reservation, Book Enclave, Jaipur, 2002, p.53
4. International Encyclopedia of Social Sciences Vo1.12, New York, 1968, p.253. Ibid., p.252.
5. Hari Hara Das, 1ntroduc: ion to Political Sociology, Vikas Publishing House, New Delhi, 1997, p. 146. Ibid.
6. K. Seshadri, Political Linkages and Rural Development, National Publishing House. New Delhi, 1976, p. 175.
7. Lester W. Milbrath, M.L. Goel, Political Participation: How and Why Do People Get Involved in Politics, Rand McNally, Chicago, 1977, p.2.
8. G.A. Almond, G.B. Powell Jr., Comparative Politics: A Developmental Approach, Amerind Publishing Company, New Delhi, 1975, p.98.
9. Robert E. Dowse, Political Sociology, John Wiley and Sons, London, 1972, p.290.
10. Sidney Verba, Norman H. Nie, Participation in America: Political Democracy and Social Eqtality, Harper Row, New York, 1972, p.44.
11. Norman D. Palmer, Elections and Political Development: The South Asian Experience, Vikas Publish.ng House, New Delhi, 1976. pp. 50-57.
12. Seymour Martin Lipset, l'olitical Man, Arnold Heinemann, New Delhi, 1973, p. 82.
13. Myron Weiner, "Political Participation: Crisis of Political Process" in Norman D. Palmer, op.cit., pp 57-58.
14. Ferdinand Mount, "Anglo-Saxon Political Values: A Crisis of Confidence", The Round Table, Vo1.64, No. I , 1974, pp.102-103.
15. Lester W. Milbrath, M.L. Goel, op.cit., p.11
16. Sidney Verba and Norman H. Nie, op.cit., pp.44-47.
17. Lester W. Milbrath, M.L. Goel, op.cit., p.11
18. Michael Rush and Philip Althoff, An Introduction to Political Sociology, Thomas Nelson and Sons, London, 1971, p.8 1.
19. William R. Schonfeld, "The Meaning of Democratic Participation", World Politics, Vol. XXVIII, No. , 1975, pp. 136-37.
20. Raj Bala, The Legal and Political Status of Women in India, Mohit Publications, New Delhi, 1'399, p.250.
21. Robert E. Lane, Political Life: Why Do People Get Involved in Politics, Free Press, New York, 1953, p.94.
22. Herbert Mc. Closky, "Polit~cal Participation", International Encyclopedia of Social Sciences, Vol. 12, Macmillan, New York, 1968, p. 253.
23. Hari Hara Das, Introduction to Political Sociology, op.cit., p.151
24. Kalpana Roy, Women in Indian Politics, Rajat Publications, Delhi, 1999, p.68.
25. Hari Hara Das, Introductio-i to Political Sociology, op.cit., p. 159.
26. Kalpana Roy, op.cit., p.73.
27. Hari Hara Das, Political Sy.stern of India, Anmol Publications, New Delhi,
28. Kalpana Roy, op.cit., p.73
29. Hari Hara Das, Political Sy~temo f India, op.cit., p.362.
30. Kalpana Roy, op.cit., p.74
31. Alexis de Tocqueville, Democracy in America, Harper and Row, New York, 1966, p.55.
32. K. Seshadri, op.cit., p. 176
33. Raj Kumar(Ed.), Encyclopaedia of Women and Development, Vo1.5,
34. Anmol Publiciotis. New Delhi, 2000, p.36.
35. Barbara Smith, "Racism and Women Studies" in G.Hul1 et.al.,(Ed.), But Some of Us Are Brave, The Feminist Press, New York, 1982, p.49.
36. Lester W. Milbrath, M.L. Goel, op.cit., p.48.

37. Kent L. Tedin, David W. Brady and Arnold Vedlitz, "Sex Differences in Political Attitudes and Behaviour: The Case for Situational Factors", *Journal of Politics*, Vol.39 No.2, New York, 1977, pp. 448-56.
38. Manaveeyam: Sthree Padhavi Padanam-A Hand Book (Malayalam), State Planning Board, Thiruvananthapuram, 2000, p.77.
39. William Henry Chafe, *The American: Her Changing Social, Economic and Political Roles*, Oxford University Press, New York, 1972, pp. 46-47.
40. Imtiaz Ahmed, "Women in Politics", in Devaki Jain(Ed.), *Indian Women*, Publications division, New Delhi, 1975, p.312.
41. Zenab Banu, "Political Status of Muslim Women: An Empirical Study of Udaipur (Rajasthan)", *LIP. Jourrnzl of Political Science*, Vol. 12, No. 1, Jan- June, 1990, pp.37-43.
42. Marcia Manning Lee, "Why Few Women Hold Public Office: Democracy and Sexual Roles", *Political Science Quarterly*, Vol.91., No.2, 1976, pp.297-3 14.
43. Sushma Sood, *Violence Against Women*, Arihant Publishers, Jaipur, 1990,
44. *Indian Express*, New Delhi, ;13 July, 1997.
45. Hema Lata Swamp, "Ettinicity, Gender and Class", *International Conference of Historians of the Labour Movement*, Europaverlag, Vienna,
46. M.Immanuel, *Women and Development*. Karnavati Publications,
47. Ahmedabad, 1998, p.22.
48. V. Bhavani, V. Jyothi, "Women Politicians and Women Entrepreneurs: Why are they Rare? An Analysis", Paper Presented at Indian Association for Women Studies F5h Natronal Conference, at Jadavpur University, Calcutta, 1977, p. I .
49. Raj Bala, op.cit., p.3
50. Leela Damodara Menon, "India and the International Women's Year", *India Quarterly*, Vol.3 1, No. 3, July-Septermbeber, 1975, p.278.
51. Vidyaben Shah, "Role of VJomen in Ancient India" in C.K Jain, *Women Parliamentarians in India*, Surject Publications, Delhi, 1993, p.307.
52. A.S. Altekar, *The Positiior, of Women in Hindu Civilization*, Motilal Banarsidass, Delhi, 1962, p.339.
53. P.Thomas, *Indian Women Through the Ages*, Asia Publishing House, Bombay, 1964, p.49.
54. Ram Sharan Sharma, *Aspects of Politica1 Ideas and Institutions in Ancient India*, Motilal Banarsidass, Ielhi, 1968, pp.78-102.
55. Kala Rani, *Role Conflict in Working Women*, Chetna Publications, New Delhi, 1976, p.52.
56. A.S. Altekar, op.cit., p.16
57. Government of India, *Towccrrds Equality*, Report ofthe Committee on the status of Women in India, New Delhi, 1985, pp. 43-44.
58. P. Thomas, op.cit, p.285
59. S.S. Mathur, Anju Mathur, *Socio-Psychological Dimensions of Women Education*, Gyan Publishing House, New Delhi, 2001, p.25.
60. Neera Desai, Maithreyi Krishnaraj, *Women and Society in India*, Vohra and Company, New Delhi, 1957, p.39.
61. Raj Bala, op.cit., p.7
62. P. Thomas. op.cit., pp. 292-296.
63. Hem Lata Swarup, et.al., "Women's Political Engagement in India: Some Critical Issues", in Barbara Neslon and Najma Chauwdhary (Eds.), *Women and Politics World Wide*, Oxford University Press, Delhi, 1997, p.366.
64. *The Harijan*, 22 December, 192 1
65. Apama Basu, *Role of Wcrnen in Indian Struggle for Freedom*, Allied Publishers, New Delhi, 1970, p.39.
66. Hem Lata Swarup, et.al., op.cit, p.367.
67. S.R. Bakshi(Ed.), *Advanccd History of Modern India*, Vo1.4, Annol Publications, New Delhi, 1995, p.226.
68. M.K Gandhi, *Young India*, 1:ebruary 20, 1918
69. Hem Lata Swarup, et.al., op.cit., p.367
70. Raj Bala, op.cit., p.2 17.
71. Urmila Phadnis, Indira Malani (Eds.), *Women of the World: Illusion and Reality*, Vikas Publishing House, New Delhi, 1978, p.20.
72. Raj Bala, op.cit., p.39
73. M. Immanuel, op.cit., p.38.
74. J.K. Baral and Kumudini I'atnaik, *Gender Politics*, Discovery Publishing House, New Delhi, 1990, pp 6-7.
75. *International Encyclopaedia of Social Sciences*, Vol.1, New York, 1968, p.225.
76. Laxmi Devi, *Encyclopadea of Women's Development and Family Welfhre*, Vo1.4, Annol Publications, New Delhi, 1998, p.15.
77. P.K.B. Nayar, "Kerala Women in Historical and Contemporary Perspective" in K. Mahad:van (Ed.), *Women and Populafion Dynamics: Perspectives ,from Asian C?untries*, Sage Publications, New Delhi, 1998, pp.2 17-2 18.
78. T.K. Velu Pillai, *TravancorSt?a te Manual*, Vol.11, Trivandrum, 1936, p.43.
79. Jean Dreze, Amartya Ser, *Indiu: Economic Development and Social Opportunity*, Oxford University Press, New Delhi, 1995, pp. 14-15.
80. V.K. Ramachandran, "On Kerala's Development Achievements" in Jean Dreze and Amartya Sen (E:ds.), *Indian Development: Selected Regional Perspective*, Oxford University Press, Oxford and Delhi, 1996, p.317.
81. Meera Velayudhan, "Sthreekalum Janadhipathya Prakriyayum Keralathil" in Kalpana Kannabeeran (Ed.), *Sthreekalum Bharananirvahanavum*.
82. Bharanakoodathinte Punav Sankalpam (Malayalam), Asmita Resource Centre for Women, Secundrabad, 1996, pp.56-58.
83. A.K. Sivakumar, "UNDP's Human Development Kerala has been, Index: A Computation for Indian States", *Economic and Political Weekly*, October, 1996, p. 1 1 12.
84. P.G.K. Panickar, C.R. Soman, *Health Status of Kerala: The Paradox of Economic Backwardness and Health Development*, Centre for Development Studies, Thiruvananthapuram, 1984, p. 146.
85. V.K. Ramachandran, op.cit.. p.227.
86. *Ibid.*, p.228.
87. Ammu Joseph, "Girls and Women in Kerala: Some Less Acknowledged Facts" in M.A. Oommen(Ed.), *Rethinking Development: Kerala's Development Experience*, Vmsl.11, Concept Publishing Company, New Delhi,
88. Bidyut Mohanty, "Panchayati Raj, 73* Constitutional Amendment and women", *Economic and Political Weekly*, December 30, 1995, p.3346.
89. Manu Bhaskar, "Women and Grassroot Politics: Theoretical Issues and Social Concerns of Kerala Women", *South Asian Journal of Socio Political Studies*, Vol.1, No.], January-June, 2000, p.95.
90. Bidyut Mohanty, op.cit., p. 3346
91. *Census of India*, 2001
92. *National Family Health Survey I*, 1989- 1999
93. "Maternal mortality in 2000: Estimates developed by WHO, UNICEF and UNFPA

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 co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

