Book of Abstracts
2nd International Conference on Future of Women’19
(Future Women 2019)

14th – 15th February 2019
Colombo, Sri Lanka

Committee of the Future Women- 2019
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Official website of the conference

www.futurewomenconference.com

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Edited by Prof. Anita Singh


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MESSAGE FROM THE HOSTING PARTNER FUTURE WOMEN 2019

On behalf of the college, I wish to thank the organizers for giving us an opportunity again to be the hosting partner of this prestigious International Conference to be held in Colombo, Sri Lanka. It makes me feel proud to see the dreams of Dr. Annie Besant, the founder of our college, come alive in so many different ways. This 2nd International Conference on Future of Women 2019 carries us forward with the theme “Voices of Women: Transition from Inspiration to Action” wherein the movement has been from idealization to a strong sense of solidarity coupled with a high demand for recognition against a mistaken mechanistic vision. This will take care of the pattern of education, inclusion in salaried professional (without bias), employment, social valuation and career advancement. An evolving pattern erasing specificities is envisioned against ‘othering’ and ‘marginalizing’. The experience of women by their own first hand interaction with the world without straying behind it is vital and strengthening to erase certain unpleasant happenings of the past. Transcending, a history that is transmuted and the markers in the society the women march onwards with the conviction of the integrated self to co-exist in the wider reality outside.

Wishing the conference and all the participants the very best and hope the exchange of thoughts will go a long way in bringing about changes for a better humane society.

Prof. Alka Singh
Principal & Professor,
Department of English,
Vasantha College for Women,
India.
MESSAGE FROM THE CONFERENCE CHAIR FUTURE WOMEN 2019

We are delighted and honored to welcome you to this 2nd International Conference on Future of Women 2019 to be held from 14th – 15th of February 2019 in Colombo, Sri Lanka under the theme “Voices of women: Transition from inspiration to action”. In this conference, we will be rethinking and reconsidering women’s rights agenda in the 21st century. It is stating the obvious, we know, to point out that feminist anti-patriarchal strategies need a major global re-think when most countries vociferous patriarchal ethno-nationalists are colonizing public space.

The condition of women in the world now as we see is marked by contrasting gaps in all domains. Inequalities also affect various places they visit: workplaces, familial spaces, public places, and digital/cyberspaces. Notwithstanding the developments women have made in several societies, an advance made to realizing gender fairness has been slow and inconsistent. It is time to insist that we all work for a safe and equal world for women. It is time to insist that we all work and make concerted efforts to deliver for women.

This conference will deliberate on the question of what should the next steps be for the women’s movement. More broadly, there is an increasing attentiveness and widespread concern world over towards accomplishing gender parity at all levels. It is in such a context we need strong linkages at the local, regional, national and international levels. We must build coalitions between women separated by differences and forming alliances on a commonality of interests to see how the struggle against sexism, racism, and homophobia are inextricably linked. The need of the hour is to strengthen alliances between women’s rights networks across countries in conflict and in disintegrating democracies. We want more stories to be told that offer counter-narratives to authoritarian governments, the political projects of religious extremists. And finally, we dream to deploy and catalyze global processes for collective strength, mobilization, and transformation.

A transformative agenda for the 21st century needs to recognize gender equality as a driver of social change leading to gender-inclusive policies. For progress will only happen when men, women, and third genders are equally empowered, when they are paid the same wages for the same work, treated equally, are given equal opportunities for health, education, work and more, when they are free from fear, hunger, violence, inequity, and prejudice.

I will close with what Oprah Winfrey said while accepting the Cecil de Mille award to the audience to “speak up and tell your stories” and she affirms that speaking our truth is the
most powerful tool we all have and hence we need to continue to tell our stories till nobody has to say “me too” again. I wish the participants fruitful and productive Sessions.

**Prof. Anita Singh**  
Centre for Women’s Studies and Development,  
Faculty of Social Science,  
Banaras Hindu University,  
India.
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Changing Morals – Criminalization of Homosexual Activities, Their Impact on Rights of LGBT Community and Needed Forums

A. Sinha
ORAL PRESENTATIONS
WOMEN IN INDIA’S CONSTRUCTION INDUSTRY: TAKING OVER AN EMPIRE

R. Manimudi

D.I.Y Interiors, Chennai, India

ABSTRACT

India, a constantly developing economy, is the sixth largest with huge reserve of manpower, technology and resources. One of the key industries that require focus is the construction Industry, as of 2016, it is estimated that this industry alone employs over 60.42 million people (14% of the workforce). Although it is considered a male dominated field, women are part of the same by accounting to nearly 40-50% of the unorganized labor work force. A general analysis on the roles played by women, highlights that as unskilled labors, they are majorly employed for casual and manual works such as digging earth, mixing concrete, breaking stones, carrying bricks etc, while educated women, are majorly involved in design and research roles. This study of work pattern leads to two major inferences: one, role of women in on-site execution is very low, second, women continuing their employment in this field after getting education in degree courses related to construction is also very low. Moreover, whether skilled or unskilled, women in comparison to men (at all levels) face difference in wages/salary received and the number of days employed per month (in case of labor work). Thus to create Changes in this inequality, it would require changes in policies, organization hierarchy, accelerate a support system and provide skill training to compete with others etc. This study addresses the above listed issues and analyzes the contributions by several solution providers to this informal economy. The paper would highlight the steps taken by government through reformation in policies, laws supporting women, contributions by NGOs and societies working for the welfare of women, and continuous improvement in facilities and benefits provided by construction giants/companies in the country.

Keywords: Architects, Construction Workers, Unorganized Sector, Insecurity and Problems
CAREER PROGRESS OF THAI WOMEN IN TODAY’S WORKING

A. Sukanya

Faculty of Humanities and Social Sciences, Khon Kaen University, Thailand

ABSTRACT

This documentary research summarizes the key findings of Career Progress of Thai women in today’s working since Thailand is a member of the global community that ratified numbers of international agreement on gender equality. The objectives are to explore women’s successful career achievement on executive positions and to survey their desires to be in such progress generally. Since it has experienced the rapid economic growth over two decades, Thailand has promoted gender equality by changing in legislation for them. The career advancement for women is thus not crucial barriers and the attention to higher rank is to be concern significantly without hesitancy. This summarizes the key points of their successful career achievement not only in private sector but also in public sector. Women, however, have been provided roadmaps and equal opportunity to compete, sustain and handle obstacles to encourage the goals to senior positions. Nevertheless, there is some evidence suggesting that social class may play an important role conditioning Thai women advancement to top positions. This identifies the barriers to their progress in management. In relevance to the desires of Thai women working for career progress, they want to achieve high level positions particularly those who have not engaged much in family’s responsibility. They also want to be accepted by society as a “career woman” and thus the desires to reach senior promotions are obvious. It is recommended that women should be empowered to overcome the mentioned obstacles as participate more in management structure and the social class condition to be revised.

Keywords: Career Progress, Thai Women, Gender Equality, Social Class, Senior Positions
WOMEN LAWYERS IN SOCIAL CHANGE; BREAKING THE GLASS CEILING


Towards Responsive Citizens, Battaramulla, Sri Lanka

ABSTRACT

Women have been key agents of social change. Despite the fact that women in the world have worked, fought and died for many valuable causes, they regrettably yet remain subjugated, marginalised and disenfranchised. Moreover, despite the increase in the number of women in the legal profession, they are yet noticeably absent from positions of leadership. Women lawyers report concerns pertaining to lack of support at home, long work hours and stereotyping, as impediments to the added burden that many leadership roles bring. There is a critical need to empower young women lawyers, assisting them to address such issues and enhance support to encourage them to take on leadership roles in the court room, board room and most importantly as active agents of change: the dynamic promoters of social transformation that can alter the lives of both women and men equally. As women’s general contributions towards a strong and vibrant society has been identified and highlighted, there is also a growing need for young women lawyers in understanding why women lawyers’ meaningful participation in political, social and economic context is essential to lead a country to sustainable development goals. This paper extends research on the role of women lawyers in social change and how they could break the glass ceilings and bring about effective change and transformation in the modern society by adopting both a doctrinal and comparative approach. And finally, it is an indisputable fact that, “when women are held back, the country is held back. When women get ahead, everyone gets ahead”.

Keywords: Women Lawyers, Legal Profession, Women In Leadership, Glass Ceiling, Social Change
EMPOWERMENT OF WOMEN IN ISLAM

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ABSTRACT

The position of women in Islam seems to be oppressed, inferior and unequal but it is not the case if we see what Quran says about women. The prevalence in the Islamic society, like purdah system, triple talaq, niqaah halala, etc., confuse present people and they fail to recognize that in reality, Islam has empowered everyone, including women with the most progressive rights since its inception. It is the Islam which honored women in society for the first time when women were considered as ‘property’. It granted women the right to education, to marry someone of their choice, to retain their identity after marriage, to divorce, etc. But during medieval period, these good practices were putrefied by the ones who wanted to dominate women and what is present in most Islamic society today, are the deformed practices. With the urge to look into how Islam planned to empower women in 7th century, this paper aims to investigate what Quran has said about women. In the process, the author shall analyse how the good practices turned into malpractice of oppression and unequal treatment with belief that the knowledge would lead Islamic women today can empower themselves. The paper will be based on primary source, i.e. Quran along with some secondary sources.

Keywords: Gender Equality, Islam, Men, Quran, Rights, Women, etc.
LIFESTYLE OF GENERATIONS IN THE SUBURBAN

CASE STUDY: MAJOR CITIES IN NORTHEASTERN THAILAND

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ABSTRACT

This research aims to study the lifestyle of generations in the suburban area of the Northeast, Thailand. The qualitative methodology was employed and the units of analysis were individual and community level. Key informants consisted of two groups included 1) ten community leaders and 2) twelve of suburban people who commuted between a suburban and urban area in different generations. These people were selected based on inclusion criteria’s which were 1) they had full-time employment and 2) they worked in different occupations. In-depth interviews were the tool and conducted with the key informants, as well as the participatory and non-participatory observations. Data were collected from April to October 2018. Data analysis was conducted by content analysis, and data were presented by a descriptive method. The results found that the generations were related to economic capitals accumulation, Gen B and Gen X accumulated more economic capitals than other generations (Gen y and Gen z). Generations also had the relationship to taste, Gen Y and Gen Z showed the clear pattern of consumption, especially in technological utilization. Generations were related to community participation; the people in the Gen B and Gen X were more interested in community activities than Gen Y and Gen X.

Keywords: Generations, taste, Community
SHE’S A WARRIOR

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ABSTRACT

Our world needs female warriors, warriors who are willing to make others understand about the importance of equality on the battlefield called ‘society’. Female warriors who wants to fight against the foolish social norms. Well let me break the chain and change the notion! We all talk about gender equality, rapists and male dominance but I haven’t seen strong voices asking women to be strong and raise their voices against the female violence. Which is basically the background of my topic. My purpose is teaching women how to stand up and speak up for themselves because I’ve seen so many women starting to live according to what society wants them to be. This world needs more empowered women. Women are the daily hustlers of a better tomorrow. In a society where women are clarified upon their virginity, it is a must to make our warriors understand the negative impact of being a puppet of social norms, this will result us a change in the human minds and a society full of empowered and educated women. As the conclusion I’d say that, no matter of your social situation, age or culture, if we remain strong through hard times, be independent on our decisions and fearless over our daily challenges it is possible for our warriors to make a change. Empowered women empower women! So we just need to step out and make that inspiration turn into action!

Keywords: Equality, Social-norms, Empowered- Women, Independency
FINANCIAL ROLES OF THAI WOMEN WHO LEFT BEHIND INTERNATIONAL MIGRATION

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ABSTRACT

This article investigates the financial roles of Thai women who left behind international migration. The qualitative research method was employed. In-depth interview was the tool and conducted with the key informants, including the headman, members of the Tambon administrative organization, and 10 village members; and 15 Thai women who left behind international migration for more than one year. Data were collected from August to September 2018 in Tumbon Kho Tai, Sawang Dandin district, Sakon Nakhon province; there was a district with the highest number of international migration. Content analysis method was applied to data analysis. The results showed that Thai women who left behind international migration played significant financial roles in the debt management, money saving to improve the socio-economic status of the household, investing to a new career-shop owner, and preparing into the local politician. The women who left behind international migration can play roles both in domestic area and public area.

Keywords: Financial Roles, Debt Management, Women Who Left Behind
GENDERED URBAN SPACES IN IRAN; CHALLENGES AND APPROACHES

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**ABSTRACT**

Initial attentions to women’s situation in the city were suggested by feminist planners and geographers in late 1970s and early 1980s and currently the gendered urban space has become a key concept for researchers in field of urban studies and geography; An issue which was totally neglected in urban studies up until 1970s.

The space has no gender of its own but locations and spaces can include signs, codes and even different positions for women and men. These signs are reflected in buildings’ architecture, urban design and furniture and even urban planning and policy-making. However it must be noticed that gendered urban spaces have a deeper and more complicated meaning than hidden signs and codes in urban fabric. In this sense, it is argued that spatial patterns are not fixed or absolute. They are rather formed by the dominant social-economic systems and those who enjoy political power. In other words, gendered spaces are reinforced by the mainstream social and cultural institutions which build up and reproduce traditional roles based on gender. As a result of this main stream, men who traditionally enjoy higher economic and social power arrange and regulate the spaces according to their needs. Therefore women suffer from spatial deprivation and inequality due to the influence of these dominant forces.

Thus the present article aims at addressing the factors of space gendering in Iran and challenges of this phenomenon’s prevalence using descriptive-analytic method and subsequently provides approaches in order to control gendering of urban spaces in Iran.

Keywords: Gendered Urban Spaces, Gender and City, Female Urban Spaces, Iran
ABSTRACT

The paper highlights the complexity in understanding women’s empowerment inspite of women being economically independent. Given the fact that women’s economic access is one of the key factors towards the process of empowerment in a woman’s life, mere access is too inadequate without women’s right in the decision-making process. Using quantitative-qualitative techniques, the paper highlights the status of women weavers’ in the North-East India, Manipur. Micro-credit financing to an extend helped women in advancing their economic well-being but failed to assure their individual well-being although they substantially contributed to the welfare of the family. Women often define and describe happiness and well-being from the point of the other. This could be directly linked to the ascribed gender roles in the patriarchal social structure among Meitei community in Manipur. Analysis of power relations need to start from women’s access to the decision-making process within the family. This fundamental level is very crucial in understanding human relations in general and women’s status in particular. It is found that less inequality and less discrimination among men and women in the household are important factors which contribute to women’s involvement in decision-making and a higher empowerment status than financial autonomy alone. To conclude, economic access can only ease certain levels of dependency but fails to assure complete autonomy and empowerment in a context where patriarchy rules.

Keywords: Empowerment, Economic Accessibility, Power Relations, Decision-making, Patriarchy
WOMEN IN THE PRODUCTION OF A PUBLIC PLACE IN AHMEDABAD

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ABSTRACT

We aim to understand the role of women in urban common (Ostrom, 1990) spaces in India and identify their contribution in the socio-economic development of place making. The objective is to carry out a bachelor research thesis (in architecture) on the women in public place such as, chowk as bazaar. A chowk is an enclosed public space that is active in economic activities called a bazaar in India. The paper is written as a research proposal for the thesis. The typological and morphological characteristics of chowk will be captured by applying the urban space framework developed by Rob Krier (1979) that comprises of the components such as, the aesthetic quality, the sense of history, the built facade, the physical characteristics, the spatial typology and the social structure. These components will be studied through the perception of the women involved in the economic activities in the chowks of Ahmedabad. We hope to realize the change in the behavior and acceptance of women in public places that for long time remained patriarchal. Hierarchy of public places from cluster to city level will be documented to highlight the state of women in the public life. The selection of chowks in Ahmedabad spans spatially from the east to west and temporally from the Sultanate period to the current day. We hope to learn the contribution of women in the production of public place besides the role of socio-physical characteristics that brings opportunities and/or challenges for women to be in that space.

Keywords: Women, Chowk, Socio-economy, Rob Krier, Typology and Morphology
UNDER-REPRESENTATION OF WOMEN IN THE MEDIA THROUGH THE
ANALYSES OF SEMIOTIC AND SEMANTIC FEATURES OF FRAGRANCE
ADVERTISEMENTS

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ABSTRACT

The study analyzed of fragrance advertisements to find out the most prominent semiotic and semantic features of 120 best-seller English fragrance advertisements from the top twenty of 6 online retailer websites accredited by the Better Business Bureau (BBB), a nonprofit organization focused on advancing marketplace trust in 2016. The semiotic and semantic features were drawn from the analyses of the images of the advertisements and their slogans because the interaction between verbal and visual components in each advertisement creates its functional purposes and interactional meanings. As an advertisement’s obvious goal is to persuade consumers to do or think in a determined way in order to enhance the sales of particular products and services as well as attract attention, convey the message and persuade the consumers with an appropriate, persuasive, and interesting language for spreading their products information (Dahlen, 2001), so an advertisement profoundly influences people lives in the modern world with several techniques to transmit intended advertising messages or slogans with attention-grabbing words in posters or provocative pictures. The overall findings through the analysis of advertising text and picture components showed that the most prominent semiotic features of the target fragrance advertisements were seductive images of female models including the metaphor as the main semantic features with some sexual connotations. This not only underrepresented but also misrepresented women in the media as a sex object through the fragrant advertisements. These findings are hoped to contribute to well prepare the future of women in 2019.

Keywords: Under-representation, Semiotic & Semantic Features, Fragrance Advertisements
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MAPPING MINDSCAPE AND ARTICULATING SELF OF AN ARTIST: VANDANA MISHRA’S I, THE SAL DOLL IN CONTEXT

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ABSTRACT

Antonina Harbus defines ‘autobiographical memory’ as “the recollection of one’s own prior experiences, a reconstructive act that is always culturally situated, context-sensitive and susceptible to narrative configuration.” The present paper explores how autobiographical narratives reconstruct an artist’s self and identity and also help to understand the performative practices and gender roles in contemporary society. In life narratives, memory plays the role of an agent to bring the personal account to the public knowledge. A memoir/life narrative becomes a tool not only to know a performer’s (dual) life individually but a perceptible mindscape, an extensive space to understand and study the changes in power equation within the existing society, as represented in the works of female performers of late 19th and 20th century in India. Vandana Mishra, through her inspiring memoir I, the Salt Doll, chose to shift her position, becomes speaker/narrator of her life/Self/Character and the audience/critics/public/society turned to be the reader/listener of the muted or unheard voices. Vandana Mishra was associated with the Marathi and Gujarati theatres in the mid-twentieth century. Her memoir was originally written in Marathi, titled Mee Mithaachi Baahuli, (2014) and it was translated and published in English as I, the Salt Doll by Jerry Pinto in 2016. The present research paper is an attempt to analyse a Marathi theatre artist’s life and struggles through her life narrative. The study is textual and descriptive. It involves theoretical approaches such as Life Narratives studies, Performance and Gender studies.

Keywords: Performance, Memory, Self, Life Narratives, Gender
REFASHIONING BODY IMAGE AND CHALLENGING DISABILITY MYTHS: A CRITICAL STUDY OF THE FILM MARGARITA WITH A STRAW

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ABSTRACT

Hindi cinema is no more putting its effort to condition the mind of its audience with a utopian land of eternal romance. Earlier, disability in person has been portrayed in a caricaturist manner; it is either portrayed with a sense of pity or as a divine punishment but the remarkable change in the last twenty-five years with the new directors like Sanjay Leela Bhansali (Black), Nagesh Kukoonoor (Iqbal) and Shonali Bose (Margarita With A Straw) is praiseworthy. From Khamoshi (1996) to Margarita (2015) there has been positive growth in Hindi Cinema the way it has perceived ‘disability’. The presence of differently-abled characters is taking up more space on the screen and getting confident visibility, making cinema truly a reflection of the society. The protagonist in Margarita With A Straw is a story of a girl who suffers from Cerebral Palsy. It is a narrative of journey towards self-discovery where she realizes that her body is suffering from disease, not her imagination and Self. The film is in agreement with the progressive judgment of Navtej Singh Johar (LGBT) overturned Suresh Kumar Koushal Judgement which upheld criminalisation of homosexual acts as given in Section 377 of IPC. The present paper is an attempt to analyze the portrayal of disability in women, self discovering and body image. The study engages theories such as Film Study, Disability and Gender Studies and the research methods used are descriptive and review studies.

Keywords: Female Disability, Portrayal, Body Image, Sensitization
COMPARATIVE STUDY OF WOMEN'S PROPRIOCEPTION AMONG THREE GENERATIONS IN OKINAWA, JAPAN

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ABSTRACT

In recent years, the birthrate in Japan has been in a downward spiral of decline. The total fertility rate was 1.44 in 2016. In regard to fertility, there is a custom of celebrating the beginning of menarche in a girl’s family. The focus of this study aims at comparing women’s proprioception among three generations, and whether some correlation may exist with the proprioception of birthrate or willingness to have babies. The subjects in the study were from three generations; daughters, their mothers and grandmothers. Questionnaires were conducted in July 2018 at all junior and high schools in Nakijin Village, Okinawa. Survey sheets were delivered to those school girls with envelopes containing sheets for their mother and grandmother. A total of 173 questionnaires were completed from the participants. The data were analyzed mainly via the chi-square test. The results detail the following findings: (1) Women’s proprioception were significantly different: the girls was the lowest (24.1%, p<0.01). (2) As for the girls, there was a significant relationship between proprioception and the willingness to give birth (p<0.01); girls with proprioception had apt to be willing to have babies in the future. (3) Among girls who had experienced family celebrations of menarche, there was a tendency to acquire proprioception as women (p<0.05). Overall, the results imply that menarche celebrations enhanced their proprioception as women, including their reproductive function. This cultural aspect may offer some insight into the influence of perceptions on a critical health issue--alleviating Japan’s declining birth rate.

Keywords: Women’s Proprioception, Low Birthrate, Menarche Celebration, Okinawa, Japan
PARTICIPATORY THEATRE AS A COMMUNICATION TOOL FOR WOMEN’S DEVELOPMENT AND EMPOWERMENT IN IRAN

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ABSTRACT

Development projects are not implementable without using communication tools, and in addition to mass media, using participatory communication tools in development is common today. Theatre-based participatory communication methods, in which social capabilities of theatre in its applied form serve a central role, are among the mentioned tools and have evolved into a strategy for empowerment of women in many parts of the globe. With a general focus on women’s empowerment, this article reviews the evolution of development communication theory and introduces participatory communication methods based on theatre. Then, citing the theories presented by Paulo Freire on Pedagogy of the Oppressed and Augusto Boal’s work on Theatre for the Oppressed, that led to the establishment of participatory theatre, the article explains the research conducted using the Delphi method in order to explore the feasibility of this method for the empowerment of women in Iran. In this research 10 respondents answered questions during two rounds of profound interviews. After the first round of interview, the answers were processed, documented and summarized in order to get to an overall view of the situation and the results were presented to the respondents in the second round of interviews. Hence, an indirect dialogue was established between the respondents. All of the respondents were among professionals or experienced people in the related field. The final purpose was to gain an understanding on the communicative possibilities of participatory theatre and its effects on women’s empowerment and development in Iran.

Keywords: development, communication, participatory, theatre, women, empowerment
THE REPRESENTATION OF MUSLIM WOMEN IN MEDIA

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ABSTRACT

Women across the world suffer from a lack of positive and fair representation in media, be it in print and digital media, or popular film. Sri Lankan Muslim women are therefore thrice debilitated by this trend, as they are thrice marginalized as a part of minority communities, and rarely represented at all. This paper will analyze the trends of female representation in films and media, in general terms internationally, as well as in the more specific contexts of Sri Lankan and Sri Lankan Muslim communities. The analysis will explore the authorial narrative of female stories (both the sexualization and the de-sexualization of women by male narrators), the one-dimensionality of Muslim women in media, the lack of representation in popular film, and finally, the recent entry of female narrators (directors, producers, actors, news reporters) into the male-dominated media industries of South Asia. These issues will be explored through the lens of research based on film and media trends, research based on female participation in the workforce, and research based on the burning un/misrepresented conflict issues faced by Muslim women, globally and locally. As a consequence the paper will conclude with points made about the future of women in media and film, the violence of media representation within a culturally non-cooperative setting, and Muslim women as narrators of their own stories.

Keywords: Muslim, Women, Sri Lanka, Video, Photography, Media
ABSTRACT

Undoubtedly, woman is the basic cornerstone of family. If a physician or a psychologist or a sociologist attempts to improve the society, where does a teacher, most specifically if the teacher is a woman, play her role? The epic poems in Homer’s Iliad, the national epics of China and Japan, the Zoroastrian Gathas, David’s psalms, Solomon’s odes, and the Indian Upanishads and Vedas are considered as the most ancient written human texts. These texts had the mission to open windows to human cognition. Regarding poetry, Marcus Lucanus, one of the Roman poets, contemporary with Jesus Christ, has stated: “Ye, the Divine, amazing power, ye poem, you alone can save all from the claws of death”. Throughout history, many physicians have been great literary men. In Iran, Avicenna, Attar, Khayyam Nayshaburi, Borzouyeh, the Persian physician, have created part of the great literature. Today, critics like I. A, Richards believe that literature establishes the mental balance of the reader and the society. Every year, The United Nations Organization for Education, Science and Culture (UNESCO) holds literature therapy programs. Considering the current complex human life throughout the world, in which women enjoy high levels of management, a reliable therapeutic prescription can be developed for the sick society in the world: women should be made cautious. They should be familiarized with literature. My studies have focused on literary criticism and women's affairs, and the compilation of dictionary and literature. A conscious mind is humans’ most prominent capability. Mindfulness and meditation exercises, applying literary advisors and satirists in clinical treatments such as health and care centers, as well as in public places like parks, markets, exhibitions, libraries could be a considerable support. Women being pioneer at this call is the most cost-effective, and accessible therapy for this ill global community.

Keywords: Women, Literature Therapy, Future, Family, Therapeutic Prescription
DECONSTRUCTING MYTHS AND REPRESENTATION OF WOMEN IN CONTEMPORARY NOVELS

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ABSTRACT

Our primordial ancestors bear testimony to the fact that the hands that rock the cradle rule the world. Character portrayal of mythical female figures like Satyabhama, Shoorpanakha, Savitri, Tara, Shikhandi and other such figures from Ramayana, Mahabharata and other epics are an evidence to suggest the journey of women throughout the ages in human civilization. As time passed women were interpreted largely as ‘weaker’ sex by the androcentric social structure, they were marginalized, oppressed and silenced. Women writers are coming forward to redefine women and to elucidate their representation in mainstream now. African women activists are one of the best examples of the change. In North Africa, women lift their veils to free themselves from enforced domesticity and female servitude while Southern African activists have been raising their voice against political and economic repression and racism. Charlotte H. Bruner’s Unwinding Threads (1994) gives a kaleidoscopic picture of the emerging strength of women while Shashi Deshpande’s That Long Silence points clearly towards the emerging strength of women in the Indian setup as they break the silence of centuries to stamp their individuality and strength. Chris Cleave’s The Other Hand (2008) reveals the saga of the developing and developed world by telling the story of two women who meet, part and meet again to face a dangerous and difficult path revealing ugly secrets and hell of asylum seekers. Neelam Saran Gour traces the continuity and close personal relationships across the communal divide in the novel Invisible Ink (2015). The present paper is a study of the gradual shift in the position of women as human representatives of a well defined society. The study involves gender studies and myth as theory.

Keywords: Myth, Representation, Shifting Paradigm
LACK OF AWARENESS ON PERI-PREGNANCY HEALTH AND JEOPARDISING MATERNAL-CHILD OUTCOMES

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ABSTRACT

Sleep deprivation is emerging as a major health concern due to the changing life style in the current 24X7 society. With the great initiatives taken by health experts in the last couple of years, sleep disorders have been classified as per ICSD-3 and DSM-V criterion. Nevertheless, sleep problems during pregnancy still remain a topic that needs greater attention. A fairly long gestation period in a woman is marked by three distinct trimesters, each having its own developmental timelines and distinct variations in physical, physiological, and psychological aspects. Insomnia during pregnancy remains largely under-diagnosed and ignored health aspect. Recent epidemiological studies and meta-analysis have depicted tangible association between insomnia during pregnancy and gestational diabetes, pre-eclampsia, intrauterine growth restriction, preterm delivery, anxiety disorders and pre and postpartum depression.

Insomnia during pregnancy will have even more serious consequences as it involves not only the health of the pregnant mother but also that of the growing fetus. As fetal neural networks are highly vulnerable to maternal sleep loss, the offspring is predisposed to various developmental disorders. Hence, sleep during pregnancy and postpartum requires due attention. As per World Health Organization, about 10-15% of women experience mental disorders around peri-pregnancy. Apart from malnutrition, insomnia is a potential risk for higher incidence of mental disorders. Due to lack of awareness, all these factors severely influence children’s development, educational attainments and their potential to live fulfilling and productive lives. There is a dire need for robust awareness programmes to provide education on peri-pregnancy health aspects.

Keywords: Pregnancy, Sleep Deprivation, ADHD, Depression, Anxiety
ABSTRACT

Statistics on women in the architecture profession in Sri Lanka depicts women having limited longevity in the profession and relative invisibility whilst a considerable amount of female architectural students are graduated from universities each year. The situation is not well understood, because it has no clear reasons to conclude that this is an issue with the field of architecture or gender inequality in the country in relation to construction industry. Thus, the objective of this study is to explore the reason behind frustration of women in architecture and to find possible mean to overcome the situation. The research was designed to combine both quantitative and qualitative methods in a complementary manner. The first method was adopted to find the macro-scale patterns of female participation in architectural education and second is women’s participation in the architectural profession in Sri Lanka. Then rates and the lags between education and profession were calculated and the reasons were analyzed as why the women tend to disappear over the course of a career in architecture.

Keywords: Women, Architecture, Gender inequality, Construction, Academic, Architectural Education
D3

WOMEN IN POWER, POLITICS AND DECISION MAKING

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ABSTRACT

It is obvious that without bringing women into mainstream politics and giving them their due representation at the administrative and decision making level, the existence of a true democratic rule is not possible. In this regard the equal participation of women in the political life has a fundamental function in the large development of the progression of women, in Pakistan where women constitute more than half of the population. Therefore, it is significant to conduct a study regarding the women’s role and their participation in the political as well as decision making process. The underline study aims to analyze the women’s performance in the decision making and politics of Pakistan. Moreover, studies focus on women’s participation in the politics with the introduction of 17% seats at national and 33%, reservation of seats at provincial level for women in 2002 during Musharraf rule. These tremendous developments promoted a thought provoking process of interconnecting women’s numerical strength in parliament and its consequences on political participation of women. The interview technique is used to know the facts and hurdles to women in getting their equal participation in the power and politics of political parties in Pakistan. The cumulative results of the study are based on the facts and the women’s role and performance in the mainstream politics of Pakistan. Women’s participation has been enhanced in the national and political life of Pakistan collectively.

Keywords: Women, Decision making, Politics, Participation, Performance, role.
POWER OF WOMEN: THE REAL ARCHITECTS OF SOCIETY

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“Women with Dreams become Women with Action”

**ABSTRACT**

Women are often strong wise leaders of change, galvanizing women, men and all others to get involved, claim their rights, strengthen their communities and protect their planet. Increasing the representation of women in political decision-making is a prerequisite for gender equality as it benefits society, politics and democracy. Yet, women have a far more to go towards equal representation in positions of power and leadership and recognition, whether in corporate boardrooms or presidential cabinets. Strong, independent women’s organizations are also instrumental to achieve changes in gender laws and practice, especially in areas that are likely to generate strong resistance, such as with violence against women or family law. This paper shall point out how it is vital to create awareness of women’s right around the world and provide real life example of illiterate women being exploited to a brutal extent, and how we together in hands can help, organize, empower and, educate women and other exploited sections of the society. This paper shall further discuss how it is urgent to bring the women in the mainstream of development as we need to strike a perfect balance between male and female contributors enhancing diversities of decisions, ideas, concerns. This paper shall provide real live examples of Women in today’s World, who have broken the glass ceiling and opened the doors to many opportunities for others to let through and be recognized.

Let us hope, women empowerment spreads enough to progressive as well as backward areas of our vast country.

Keywords: Women Empowerment, Society Indifferences, Women’s Rights, Political Discrimination, Gender Inequality
GLOBAL HARMONIZATION THROUGH RESTORATION OF FEMININE POWER

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ABSTRACT

The future of women is the same as our past and present global state of women as well as human kind. The notion of “this is a man’s world” has dictated so much of the Earths energy that it has often seeped down into our inner voices and thoughts destroying our natural balance. A restoration of feminine power is the greatest most pivotal balance act towards the Global Harmonization of the Human Race. She who creates life, gives life, and nurtures life has a great power and understanding to protect life as well as undoubtedly having the right to participate in how the collective life of the human race exists and precedes as well as her own. Female domination is not the goal. Simply, global harmony is the end game. Restoration of feminine power has the potential to heal and liberate our men and women cross culturally and interjectionally in every aspect through which we suffer while simultaneously strengthening the connection of all creatures whom we share the Earth with further alleviating environmental issues. The future of women is the future of the human race and our last option is our only option yet tried- global harmony.
E1

SUITABILITY OF GROUNDWATER FOR DRINKING PURPOSES USING WATER QUALITY INDICES IN CKDu PREVALENCE AREAS IN SRI LANKA

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ABSTRACT

Increasing incidence of CKDu has been reported in several provinces in Sri Lanka and 80% of patients eventually die from kidney failure within the first two years after diagnosis. In order to save vulnerable lives in the country, this research was conducted to assess the quality and suitability of drinking water for drinking purpose using water quality index in CKDu prevalence areas of Moneragala District, Sri Lanka. This study revealed that over 65% of the groundwater is alkaline. Durov and Piper diagrams illustrated that majority of the samples (75%) belong to Ca\(^{2+}\)/Mg\(^{2+}\)/HCO\(_3\)\(^{-}\) type and 64% of the samples indicate mixing and dissolution process while 13% and 23% of groundwater samples indicates ion exchange process and reverse ion exchange processes respectively. Dug wells are more polluted than tube wells due to rock weathering, saltwater intrusion and anthropogenic activities such as intensive agricultural practices. Computed WQI values showed that 47.5% of the water samples are in good water quality in this area and 28.3% of the samples exceeded the WQI value of 100 showing the water is not suitable for drinking purposes. Poor water quality water found mainly in CKDu prevalence areas. WQI values were very high in CKDu prevalence area showing the drinking water quality has direct impact with CKDu. Also this study revealed that WQI can be excellent and easy interpretation indicator to detect changes in water and this index may be used as a guiding rule in management of quality of water resources in the other parts of the country.

Keywords: Groundwater, Contamination, Water Quality Index, Chronic Kidney Diseases
THE ROLE OF WOMEN IN NATURAL RESOURCE MANAGEMENT: AN OVERVIEW OF THE RURAL THAILAND

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ABSTRACT

The research aimed to examine the role of women in natural resource management (NRM) in rural Thailand. It utilized a documentary research method in women and environment and natural resource before 1st NESDB plan (B.E.2504) until present. The results showed that there are four aspects of the women’s role in NRM, which are; 1) beliefs in supernatural to protect the environment and natural resources, for instance, Mother Nature or Mother Earth 2) household leader for living substance such as collecting food and wood from the forest for cooking, building house and agricultural activities 3) common property resource conservation and protection, for example, protection the forest by the religious rituals and 4) change agent as a conservation leader. In current Thailand, NRM in gender aspect is more equitable. This research will increase awareness and understanding of women role in NRM and provide the information on the NRM for the policy makers and planners.

Keywords: Women, Natural Resource Management (NRM), Sustainable Development, Thailand
HUMAN CAPITAL ACCUMULATION OF FEMALE MIGRANTS: DETERMINANT AND ACTION

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ABSTRACT

The purpose of this research was to examine human capital accumulation and factors determined human capital accumulation among female migrants, who moved from rural northeastern region of Thailand, at destination areas. Using quantitative methodology in the study, and unit of analysis was at individual level. Sample size was 320 female migrants who have been living in Chonburi for 1-10 years with inclusion criteria. The approach for sampling was the randomized enumeration area. Interview schedule was used as research tool, and data collection period was in January 2018. Data analysis was done by PATH analysis with STATA program. The results found that factors effected directly on human capital accumulation consisted of 1) female migrant characteristics; marriage status, and number of the dependent household member, 2) migration factor; remittance, 3) human capital factor; the computer skill, and 4) economic factor; occupational income with statistical significance level at 0.01 and 0.05. In addition, it was found that female migrant characteristics; age, and education, human capital factor; training on occupational skill, and social capital factor; membership had indirect effects on human capital accumulation through single marriage status with statistical significance level at 0.01 and 0.05. In addition, factor of female migrant characteristics, migration factor, human capital factor, economic factor, and social factor were able to explain the variance of human capital accumulation by 49.34 percent (the R-squared = 0.4934).

Keywords: Migration, Female Migration, Human Capital, Human Capital Accumulation, Economic Factor, Social Factor
RELATIONSHIPS BETWEEN GENDER ROLE AND THE POWER PRACTICES OF THE ELDERLY MIGRANTS

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ABSTRACT

Migration from rural areas to urban areas of the elderly is a phenomenon that occurs in the stepping into the aging society. This article aims to study the relationship between gender roles with power practice of elderly migrants. Mixed-method was the research methodology that started from the qualitative method. Qualitative data were collected by in-depth interview with 16 the elderly migrants who moved from the rural to Khon Kaen City. Content analysis method was applied to data analysis; followed by quantitative research. Quantitative data were collected by interview schedule with 276 elderly migrants and were analyzed by descriptive statistics, and Chi-square test. The study found that gender roles of elderly migrants were important in the power practice with household members, elderly male migrants roles in decision making and consultation. The elderly female migrants had a role to support the members in domestic works. Working in the household of elderly female migrants did not mean that they were oppressed by the burden of responsibility. It is a female essence as cultural feminism which allows the elderly female migrant in the actions and the self-power to negotiate with household members. The quantitative analysis found that both the elderly male and female migrants had the power practice at the high level of 54.3% and 34.1% respectively. It was also found that status and roles of the elderly migrants in households were significantly correlated to the power practice of elderly migrants.

Keywords: Elderly Migrants, Cultural Feminism, Power Practices, Gender Role
WOMEN IN ORGANIZATIONS: CASE OF THAILAND’S MILITARY INSTITUTIONS

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ABSTRACT

For most of the woman rights activists, woman entering into military career is a crucial step forward sexual equality. Female soldier represents the symbolic of the more open opportunity for woman to do something that has always been considering as a male dominated job. However, for many feminist scholars, particularly Critical Feminist, woman soldier is just another disguise of gendered inequality in male dominated institutions. This documentary research, therefore, aims to explore the role of women in Thailand’s military institutions and examine the linkage between masculinized culture of the military and the struggling of women to reach their position in the Thai army. The findings suggest that there are particular institutional manner and cultivation approaches that reinforce gender differences by giving the specific distinctive training that favors the idea of gendered hierarchy and sexual inequality in the army. The result also reveals some discrimination issues where most of the time the servicewomen would only predominate in clerical, administrative, or supportive specialist and are rarely assigned to job specialties that require them to carry and use arms unless to defend themselves. As a recommendation, it is more useful to look over the female soldier's “obvious agency” of exercising a rational choice to pursue career in the military, and rather focus on how these women can truly be encouraged to exert their agency over the determination of achieving career advancement and overcome the mentioned obstacles by revising the process of “making a soldier” in the Thai military institutions.

Keywords: Women in Military, Thai Women, Gender Equality
NETWORKING MEMBER’S SATISFACTION TOWARDS AN OPERATION WORKING ON VIOLENCE AGAINST CHILDREN AND WOMEN, KHON KAEN PROVINCE (THAILAND)

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ABSTRACT

The objective of this study was to study the satisfaction towards an operational working on violence against children and women in Khon Kaen province, Thailand. We focused on gender inequality and reducing harm to children and women. The networking members came from ministry of Public Health, of Education which includes Khon Kaen University, of Interior, of Development and Human Security including NGOs, and charities. The sample was composed 60 people who were willing to answer questionnaires. Descriptive statistics was used to describe the data and to analyze its relationship by using a chi-square test. The results found that most of the samples were female (71.67 %) with average age of 42 years old, education level was lower bachelor degree 58.33%, most of members were as a representative from their offices 88.33%. Most of the networking members’ satisfaction towards the operation working on violence against children and women were at the moderate level (56.67%). The overall satisfaction about the activities of this network was good benefit for target population at the high level 63.33%. Sixty percent of respondents agreed that working on the campaign about violence through this network could reduce premarital sex in teenage group and also believed that this network can be continued conducting for youth and women group at the high level (58.33 %). The overall of satisfaction towards the operation working was at the moderate level (mean = 41.38, S.D. = 4.42). This study found that there was no association between sex and level of satisfaction towards the operation working.

Keywords: Network Member, Satisfaction, Violence against Children and Women
DESIGNING A PATTERN IN SOCIAL SERVICE ADMINISTRATION FOR FEMALE VICTIMS OF DOMESTIC VIOLENCE

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ABSTRACT

Violence and oppression against women are universal phenomenon which is rooted in the male-dominated structures of societies. The study of this phenomenon should be done separately in any cultures and societies, because cultural context and social structures in the societies shape the way of confronting with each phenomenon in a unique way. The present study aimed to provide social service administrations to women who are the victims of domestic violence. This study has taken advantage of qualitative methodology and has used semi structured and deep interview technique for collecting the data. The sampling method of this study is purposive sampling. 17 violated women and 11 experts from service providing organizations to domestic violated women participated in the study. The data was analyzed through grounded theory. Through axial coding, 3 main categories and 12 sub-categories were emerged of data. Analysis and comparison of the codes in axial coding led us to the selective code, which is “effective social action in order to reducing violence against women”. Finally, an ideal pattern had developed to reduce domestic violence among Iranian women. This pattern consists of four components in intervention that are working on legal structures, education and information, grassroots and NGO activities, and empowerment. We encourage social policy to utilize this pattern in policy making of women, family and social welfare fields to decrease domestic violence.

Keywords: Domestic Violence, Women, Social Service Administration, Social Action, Iran
SAYING NO TO CHILD SEXUAL ABUSE: AN INTERVENTION STUDY ABOUT GENDER, SEXUALITY AND REPRODUCTIVE HEALTH ON ADOLESCENTS FROM LOW SOCIOECONOMIC BACKGROUND IN INDIA

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ABSTRACT

Gender based violence is a global issue. In the last 6 years; gender based violence has reached an alarming stage in India. The earliest form of gender based violence is child sexual abuse. In 2007 the first ever survey of child sexual abuse was conducted by Government of India on 14,500 children. It was found that more than half the children spoken to (53 per cent) said they had experienced some form of sexual abuse and over 70 per cent of children had never spoken to anyone of what was done to them. This intervention study was designed to fulfill 2 objectives- One, to provide knowledge building on gender, sexuality and reproductive health to adolescents from low socio-economic backgrounds and second, to provide capacity building to challenge experiences of gender based violence in the form of child sexual abuse. The premise is adolescents don’t have any knowledge on these issues considering schools don’t have a curriculum on this and parents; teachers don’t have the language to talk on these issues. Broadly, these issues though important to an adolescents life but, still a big taboo in India. 2 hour long interactive workshops with the use of films, games and story sharing on issues like puberty, menstruation, gender, sexuality and child sexual abuse were conducted with 181 students from low socio economic backgrounds studying in Government schools. A 30 item assessment tool was administered on these students after the intervention study to evaluate the impact. Results indicate that the knowledge building specifically on puberty has been 72%, menstruation is 83% and child sexual abuse is 81%.

Keywords: Gender Based Violence, Child Sexual Abuse, Gender, Sexuality and Reproductive Health
A REVIEW ON GENDER BASED VIOLENCE AND ITS PREVENTION IN SRI LANKA

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\textbf{ABSTRACT}

It is perceived that the gender based violence is a direct result of the rapid urbanization, industrialization and structural adjustment programmes which change the socio-economic scenario of the country. In present Sri Lanka Eastern Province gender based violence is a very complicated, predominant issue and signifies as one of the most serious forms of violation against women. It takes a devastating toll on women’s lives, on their own leads to death; indulge children’s life, vicinity and the society as a whole. In the eastern region of Sri Lanka many societies and associations voice against such violence – yet the reality is that too often, it is covered up or tacitly condoned. This should not be allowed to continue because women are crucial to the growth and development of any region and to the nation. Based on this background this paper discusses the meaning of domestic violence against women, effects of these types of violence on women, their children, neighbourhood and the society as a whole. The study carried out through a comprehensive search of published and grey literature using the key words, and reviews significant number of major academic articles on violence against women in Sri Lanka. This paper also confers causes and controlling of violence against women. In conclusion recommendations will be made to wipe out this deathtrap from the society.

Keywords: Gender, Violence, Effect, Children, Society, Causes, Control
HUMAN TRAFFICKING FOR SEXUAL EXPLOITATION

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ABSTRACT

This paper examines the phenomenon of human trafficking in Sri Lanka, a nation uniquely situated as an origin, transit and destination country for men, women and children trafficked for forced labour, and sexual exploitation. Sex trafficking is a type of human trafficking that disproportionately affects girls and women. Every year children, women and men become trafficking victims either in their own countries or foreign countries. The practice gravely violates human rights and is considered a transnational organized crime. Almost every country of the world is affected by human trafficking, as source, countries of transit or destinations or even combination of all the three. Often less developed countries serve as sources while more developed countries serve as destinations. This paper is the reflection of my experience at IOM on a counter trafficking project where the first international human trafficking case filed before the High court of Colombo and where all 3 traffickers were convicted. In Part II, I will illustrate the complexity of understanding trafficking in its full social context using the testimony of the victims I encountered during my tenure at IOM. In Part III, I will discuss control methods used against the two victims of this human trafficking case for sexual exploitation. The paper ultimately concludes that broader, victim based initiatives are necessary both to assist victims and provide a firmer basis for future trafficking prosecutions.

Keywords: Human Trafficking, Sexual Exploitation, Women, Crime
THE IMPACT OF GLASS CEILING AND STICKY FLOORS

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ABSTRACT

Today, within this universal global village, amidst the technical and scientific advancement, much priority is attuned to the fulfillment of the sustainable development goals, catering to create a better world than today in which the economic, social, political and personal issues that hinder the individuals in the contemporary context are minimized. However, the bitter truth is that, a majority of the individuals, specifically women in the Asian context are surrounded by a plethora of challenges, in the guise of convention, tradition, culture, responsibility and assigned gender role, which obstruct their convenient path to achieve individual aspirations, career goals, social esteem and equality. The Sri Lankan woman, either born to the highest class, middle-income family or to the lowest level of the social strata, seem to undergo differently perceived, challenges and obstacles that imprison them within a box, above which one would observe a transparent, yet unbreakable ceiling and under the feet, a floor which seemingly allows unhindered freedom of movement, yet forcing the indidual to wonder in certain circumstances, how difficult it is to move to certain areas within this box. The reasons are already researched and analyzed by a number of researchers, referring to them as the Glass Ceiling and Sticky Floor concepts. Even though this is much researched in the foreign context, related research in the local context, especially with regard to the semi-urban context, with emphasis on female teachers is at a minimum level. Consequently, the current research focuses on 50 teachers, working both at Government and International Schools in the selected context, targeting to examine the impact of the Glass Ceiling and Sticky Floor concepts on them.

Keywords: Glass Ceiling, Sticky Floors, transparent, unbreakable, freedom of movement, Themes: Glass Ceiling and Sticky floors, Gender Equality and Empowerment
THAI FEMALE EFL TEACHERS’ EXPERTISE DEVELOPMENT: THE 21st CENTURY SCENARIO

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ABSTRACT

It has been brought into our attention that professional development has emerged as an important concept to Thai female EFL teachers, particularly when English teaching in the 21st century is becoming increasingly complex in Thailand. This is due to the fact that it requires teachers to consider developing students’ deep and rigorous social, critical thinking skills as well as global awareness in addition to the language skills. These are important tools that they will employ in their future careers. This necessitates major change in EFL teachers’ expertise. This study aimed to addresses the picture of Thai female EFL teachers’ expertise changing which includes the characteristics of accomplishment EFL teachers, and how their expertise develops. 15 EFL teachers were the participants of this study. In-depth interview and document analysis were employed in order to obtain data. Findings revealed the strong relationship between teachers’ perceptions on their professional accomplishment and their expertise development patterns.

Keywords: EFL Professional Development, Thai Female EFL Teachers
HAPPINESS, ENGAGEMENT, RELATIONSHIP WITH COLLEAGUES, AND JOB SATISFACTION OF THAI UNIVERSITY STAFF

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ABSTRACT

This article examines factors associated with happiness, engagement, relationship with colleagues, and job satisfaction of Thai University’s members. The quantitative approach was applied, and the unit of analysis was at the individual level. Data was collected in January to February 2018. The data collection was done by questionnaire from 2,873 or 72.1% of the staff members. Data analyzed by descriptive statistics and Chi-square test in order to examine factors associated with happiness, engagement, relationship with colleagues, and job satisfaction of the staff members. The results demonstrated that a majority of the sample were female staffs (65.5 percent). 45.9 percent of female staffs were the Generation X people (39-45 years old), while 22.0 percent of male staffs were the Generation B people. Most female staffs graduated at bachelor degree and master degree (44.2 and 29.3 percent) respectively, which were a higher proportion than male staffs. Female staffs had a high level of happiness (19.6 percent), engagement (24.7 percent), and relationship with colleagues (25.1 percent) higher proportion than male staffs, while the level of job satisfaction among both female staffs and male staffs were found similarity. Factors associated with happiness, engagement, relationship with colleagues, and job satisfaction were gender, generation, and work experience. In addition, it was noticed that job position had not correlated with the happiness, and education level had not correlated with job satisfaction.

Keywords: Happiness, Engagement, Relationship with Colleagues, Job Satisfaction, Thailand University Staff
FACTORS RELATED TO THE SOCIALIZATION OF GENDER ROLES OF WORKING WOMEN: A CASE OF KHON KAEN PROVINCE, THAILAND

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ABSTRACT

This research aims to study factors that related to the socialization of gender roles of working women. The quantitative methodology was employed with individual level as a unit of analysis. The sample consisted of 398 women who are working in government agencies and private enterprise. The samples were randomly by multi-stage sampling technique in 9 municipals of Khon Kaen province. The data were collected using the interview schedule from May to June 2018 and analyzed by descriptive statistics and Chi-square. The results revealed that the most of women samples (55.5 percentages) were in the Generation Y (19-38 years old) and the average age was 37.6 years old. 51.3 percentages of women samples were married, and 43.7 percentages got bachelor’s degree or higher. They are working (39.9 percentages) in large organizations (more than 200 workers) and 40.7 percentages of the women samples have worked more than 10 years. And the most of women samples (54.3 percentages) have socialization of gender roles in traditional style by the principle, Women should be a housewife. When analyzing factors related to the socialization of gender roles of working women with Chi-square, it was found that the characteristics of women (education level) and work condition factors (organization size, attitude toward work, and the understanding of women's labor rights) are the factors that related to the socialization of gender roles of working women at statistically significant 0.01 level.

Keywords: Socialization of Gender Roles, Working Women, Human Rights
FACTORS RELATED TO WORK-LIFE BALANCE ON DIMENSION WORK/PERSONAL LIFE ENHANCEMENT OF INDUSTRIAL AND SERVICE LABOURS: A CASE OF KHON KAEN PROVINCE, THAILAND

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ABSTRACT

This research aims to study factors that related to work-life balance on dimension work/personal life enhancement of industrial and service labours. The quantitative methodology was employed with individual level as a unit of analysis. The sample consisted of 397 labours who are working in industrial and service sectors that random by systematic random sampling. The data were collected using the interview schedule from May to June 2018 and analyzed by descriptive statistics and Chi-square. The results revealed that most of the labours samples (75.3 percentages) were are female. Age of labours samples in the generation Y (19-38 years old) 63.5 percentages. The labours samples have got married (43.2 percentages). More than half of them finished secondary school. There are 74.1 percentages of labours samples worked in industrial and service sectors less than 10 years and more than half worked per day more than 8 hours that over than the regulation by labour law. When analyzing factors related to work-life balance on dimension work/personal life enhancement of industrial and service labours with Chi-square, it was found that the personnel characteristics factors (age) and work condition factors (salary) were the factors that related to work-life balance on dimension work/personal life enhancement of female labours while in the male labour the personnel characteristics factors (age, education level) and work condition factors (position, working session in organization) were the factors that related to work-life balance on dimension work/personal life enhancement of male labours.

Keywords: Work-Life Balance, Dimension Work/Personal Life Enhancement, Industrial and Service Labours
WOMAN AS A CRUSADER: NEGOTIATING GENDERED INSTITUTIONS

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**ABSTRACT**

History is proof of the fact that once in leadership roles, women can bring vast changes for the betterment of humankind. Though women are more visible in public life now but still their number is less. Women must draw on a range of capabilities to take advantage of the opportunities that come in their way. Women as leaders give strength to their families, homes and work place. In the context of India during the ancient period, there is Sita, Draupadi, Savitri (mythical characters) who still inspire the women of today. Further in the medieval period, Razia Sultan (Ruler of Delhi Sultanate and modern period Indira Gandhi (PM of India), Pratibha Patil (President of India) and Chanda Kochhar (CEO ICICI Bank) are examples of dynamic leaders. Governments and organizations still resist confronting strategic issues involving the sharing of power. It is therefore, not surprising that even after the passage of so many years, the Parliament of India has not been able to pass the women’s Reservation Bill. The paper aims at talking about the present status of women in ‘negotiating gendered institutions’, while tracing the same from ancient period in India. The method is a theoretical analysis of the socio-political experience examining the past events culminating in the present and to help predict the future of women in negotiating gendered institutions.

**Keywords:** History, Decision Making, Leadership, Gendered
WOMEN IN ARCHITECTURE PROFESSION IN INDIA

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ABSTRACT

The provision of the built environment services through architecture, planning, engineering and allied fields remains a patriarchal domain. However, women in the architecture profession in India are instrumental in contributing to the architectural practice and education. Things that intrigue understanding about the role of women in architecture profession include queries such as, the opportunities and challenges for women (that are few) to sustain an architectural practice and/or education; situations that bring substantial number of women in the education sector; being a daughter, sister, and/or wife of an architect works is an advantage or disadvantage; growing women professionals given that the education and practice now reflect gender balance; and etc. With such queries, last year a study was piloted with documenting twenty-four women architects in the city of Ahmedabad that is considered the Mecca of Architecture and a Women Entrepreneurship society. Students of architectural journalism course interviewed women architect practitioners and educationists from the city using open ended questions using above queries. This paper presents the finding of that pilot study. With the small sample, it is found that it is not always a matter of choice that women take up practice and/or education. There are social, economic cultural characteristics besides the professional aptitude and attitude that drive women to be in practice and/or education. The paper is written aiming a research proposal (and grant) to identify the contribution of women in architectural practice and education and highlight the crucial role women played/plays in the architecture profession in India.

Keywords: Women, Architecture, Practice, Education, India
VIRTUAL PRESENTATIONS
RESOLUTION 1325 IN THE AGENCY OF COLOMBIAN WOMEN IN THE PEACE PROCESS OF 2012-2016

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ABSTRACT

The Security Council of the United Nations urges member countries of the United Nations to develop Follow-up Plans for Resolution 1325 of 2000, on women, peace and security. Colombia is a country with a long armed conflict. The Government has not yet designed a plan to implement resolution 1325. During the 2012-2016 period, the Government held a round table of talks with the FARC that culminated in a peace agreement. The women's movement in the country, based on the resolutions of the Security Council, demanded the incorporation of women at the negotiating table and the incorporation of the gender perspective in the agreement under discussion. This article explores the importance of such resolutions in the political agency of women during the peace process. To this end, the mention of resolution 1325 in the political actions of the Colombian feminist movement during said period has been observed, through the review of women's work spaces configured around 1325, women's congresses systematization documents, and follow-up publications to the dialogue process in Havana, in addition to several interviews. The analysis carried out shows a prolific political agency of the women's movement and peace in Colombia, based on the resolutions of the Security Council. In conclusion, although the Government has not designed a plan to implement the resolutions of the Security Council, those have constituted an instrument for the enforceability of women's rights to the participation and incorporation of a 100 gender measures in the agreement reached.

Keywords: Resolution 1325, Women, Security, Peace Negotiation, Colombia
WOMEN IN DETECTIVE FICTION AND BENGAL

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ABSTRACT

Bengal always had a very rich literature base since the independence, it has been seen that the majority of the crime novels or detective fiction novels at that time written by Bengali writers and detectives like Byomkesh Bakshi, Kiriti Roy, Arindam Bosu all became very famous and well known characters and till today kids grow up reading these books. There has not been much representation of women in this genre; we only get to see a typical Bhodrolok in the main role. If we have to talk about the female characters we only see a strong mentionable female character which appears in the Byomkesh Bakshi stories which took place before the Independence and that is of Satyaboti who later gets married to Byomkesh, she has been depicted as a strong women not a conventional beauty and a perfect match for Byomkesh. The other female characters were very domestic, they were housewives and they give us an idea of the women of the Bhodrolok society, they stayed in the house all day, took care of the house hold and their family and vulnerable. When we look at the stories taking place after the Independence we see only two female characters who are committing crimes. My paper will focus on the detective fiction novels written in India and the analysis of the female characters in these genres of novels and how they represent the then middle class society of Kolkata.
RIGHT TO WOMEN: BETWEEN DISABILITIES AND CHANCE TO WORK IN GOVERNMENT SECTORS IN INDONESIA

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ABSTRACT

Seven years after ratifying Convention on the Rights of Persons with Disabilities, visible changes commence, especially when the government sectors open recruitments for seeking civil servants in Indonesia. Although these steps are an excellent start to recognize and implement the right to work for persons with disabilities, the homework is still massive. It is safe to submit that women with disabilities in Indonesia had no equal chance to sit and apply for the proper job in government sectors. This paper is going to explore the importance of the state to present and implement the right to women, especially those with disabilities to work in government sectors. Accordingly, this paper can be the reference for the government to recognize the right to women with disabilities and give them a chance to compete in the government sectors application. The methodology will be used in this paper is that research-paper desk, so that the references for this paper is going to be taken from journals articles, law cases, verdicts, official institution websites, conventions/acts are some sources.

Keywords: Human Right, Women, Disabilities, Work, Government Sector
ENGENDERING BUDGETS: CHALLENGES IN IMPLEMENTING GENDER RESPONSIVE BUDGETING (GRB) IN THE MINISTRY OF WOMEN, FAMILY AND COMMUNITY DEVELOPMENT, MALAYSIA

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\textbf{ABSTRACT}

This paper examines the initiatives of Gender Responsive Budgeting (GRB) in Malaysia with connection to gender equality. The paper concerns in determining the real challenges of GRB implementation in the Ministry of Women, Family and Community Development (MoWFCD) Malaysia as this ministry spearheading the initiatives. A series of expert interview and desk review of various documents related to gender and budgeting issues has been carried out in collecting data for this study. Gender Budgeting Initiatives (GBIs) which started in Australia in 1984 aimed to evaluate the impact of national budget on women and girls in the country. Later in the mid-2003, the initiatives were then introduced in Malaysia with participation of four selected pilot ministries namely Ministry of Education, Ministry of Human Resources, Ministry of Rural and Regional Development, and Ministry of Health. After 12 years since the first publication of Manual on Gender Budgeting in Malaysia, the lack of GRB awareness programmes and gender-related matters among public actors were identified as part of major challenges in implementing the policy in this country. The paper concludes that GRB initiatives need support and cooperation from stakeholders. Thus, this paper recommends that the MoWFCD needs to enhance women participation in budgetary debates and decision making process. Additionally, the top management of the ministry has to support the initiatives through GRB’s advocacy, effective policy cascading as well as lobbying programmes related to its understanding.

Keywords: Gender Responsive Budgeting (GRB), Public Policy, Gender Equality, Gender Awareness
ATTITUDES OF YOUNG WOMEN TOWARDS GENDER EQUALITY

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ABSTRACT

The future of women lies at the hand of the women. Breaking glass ceilings and gender stereotypes are becoming the norm for a large part of the female population and yet, there are a number of them that are held back by attitudes and perspectives held by themselves or those around them. Therefore it is prudent that the attitudes of young women towards gender equity is understood. Aim: To assess the attitudes of young women towards gender equality. Method: The study uses purposive sampling method to obtain a sample of 100 young females between the ages of 20 and 40. An informed consent form, demographic data sheet, and an adaptation of the Gender Equitable Men (GEM) Scale to measure the attitudes towards “gender equitable” norms were used in the study. Results: The data will be analyzed using descriptive statistics. Anticipatory findings, in accordance with the available literature, indicate that a male dominant attitude is prevalent among the young women in India, allowing for the acceptance of inequitable behaviour.

Keywords: Attitude, Gender Equality, Young Females
UNLEASHING WOMANHOOD: TOWARDS A NEW MORROW (READING OF SELECT FICTIONAL WORKS)

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ABSTRACT

Literature has witnessed the role(s) of women evolving through ages. There has been a tremendous change in the perspective of how women were previously looked upon and how in the current scenario, they are observed. It can be examined that there has been a transition in their respective roles marking a trajectory from inspiration to action. From the character of Sita to Candida, women have evolved across nations, across cultures. The changing roles of women in literature not only is a reflection upon how society views women, but it is also a reflection upon how woman started viewing herself thereby leading to her evolution and subsequent empowerment.

The present paper will be taking the select fictional works of three women writers Shashi Deshpande, Bharti Mukherjee and Shobha De and will reflect upon the development and growth of women characters and how they nourish literature with their empowered presence.

Keywords: Woman, Literature, Empowerment, Changing Roles, Growth and Emancipation
WOMEN IN CRISIS: FINDING THE TRUTH IN THE HALF MOTHER

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ABSTRACT

We the society, earnestly require policies and law to eliminate everyday torments and to ensure a safe world that promotes free movement of people in unrestricted manner in wider sphere, provide secure livelihood and access to all modern beneficial resources to them. Literature has witnessed the roles of women evolving through ages among others. Anita Nair too feels that nothing has changed in terms of mentality though women in fiction may have shrugged some of the strait jacketed representations. There are men as well who have recorded and acknowledged women’s contributions to several movements and that a room of one’s own benefits not only women but the literary tradition as a whole. In this context, I would like to bring out that the contemporary Indian fiction in English has focused perpetually on how women are working towards solidarity to establish a global women’s movement that appeals for justice and peaceful survival of masses.

An Indian debutante author Shahnaz Bashir, a teacher of Creative Journalism, Narrative and Literary Reportage in the Central University of Kashmir, goes beyond the headlines for the other side of the Kashmir story—of mother’s nightmarish quest for her missing son caught in uncertainty of life and death. Bashir’s novel is based on Kashmir and its struggle, but what is unique is a woman fighting for her right—and emerges as fiction that transports the reader into emotional world of a mother, searching for her son-filled with loneliness and heartache, yet “the battered hope inside her was still alive”.

The present paper would attempt to foreground and also endorse the fact that whenever a woman is in crisis, does not fail to exhibit her unbounded courage and unflinching determination to face it and care as well for her people and the whole world around her.

Keywords: Woman, Crisis, Loneliness, Courage, Emerge
CHANGING MORALS - CRIMINALIZATION OF HOMOSEXUAL ACTIVITIES, THEIR IMPACT ON RIGHTS OF LGBT COMMUNITY AND NEEDED REFORMS

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ABSTRACT

In the majority of countries there remain social taboos against homosexuality which lead to prejudice and human rights abuses against individuals engaging in consensual same-sex practices and transgender people. Often these prejudices are enforced by state legal system through explicitly or indirectly criminalizing such behavior holding those who “deviate” from appropriate norms of gender and sexuality as “morally dangerous”. By institutionalizing discrimination against particular sex-acts, criminalizing laws can strengthen systemic disadvantage of LGBT community and provoke or validate violence against them. At this point it becomes necessary for us to question that whether laws implemented with the aim of curbing and punishing homosexual behavior hold rationality; whether such laws can be rightfully justified and enforced by the court of law and whether individual liberty can be constrained and abrogated in order to protect public morality, especially when exercise of such liberty is not at the detriment of others. Further, it needs to be analyzed if such morality can be upheld to be the basis of laws and if not then what should validate a law. It becomes rather necessary to determine this question because prima facie, it seems essential to uphold certain morality in order to ensure validity of any law. However, the research paper negates this morality to necessarily be popular morality which is transient but rather wishes to establish it to be constitutional morality in order to develop a rational legal structure that caters to uphold the rights of LGBT community.

Keywords- LGBT, Law, Morals, Constitution, Criminal.
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