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C3 Sakshamaa | XISS | IAWS

Conference

Economic Empowerment of Women in East India and the Role of Women's Collectives

Date : March 17-18, 2023 | Venue : XISS, Ranchi

Supported by

**BILL & MELINDA
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Shri C. P. Radhakrishnan



RAJ BHAWAN
RANCHI-834001
JHARKHAND

GOVERNOR OF JHARKHAND



Message

I congratulate the Centre for Catalyzing Change, Xavier Institute of Social Sciences (XISS) and Indian Association of Women's Studies (IAWS) on organising a National Conference on 'Economic Empowerment of Women in East India and the Role of Women's Collectives' from 17th-18th March, 2023.

The states of Eastern India have made remarkable progress in the development indicators in the field of women empowerment in the last few years. The state of Jharkhand is known for its significant role in leading several initiatives aimed at promoting livelihoods and bridging the gender gap in several sectors including women groups. Various initiatives of the government to promote women's groups, especially under the National Rural Livelihoods Mission and the National Urban Livelihoods Mission (NRLM), have been instrumental in organizing and empowering women in this sector.

I look forward to the discussions and presentations from this National Conference and congratulate the organisers for bringing together academicians, practitioners and policy makers together on one platform to deliberate on the role of women's collectives in economic empowerment of women in Eastern India. I am especially happy with the focus of the conference being on Eastern India, which gives us an opportunity to strategically deliberate on the policies and programs that will work towards women's empowerment in the region.

(C. P. Radhakrishnan)

Dr Joseph Marianus Kujur, SJ
(Director, XISS)



Message from Director Xavier Institute of Social Service (XISS)

The International Women's Day celebrations on March 8, 2023 is over. Much of the discourse in the celebrations across the world has been on women's accomplishments and achievements in the spheres of science, technology, business, economy, politics, education, agriculture, homemaking, and so on. Apart from eulogizing women and their feat, the narrative has also been the need of their empowerment and women collective's role in it. The real challenge, however, is to ensure equal participation of women in all decision-making processes at all levels.

Taking the empowerment discourse forward, the XISS-C3-Sakshamaa-IAWS joint International Conference, on March 17-18, 2023, wants to celebrate the experiences of women collectives' capacitating efforts in low-income states of Eastern India. While the joint effort envisions strengthening of women collectives in addressing the issue of gender equity, it also initiates a dialogue among academic institutions, development partners and state governments on the theme "Economic Empowerment of Women in East India and the Role of Women's Collectives".

My congratulations, appreciation and thanks to the distinguished Conference Conveners from three eminent institutions – Dr Anamika Priyadarshini, Research Lead at Centre for Catalysing Change; Dr Anant Kumar, Head of the Rural Management Program and Coordinator of Counselling Centre, Centre of Behavioural & Cognitive Sciences, and the XISS Students Exchange Program with Antwerp University; and Prof Asha Hans, EC Member, Indian Association of Women's Studies, Former Professor of Political Science, and Founder Director of School of Women's Studies, Utkal University, Presently with Sansristi, Bhubaneswar, Odisha, India – for envisioning and designing the entire Conference with minute details ever since its inception. We also thank and recognise the dedication and singlemindedness of the members of their respective teams, without whose tireless efforts the dream of holding event of such a magnitude would not be possible. We also appreciate and sincerely thank all sponsors for their support, which has ensured the Conference to see the light of day.

The term 'women empowerment' which came into existence in the 19th century, means giving power out, recognition, justice, and right to women in terms of social, cultural, religious, economic, political, educational, and psychological aspects of life. The context of women being a weaker gender than man is a misconception for thousands of years. There is also another misconception that in women's empowerment there is necessarily an aspect of dis-empowerment of men. In fact, there is a complementarity of man and woman in the very idea of empowerment, implying solidarity, sharing and participation in the life, work, brokenness, struggles, dreams, hopes and aspirations of one another rather than a competition and contestation. More importantly, women's empowerment necessarily means their equal participation in decision-making process at every level and stage. Melinda Gates opines, "A woman with a voice is by definition, a strong woman."

According to 2011 Census, of the total female population 21.9% were a part of Indian workforce. Majority of women, i.e., 87%, were employed in the rural areas and in agriculture as laborers, cultivators, self-employed. Despite the Equal Remuneration Act 1976, women were paid lower wages, occupied lower skilled jobs, and had less access to skill training and promotion. The idea of women's economic empowerment strives to eliminate the social, economic, and political divide between men and women and facilitates equal opportunities and participation in defying traditional gender roles. Empowering women financially is enabling them to make their own decisions in the way they want to run their homes. It also means making women powerful by making them financially independent.

Women empowerment is an enabler for realization of their identity, self-esteem, power, and rights, in all spheres of their lives, primarily economic, political, social, cultural, personal, and familial. The real empowerment of women is only when she enjoys full participation in decision-making and access to economic resources, power structures, and relationships networks. If women are empowered the nation will benefit.

The last but not the least, the issue of women's empowerment is not only the issue of women; it is the issue of men as well. It is the issue of the whole society. It is the issue of the whole nation. If we passionately, dedicatedly and collectively work there is no reason why the efforts of the XISS-C3-Sakshamaa-IAWS for women's empowerment cannot fructify within a stipulated time frame.

The present Conference is a step forward in the right direction. I am confident that the Conference is going to be thought-provoking, intellectually stimulating and methodologically gripping, to take the 'campaign' of women's empowerment forward with a renewed passion, zeal and vigour to convert theories into practice, crisis into possibilities, negative energies into positive, and dreams into reality.



Dr Joseph Marianus Kujur, SJ
Director, XISS

Dr Aparajita Gogoi
(Executive Director,
Centre for Catalyzing Change)



Message from Executive Director Centre for Catalyzing Change C3

Centre for Catalyzing Change's Sakshamaa initiative, supported by the Bill and Melinda Gates Foundation, aims at bridging the gender gap by generating robust evidence to inform policy implementation. In addition to nurturing collaborations with the Government of Bihar, local universities and research institutions, Sakshamaa has also been driving learning through roundtables, conferences and media outreach. This Initiative has also been working in collaboration with national and global institutions and universities with an objective to promote the culture of learning by sharing and analysing specific experiences in the larger context of low-income states of Eastern India.

In this context, the XISS-Sakshamaa-IAWS Conference on 'Economic Empowerment of Women in East India and the Role of Women's Collectives' being organised at XISS, Ranchi on March 17-18, 2023, will be an opportunity to share and learn from experiences of various women's collectives actively working in the low-income states of Eastern India and reflect on available data and evidence that highlight gains and areas for policy prioritization. The Conference would also be a space to conduct a dialogue about strategies for strengthening these collectives beyond the domain of livelihoods and address social norms.

Centre for Catalyzing Change (C3) is proud to partner with and co-host this conference with Xavier Institute of Social Services (XISS), Ranchi, and Indian Association for Women's Studies (IAWS). C3 acknowledges the support and partnership of The Bill and Melinda Gates Foundation for this endeavour. I hope that the two day-long conference will facilitate dialogue and deliberations, along with sharing of evidence and programmatic experiences of women's collectives in envisioning ways for strengthening women's collectives in the region to address social norms and deepen the agenda of gender equity.

I wish the very best to all the participants of the conference and heartfelt gratitude to all the guests and speakers who have agreed to share their expertise on various thematic areas within the larger framework of economic empowerment of women in eastern India. I look forward to fruitful deliberations in the two days of this conference, and hope that the discussions would lead to newer and innovative strategies around working with women's collectives in the region.

Dr Aparajita Gogoi
(Executive Director, Centre for Catalyzing Change)

Prof. Ishita Mukhopadhyay
(President, IAWS)



Message from President, Indian Association for Women's Studies (IAWS)

It is a great pleasure for IAWS to partner with XISS and the Centre for Catalysing Change to organise a national seminar on such a relevant contemporary issue. The Indian Association for Women's Studies is a professional body founded in 1982 with the aim of promoting women's studies as an academic discipline throughout the country. Following the revelations by the Committee on the Status of Women in 1975 about the deteriorating social status of women in the country, feminist scholars realised the need for an academic discipline concerned with the in-depth analysis of the deep-rooted socio-cultural, economic and other factors that lead to the subordinate position of women in society. The official founding members of the IAWS, included Dr. Madhuri Shah (then Chairperson, UGC), Dr. Hemlata Swarup (then VC, Kanpur University), Dr. Jyoti Trivedi (then VC, SNDT Women's University), Dr. Phulrenu Guha (Former Minister/ Chair, CSWI), Prof. Lotika Sarkar (Dean, Law Faculty, Univ. of Delhi), Dr. Devaki Jain (Founder-Director, ISST, New Delhi), Prof. Neera Desai (Director, Research Unit on Women, SNDT), Prof. Vina Mazumdar (Founder-Director, CWDS, New Delhi / Member Secretary, CSWI). Dr D Shankar Narayan (then Additional Secretary UGC). Its diverse membership includes academics, researchers, students, policy analysts, activists, social workers, media women etc. IAWS has emerged not only as a strong discipline but also provides a critical lens to understand the ideological and political underpinnings of the challenges faced by movements for equality, democracy and social change from secular democratic perspectives. As part of its work it is working in the state of Jharkhand with similar goals.

Its current partnership with XISS and the Centre for Catalysing Change is an expression of our belief in joint efforts. Collective efforts of women have been a core strength of women's movements and it is with an aim to support such collective efforts that IAWS has led governments to adopt landmark laws, policies and schemes. By facilitating open dialogues in this seminar, we aim to understand the challenges faced by women in the region to earn a living and what could be the strategies to overcome them.

It has been our privilege to host the two days national conference on '**Economic Empowerment of Women in East India and the Role of Women's Collectives**' in Ranchi, the capital of Jharkhand state. Through this seminar, we aim to create a constructive space for the discussion and dialogues among academic researchers, students and the social activists working in this field. We also hope to document the real-life stories of struggles of women in this region.

On behalf of Indian Association for Women's Studies (IAWS), I am delighted to welcome all the delegates, invited speakers, paper presenters and the participants to the conference hosted jointly by IAWS, XISS and CCC to be held on 17-18 March 2023.

A handwritten signature in black ink, which appears to read "Ishita Mukhopadhyay".

Professor Ishita Mukhopadhyay
(President, Indian Association for Women's Studies)

Conference Convenors' Message



Dr Anamika Priyadarshini
Centre for Catalyzing Change



Dr Anant Kumar
Xavier Institute of Social Service
(XISS)



Prof Ishita Mukhopadhyay
Indian Association of Women's
Studies (IAWS)

It gives us immense pleasure to welcome you all in this conference on Economic Empowerment of Women in East India and the Role of Women's Collectives in the Women's History Month of 2023. We have been committed to work for bridging gender gap in India and this conference is a manifestation of our respective journeys that began amidst the COVID-19 pandemic, with an objective to understand the daunting implications of the pandemic on economic opportunities for women in low-income settings. We had also been interested in understanding the existing support mechanisms for poor women in such contexts. Recent research shows that along with the caste-class-gender lines, COVID-19 pandemic has also deepened regional divides and states of eastern and north-eastern India have possibly experienced the greatest brunt of the COVID-19 crisis.

Four out of the six poorest Indian states are located in the eastern part of the country and these states are also marked for shrinking economic opportunities for women. One of the most popular institutions effectively involved in supporting and facilitating poor women's empowerment in the region is: women's collectives. Like other parts of the country, women's organizations and their networks have concurrently been engaged in organizing and equipping poor women in the region since 1970s. The state governments' pro-active initiatives for promoting women's collectives, especially under the flagship of National Rural Livelihood Mission and National Urban Livelihood Mission (NRLM), have played a crucial role in organizing and capacitating women in the region. We recognized the need for deliberation on role of women's collectives in economic empowerment of women in low-income states of East India and collaborated to organize this conference.

The XISS-Sakshamaa-IAWS Conference on Economic Empowerment of Women in East India and the Role of Women's Collectives would be an opportunity to share and learn from experiences of various women's collectives actively working in the low-income states of Eastern India and reflect on available data and evidence that highlight gains and areas for policy prioritization. We believe the Conference would also be a space to initiate a dialogue about ways of strengthening these collectives beyond the domain of livelihoods and address social norms. We recognize the need to underscore the role of women's collectives in capacitation of women living in low-income settings and also create avenues for discussing and envisioning approaches and frameworks for their growth and sustainability.

We are glad to note that some of the best academics, government officials, social workers, and development professionals are going to enrich this conference as resource persons as well as authors. The need for such deliberation could be understood from the fact that we received more than 70 papers in a short period of 4 weeks. The papers were selected by a Committee that included one representative from each of the organizing institutions and two external experts. We wanted to include 4 papers in each session. But considering the impressive quality and content of abstracts, the Committee selected 5 papers for most sessions. We are delighted to share that authors have also submitted their full papers.

We envision this conference as an opportunity to discuss, analyze, understand, and contextualize what works for enhancing economic opportunities for women in eastern India. We believe our conference will be a learning platform to understand the nature, extent, and evidence of the core issues and challenges for women to access decent income and livelihoods, in an economy that has been devastated during the pandemic. We would also like to note that this conference is just the beginning, we will be editing a volume comprising of selected papers presented in the conference and would also look forward to explore possibilities of understanding and strengthening women's collectives and their initiatives aimed at women's economic capacitation in low-income states of East India.

Once again, we welcome you all and wish you a very happy Women's History Month!

(Dr Anamika Priyadarshini, C3)

(Dr Anant Kumar, XISS)

(Prof Ishita Mukhopadhyay, IAWS)

About the Conference on

Economic Empowerment of Women in East India and the Role of Women's Collectives

The Conference

The XISS-Sakshamaa-IAWS Conference is designed as an opportunity to share and learn from experiences of various women's collectives actively working in the low-income states of Eastern India and reflect on available data and evidence that highlight gains and areas for policy prioritization. The Conference would also be a space to instigate a dialogue to about ways of strengthening these collectives beyond the domain of livelihoods and address social norms. The Conference is a manifestation of the organizers' commitment to underscore the role of women's collectives in capacitation of women living in low income settings and also create avenues for discussing and envisioning approaches and frameworks for their growth and sustainability.

Recent research establishes that along with the caste-class-gender lines, COVID pandemic has also deepened regional divides and states of eastern India and north-eastern India have experienced the greatest brunt of the COVID crisis¹. The states of this region could learn from each other's experience and also collaborate for addressing the specific challenges of the region. Along with some generic features, the states of eastern India also have some striking variations. For instance, despite being the poorest state, Chhattisgarh has succeeded in creating more economic opportunities for women than Bihar, Jharkhand and Orissa and has also scored better for its WEI (Women Empowerment Index)². Furthermore, while all the four east Indian states have been the prime [male] labour sending states, Chhattisgarh and Jharkhand is known for female outmigration.

In sum, along with some broad commonalities, the east India region also has remarkable variations and XISS-Sakshamaa-IAWS Conference is envisioned as an opportunity to discuss, analyse, understand and contextualize what works for enhancing opportunities for women in eastern India, in state specific contexts and wider. Participants and speakers in the conference have been drawn from among academicians, policy leaders and development sector.

Conference Objectives

The conference has been organized on March 17-18, 2023 at the Xavier Institute of Social Studies, Ranchi, India. The main objectives of the conference are:

- Enabling a platform for sharing evidence and programmatic experiences of women's collectives working to facilitate and capacitate women in the low income states of Eastern India.
- Initiating dialogue between concerned academic institutions, development partners and state governments on the role of women's collectives in low income states of Eastern India.
- Envisioning ways for strengthening women's collectives in the region to address social norms and deepening the agenda of gender equity

Conference Themes

The themes of the conference include:

- Women Access to Livelihood and Market: Role of Women's Collectives, Microcredit and the Government
- Agency, Empowerment and Women's Collectives
- Digital and Financial inclusion for Capacitation of Women and Their Collectives
- Unpaid Care, Domestic Work and Time Poverty for Women: Prospects of Women's Collectives in Unburdening Women
- Prospects for Feminist Networks, Women's Organizations and Women's Collectives in Twenty-first Century India
- Women's Collectives in Urban Women's Economic Capacitation

¹ <https://journals.sagepub.com/doi/full/10.1177/2455328X211051432>

² <https://economictimes.indiatimes.com/news/economy/indicators/chhattisgarh-top-performing-state-on-gender-equality-goal-of-sdg-niti-aayog-report/articleshow/83510698.cms?from=mdr>

The Organizing Institutions

Xavier Institute of Social Services (XISS)



Xavier Institute of Social Services (XISS), Ranchi, has been a pioneer institution in the field of development and management study for the last 65 years. The Institute's focus has been on 'putting the last first' since its beginning and it is committed to work with poor, marginalized, women and children. The Institute has a specific focus on gender mainstreaming, which is reflected in its academic, administrative as well as field-level development interventions. XISS also offers courses like "Women and Development" and "Gender and Development" and has undertaken various studies and projects aimed at bridging gender gap. As an eminent institute of social service, XISS has been working in collaboration with development partners and academic institutions to approach its goal of creating sustainable societies with peace, justice and reconciliation.

Centre for Catalyzing Change (C3)



Centre for Catalyzing Change (C3), formerly known as Centre for Development and Population Activities (CEDPA), India, started working in India in 1987. In the last 30 years, C3 has emerged as a key change-making organization focused on improving the condition of girls and women in the country. C3 designs solutions that mobilize, equip, educate and empower girls and women to meet their full potential, and strives to create an ecosystem where all girls and women can demand and get their due entitlements. C3's work addresses the challenges that they face in our country at various stages in their lives. At the core of their work and approach is the belief that gender equality is essential for development and democracy. Their programs are aimed at equipping girls and women with practical life skills, improved confidence in personal decision-making, and increased self-esteem. Their work ensures that girls and women have access to quality reproductive and maternal health care. We are committed to equal participation of women in governance and leadership roles as a step towards building a stronger nation.

Indian Association for Women's Studies (IAWS)



The Indian Association for Women's Studies (IAWS) is a professional body, registered under the Societies Registration Act. It has a membership of more than 2000, drawn from a diverse community of academics, researchers, students, policy analysts, activists, social workers, media persons and others. IAWS also has institutional members. In 2022, IAWS shall complete 40 years of its existence. The Institution has played a critical role in establishing and strengthening Women's Studies centres in India and, more importantly, in the emergence of Women's Studies as a discipline. After the outbreak of COVID pandemic, IAWS has been concerned about socio-economic vulnerabilities of women in low income settings, including low income states of India.

Resource Persons

Key Note Speaker & The Chair of the Inaugural Session

Key Note Speaker

Ms. Renana Jhabvala

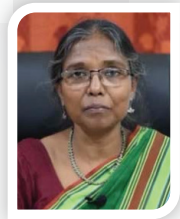
Ms Renana Jhabvala has been active for decades in organising women in the informal economy into trade unions, co-operatives and financial institutions in India, and has been extensively involved in policy issues relating to poor women and the informal economy. She is best known for her long association with the Self-Employed Women's Association (SEWA), India, and for her writings on issues of women in the informal economy. She is presently the President of SEWA Bharat, the All-India Federation of SEWAs. In 1990, she was awarded a Padma Shri from the Government of India for her contributions in the field of social work. In April 2012, she was appointed as Chancellor of Gandhigram Rural University (2012-2017) and was Member of UN Secretary General's High-Level Panel on Women's Economic Empowerment (2016-2017).



Chair of the Inaugural Session

Prof. Sonajharia Minz

Prof. Sonajharia Minz is the Vice-Chancellor of Sido Kanhu Murmu University, Dumka. She completed her M.Phil, Ph.D in Computer Science from Jawaharlal Nehru University (JNU). Prof. Minz worked as an Assistant Professor in the Department of Computer Science, Madurai Kamaraj University in 1991, as well as Barkatullah University of Bhopal since 1990. She has published several research papers in national and international journals. Later, she was also appointed as an Associate Professor in 1997 and was promoted to be Professor since 2005 at the School of Computer & Systems Sciences, Jawaharlal Nehru University. She has also served as the President of JNU Teacher Association (JNUTA).



Resource Persons | Special Guests

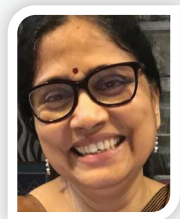
Revd. Dr. Matthew M. Cobb

Revd. Dr. Matthew M. Cobb, is President Cross Cultural Studies Program, Inc., and holds a PhD from University of California, Berkeley. As a Bridgekeeper there is more focus on the bonds of affection that build up trustworthy processes of presence and communication between caste, class, race, religion, and culture. His Walks Back Collective @walksback.com is one venture that continues to surprise us with multiple changes of perception among groups. Dr Cobb's approaches to social change generates novel ideas among individual participants and results in a vantage point shift.



Prof Sanghamitra S Acharya

Prof Sanghamitra S Acharya has taught at International Institute for Population Sciences (IIPS) during 1990-99. She was Director, Indian Institute of Dalit Studies during 2015-18; a Visiting Fellow at CASS, Beijing; Ball State University, USA and UPPI, Manila; East West Center, Honolulu and University of Botswana. She was awarded Asian Scholarship Foundation fellowship in 2005; and Shastri Indo-Canadian Institute Grant in 2019. She has travelled to Sri Lanka, Bangladesh, Germany, The Netherlands, UK, USA, Canada, Thailand, Belgium and Finland for academic purposes. She has participated in national and international conferences, presented papers; and published in peer reviewed journals on issues of health and discrimination; youth; gender in urban spaces; women and children in Western India; and North East India. She has been invited for lectures at institutions within the country and outside. Some of them include Maulana Azad national Urdu University, Jamia Millia Islamia, Ambedkar University Delhi, International Institute for Population Sciences, Chinese Academy of Social Sciences, Shanghai, Centre of Women's Studies, University of the Philippines, and College of Health, Ball State University, Indiana, USA. Her published work includes 'Marginalization in Globalizing Delhi- Issues of Land, Labour and Health' (2017), Health, Safety and Well-Being of Workers in the Informal Sector in India- Lessons for Emerging Economies (2019), and Caste, Covid and Inequalities of Care- Lessons from South Asia (2022), Mapping Identity-induced Marginalisation in India - Inclusion and Access in the Land of Unequal Opportunities (2022) by Springer. Her research on sanitation workers; and cleaners and cremation workers is under publication by Akaar Books and Academic Publishers.



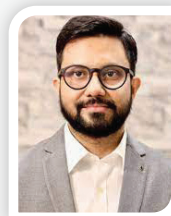
Ms Rajeswari B., IAS

Ms Rajeswari B., IAS, is currently working as the is the Commissioner of MGNREGS, Jharkhand. She also the Director of State Child Protection Society and the Director of Women Development Corporation, Jharkhand. As an IAS officer of Jharkhand Cadre, Ms Rajeswari worked as the DC of the districts of Dumka, Garhwa and Ramgarh. Ms Rajeswari is known for her stupendous management of 'Sawan Mela' in Deoghar, where more than one crore devotees visited the Shiva Temple in one month.



Mr Rahul Kumar, IAS

Mr Rahul Kumar, IAS, is the CEO of Bihar Rural Livelihoods Promotion Society (BRLPS)-JEEViKA. He is also the Commissioner of MGNREGS, Government of Bihar; Mission Director-Jal Jeevan Hariyali Mission, Bihar; and MD-Swachh Bharat Grameen Mission, Government of Bihar. Mr Kumar has more than 10 years of experience as an IAS officer, implementing various flagship schemes of state and central governments such as Health, Education, Rural Development, and Public Distribution System. As a District Magistrate, he demonstrated efficient handling of law & order and disaster management. Besides, he conducted two Loksabha Elections, two assembly elections, council, and local body elections successfully. During his tenure in various districts of Bihar, he focused on building grass-roots infrastructure and strengthening the institutions.



Dr Yamini Atmavilas

Dr Yamini Atmavilas is a gender sector & philanthropy leader with a track record of building impactful partnerships in the philanthropic, public and social sectors for advancing gender justice. Yamini is currently the President, The Udaiti Foundation that works on women's economic empowerment across entrepreneurship and jobs. Udaiti is part of the portfolio of foundations incubated by Indian philanthropist Ashish Dhawan. Previously, she led portfolios on Women's Economic Empowerment Programs, What Works Initiatives, and Health Systems Research & Evaluation with the Bill & Melinda Gates Foundation. In that role, she set up the foundation's ambitious portfolio of scalable programs for women's collectives, rural livelihoods, and social empowerment with NRLM and several SRLMs under the Swashakt, STREE and SWAYAM programs and evidence & think tank initiatives like Sakshamaa and IWWAGE. Yamini has also led the Gender Studies Area at the Administrative Staff College, Hyderabad providing policy research & advisory & capacity on gender policies, gender budgeting and gender data, and monitoring & evaluation initiatives across South Asia. She is widely published on gender, employment, health, education, and economic development. She has a PhD in Women's Studies from Emory University, and lives in Bangalore.



Resource Persons | Panelists, Discussants, Chair Persons

Prof. Amar Eron Tigga

Prof. Amar Eron Tigga is the Dean Academics, Marketing Management in the Department of Marketing at XISS, Ranchi. He received his Ph.D. and B.Tech. from IIT (ISM) Dhanbad and PGDM from IIM Calcutta. He also completed a course on Advance Marketing Management from IIM Lucknow. He teaches subjects in Marketing domain namely, Brand Management, Sales Management, Customer Relationship Management and B2B Marketing. He has interest in technology and teaches Management Information System also to Marketing students. Prof Tigga's research areas include Brand Management and Sales Management. He has presented several research papers in national and international conferences and published articles in journals of repute. He is also attached with various corporate and development organizations for training and projects implementation. His research interests are also in Educational Institution Branding, especially B-Schools, Entrepreneurship Development and Digital.



Dr Anamika Priyadarshini

Dr Anamika Priyadarshini is working as the Senior Specialist-Research at the Centre for Catalyzing Change's Sakshamaa initiative. She did her Masters in International Development from Cornell University and PhD in Global Gender Studies (GGS) from the State University of New York (SUNY) at Buffalo. She has taught undergraduate courses of GGS at SUNY Buffalo and masters courses at the Centre for Development Studies, Central University of South Bihar. She also taught short term courses while working with TISS (Tata Institute of Social Sciences), Patna Centre and as a guest faculty at the Development Management Institute, Patna. Anamika has worked with national and international organizations and academic institutions as an academic and development professional. She has led several research projects supported by nationally and globally known institutions like Indian Council for Social Science Research (ICSSR), The World Bank, Government of Karnataka, Packard Foundation and the Bill & Melinda Gates Foundation (BMGF). Anamika has also published articles in reputed journals like eClinical Medicine-The Lancet, Brill, Social Change, Economic & Political Weekly, Mainstream etc. She is recipient of some prestigious international awards, including Margaret McNamara Foundation Fellowship, Ford Foundation Fellowship, SUNY's Doctoral Fellowship and College Fellowship.



Dr Anant Kumar

Dr Anant Kumar is a Fulbright Scholar, Behavioral Scientist, and an Associate Professor & Head of Programme - Rural Management at Xavier Institute of Social Service (XISS), Ranchi, Jharkhand, India. He is an Adjunct Additional Professor at Global Institute of Public Health, Thiruvananthapuram, Kerala. Dr Kumar obtained his doctoral degree in Social Medicine and Community Health from Centre of Social Medicine and Community Health at Jawaharlal Nehru University, New Delhi and his Bachelor and Master degree in Psychology from the University of Allahabad.



He is associated with various organizations and professional groups and has been published in several national and international journals. He is also on the panel of reviewers for various national and international Journals. He has been the recipient of Fulbright-Nehru Academic and Professional Excellence fellowship. He was an Adjunct Associate Professor in the Public Health Leadership Programme at the Gillings School of Global Public Health, University of North Carolina, Chapel Hill. He was also awarded a Guest Fellow position at the Indian Institute of Advanced Study, Shimla.

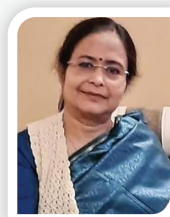
Dr Aparajita Gogoi

Dr Aparajita Gogoi is an advocate for health and rights working with a single mission to make the lives of girls and women in India better. She is the Executive Director of Centre for Catalyzing Change (C3), which works to enable women and girls to be fully empowered, equipped to realize their rights, access opportunities and achieve gender equality. She is also the National Coordinator of The White Ribbon Alliance for Safe Motherhood, India. She has almost three decades of extensive experience in defining approaches and strategies, and building campaigns on community mobilization and amplification of women's voices. She holds a PhD (International Politics) from Jawaharlal Nehru University, New Delhi. She has been accorded recognition for her work in various forums. On 8th March 2011, Guardian, UK, marked International Women's Day by selecting 100 of world's most inspiring women, and Dr. Gogoi was named as one of these 100 women.



Dr. Debjani Roy

Dr. Debjani Roy, Associate Professor is currently heading the Post graduate Department of Geography, Nirmala College, Ranchi University, Ranchi. She has done her graduation in Geography from Lady Brabourne College, Calcutta and her Masters and a Ph.D from Calcutta University. She was awarded PhD degree in 1996 and has more than 21 years of experience in teaching at undergraduate and post graduate levels. She is actively supervising PhD students and is working on a Minor Research Project funded by IAWS on "Women in unorganised manufacturing sector in Ranchi".



Dr Roy has twenty-five papers published in various national and international journals to her credit and has contributed half a dozen chapters to several books on urban, resource, population and environmental geography. She has authored two reference books viz Population Geography for final year graduate students and "Geography of Jharkhand –

Land, Economy and People" as per CBCS syllabus. She has also edited two books viz. Development and Conflict and Environmental Degradation-Challenges and Remedies. She is also the content writer for Environmental Studies at Uttarakhand Open University. Dr Roy has presented papers in national and international conferences, including the 33rd International Geographical Union Conference held in Beijing. She has also been recipient of the prestigious Award for Academic Excellence.

Dr Deepa E

Dr. Deepa E is working as an Assistant Professor at the School of Development, Azim Premji University, Bengaluru, India. She completed her doctorate in Women's Studies and anchors her research around Gender and Development. Her focus area is Gender and Labour. Her doctoral thesis 'Women in the Informal Sector Work: A Case Study of Paid Domestic Worker in Chennai Urban Slum' studies the work choices of women residing in an informal settlement/ slum belonging to under privileged caste background. Using mainly the feminist perspectives on social reproduction, her study attempted to understand the political economy and power dynamics unfolding in the informal sector within the context of the marginalisation and invisibilisation of paid and unpaid women domestic workers and the complexities of caste, class and gender within informal sector. Using the insights from the socio-spatial politics, the study also analysed the everyday experiences of the urban poor women and their work choices under the neo-liberal economic transformation.

The dimension of social reproduction and the women's role in development are still less explored in the Indian context. Being a woman as well as a researcher, she finds it imperative and exciting to reflect on these issues. Her recent research works focuses on women's work - both paid and unpaid and would like to explore various intersectional aspects within women's work, which cements gender and caste inequality. She believes that as a researcher, it is imperative to actively engage with the grassroot movements especially led women leaders from marginal sections.



Dr. Dipa Sinha

Dr. Dipa Sinha teaches Economics at School of Liberal Studies, Dr. B. R. Ambedkar University Delhi. Her research is focused on gender and social policy, food security, nutrition and public health. She has written extensively on these issues in academic journals as well as popular media. She is associated with the Right to Food campaign.



Ms Ekta Bakshi

Ms Ekta Bakshi is a doctoral candidate and has already submitted her doctoral dissertation for evaluation in the Centre for Women's Studies, Jawaharlal Nehru University, India. Belonging to the third generation of a refugee family Ms Bakshi has been interested in the theme Partition, since the very beginning of her academic career. However, rather than the immediate after-math of Partition and its exceptionality, she has eventually come to focus on the long-duree of the Partition. The criss-crossing of memory, gender and multiple marginalities and the socio-political contexts that undercut alliances and contestations, creating and re-creating identities, in the context of the Partition form the crux of her doctoral work. She has published two research articles in journals of international repute. Ms Bakshi has also contributed a chapter to an edited volume titled 'Displacement and Citizenship: Histories and memories of Exclusion' published by Tulika Books (Columbia University Press). She was selected as a fellow for the Columbia Center for Oral History Research's (INCITE, Columbia University) Summer Institute on the theme 'Oral History from the Margins to the Centre: Narrating the Politics of Our Time' with full scholarship. Ms Bakshi has also presented her work at a number of other national and international forums.



Prof. Ishita Mukhopadhyay

Prof. Ishita Mukhopadhyay is Professor in Department of Economics, University of Calcutta. She is also the President of Indian Association for Women's Studies. Prof Mukhopadhyay has been the Honourary Director, Women's Studies Research Centre, University of Calcutta since 2002. Prof Mukhopadhyay primarily works on labour economics, with a special focus on gender inequality and other socioeconomic inequalities.



Fr (Dr) Joseph Marianus Kujur, S.J.

Fr (Dr) Joseph Marianus Kujur, S.J. is the Director of Xavier Institute of Social Service, Ranchi. Dr. Kujur has over 25 years of experience in teaching at various academic institutions. A writer of 8 books and over 50 articles in national and international journals, Dr Kujur has presented more than 20 papers in international seminars and over 25 papers in national seminars.

He obtained his Ph.D. from Delhi School of Economics, Delhi University and Post-doctoral degree from the Center of Latin American Studies (CLAS), Edmund Walsh School of Foreign Service, Georgetown University, Washington D.C.



Ms Madhu Joshi

Ms Madhu Joshi has more than 25 years of progressive experience in the gender and development sector, initially working with women's organisations/movements, followed by advisory and management positions at South Asia and national level with international organisations like Oxfam GB, UN Women and CEDPA. Madhu specialises in programme design, policy advocacy, campaigning and gender focused evaluations.

At C3, Madhu leads interventions focused both on policy and at scale implementation- that are thematically focused on strengthening women's leadership in local governance and scale up of the model in addressing GBV issues concerning women, girls and young men, ensuring accountability and quality of care in reproductive health services. Madhu has led the evolution and scale up of C3's Pahal model of grassroots women's leadership since 2012. Madhu also leads C3's gender focused evidence to policy hub, Sakshamaa that aims to build timely, granular data and evidence to inform gendered policy making. She holds a degree in law from University of Delhi and a post graduate degree in English Literature from the University of Calcutta.



Dr Mamta Kumari

Dr Mamta Kumari teaches at the Women's Studies Centre of the Department of Economics, Ranchi University. She is also the Coordinator of the Centre. Dr Kumari is associated with the Indian Association of Women's Studies and has taught Women's Studies in various universities across the country.



Dr Manish Ranjan, IAS

Dr. Manish Ranjan is an Indian Administrative Service's Officer (IAS), currently serves as Secretary to Government of Jharkhand in India. Administratively, he leads the department of Rural Development (RD) with an additional charge of Rural Works Department (RWD). Previously, he served as the Divisional Commissioner of Kolhan, Ranchi and Dumka divisions. He earlier served an Additional CEO, Election Commission of India; and Director, Census Operations, Ministry of Home Affairs, Government of India before attaining his Masters of Public Affairs from University of California, Berkeley, CA. He is a trained development professional from Institute of Rural Management, Anand (IRMA) and served the National Dairy Development Board before joining the Civil Services.

Dr. Manish received his doctoral degree (Ph.D) in the area of integrated development. He is a Chevening fellow and formally trained in areas such as public policy, governance, technology, international laws and regulations, environment and climate change etc. across prestigious institutions such as University of Oxford, UK; Johns Hopkins University, USA; Korea Development Institute, South Korea; Frankfurt School of Finance and Management, Germany; and International Training Centre of the ILO, Turin, Italy.

Dr. Manish is an avid reader and has a deep interest in national and international development and policy issues. He has written extensively on poverty alleviation, inequality, human trafficking, and issues related to environment and climate change. Dr. Manish is a visiting faculty in Lal Bahadur Shastri National Academy of Administration (LBSNAA), Mussorie, National Institute of Rural Development and Panchayati Raj (NIRDPR), Hyderabad, University of Delhi and Xavier Institute of Social Sciences. Manish has several books to his credit on decision making, management, and professional development.



Ms Mary Surin

Ms Mary Surin with her present organization, The Nudge Institute leads partnerships and government alliance to develop state schemes for the ultra-poor in Jharkhand adopting the Graduation Approach, as well as to contribute to the national strategy. She is also the head consultant for the Strategy and Policy Unit at JSLPS that supports NRLM special project with the Jharkhand Government.

As poverty and suffering are prevalent among poor, marginalized and vulnerable communities, her focus has been on development of these communities since the beginning of her career in 2004. Today she stands with the knowledge, skills and more importantly the empathy she gained through her 18 years of working with various platforms like Central and State Government, International Organization and Tata Trusts, to immerse and understand various issues affecting vulnerable communities, ideate for a desired state, innovate a solution, and institutionalize to upscale the solution. Her expertise is on livelihoods and enterprise development with women collectives, strengthening community institutions, strategic planning and implementation, stakeholder's partnerships and government collaboration.

She began her career as a Young Professional with CAPART after an XISS campus recruitment in 2004. She worked closely with the Panchayati Raj and ST&SC Development Departments in Odisha for ten years. Ms Surin also worked for about 6 years as the anchor of the Trust's Migration Initiative in Odisha and Telangana, collaborating with partner NGOs, state governments, and kiln owners to address the challenges of unsafe and distress migration in brick kilns across states. Her main goal was to improve the quality of the life of the poorest of the poor and enable them to live with dignity.

Mary is a Ford Fellow and holds a Masters of Arts in Sustainable International Development from Brandeis University, Massachusetts, U.S.A, and a PG Diploma in Rural Development from Xavier Institute of Social Service, Ranchi.



Prof. Mini Sukumar

Prof. Mini Sukumar teaches Women's Studies at Department Women's Studies at the University of Calicut, Kerala since 2005. Actively involved with women's movement in Kerala from the early 1990s and associated with, 'Sthree Padana Kendram', the first women's collective that raised cultural/social issues relating to the women's question in Kerala. She was State Programme Director of Kerala Mahila Samakhya Society, a national women empowerment project. She contributes articles, book reviews, columns and, presents television programs and a founder member of Women's Imprint, a feminist publishing house. She is presently National General Secretary of Indian Association for Women's Studies (IAWS), a professional association that aims to further women's studies as an interdisciplinary academic field concerned with women, in different disciplines within and beyond educational institutions. She is a member of the Governing Body of Gender Park, Department of Women & Child Development, Government of Kerala.



Dr Neha Wadhawan

Dr. Neha Wadhawan works at the International Labour Organisation and has been based at the New Delhi office since 2018. She is the National Project Coordinator of the Work in Freedom Programme in India, which is an ILO integrated development cooperation programme focusing on preventing trafficking of adolescent girls and women into forced labour conditions, especially in the domestic work and garment sector. Implementing the programme activities across 10 states in India, she has worked with ILO constituents and several implementation partners which include trade unions, civil society organisations and academic institutions to promote mobility for work with choice and safe recruitment for informal women workers.

A political scientist by training, she holds a PhD in international politics and her research interests center around issues related to labour rights, mobility, gender and development in South Asia. She has extensive grassroots experience in the region and has been consistently engaging with policy making efforts at the state, central and regional level as well over the past 15 years. She has also worked with many UN agencies as well as the Government of India and Nepal in different consultant capacities to inform policy making on socio-economic development, labour migration and women's work.



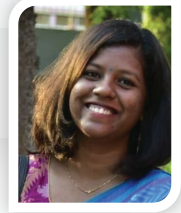
Ms Nirmala Putul

Ms Nirmala Putul is an Indian poet who writes in the indigenous language, Santhali. She has a diploma in nursing. A collection of her poems Nagare ki Tarah Bajte Hain Shabad (Words Resound like Drums) was published in 2004. She counterpoises her tribal world with the 'developed' modern world. Her poetry questions the notion of 'development' and 'progress' in modern civilization. Her poetry is very musical and full of imageries from nature. There is also an echo of tribal songs in her work.



Ms Nirali Bakhla

Ms Nirali Bakhla holds a Master's in Economics and an MPhil in Development Studies from Indira Gandhi Institute of Development Research, Mumbai. Currently, she is working as a Research Consultant and Co-Lead of Data Analytics at Policy and Development Advisory Group, a public policy advisory organization. Prior to this, she was working as a Research Associate at Bharti Institute of Public Policy at Indian School of Business under Prof. Ashwini Chhatre. Her research interests lie at the intersection of social protection measures, agriculture, migration, gender and climate change using quantitative methods and econometric modelling.



Ms. Purnima Mukherjee

Ms. Purnima Mukherjee is a Development Professional with over 32 years of experience in the field of Rural Development. After completion of BSc (Botany Hon's) and then LLB from Ranchi University, she completed PGD in Rural Development from XISS in 1990. She started her career in DRDA-Ranchi as Additional Director Project and then joined Mahila Samkhya Program of Bihar Education Project before joining Zilla Saksharta Samiti, Ranchi in 1995. For larger part of her career (around 14 yrs from 1997-2012), she worked in UNWFP as State Project Coordinator, Jharkhand for WFP's Livelihood project implemented through Department of Forest and Environment, Govt of Jharkhand and Jharkhand Tribal Development Society. Since October 2012, she has been working in Jharkhand State Livelihood Promotion Society (JSLPS) for social mobilization and strengthening of women collectives, PRI- CBO convergence, Gender equality and Gender Justice, Child care and child protection, Social Inclusion of vulnerable women, witch hunting Survivors, migrant laborers' families and also for collectives of Elderly and PwDs to make changes in their lives. Throughout her career, she has actively worked on creating project proposals, developing capacity building modules and resource pools of state, District and Block level trainers, imparting training to project implementing officials and cadres, liaising with the CSOs and other Govt departments along with various documentation related activities.



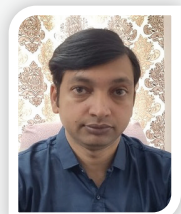
Dr. Raj Shree Verma

Dr. Raj Shree Verma, Ph.D. in Economics from Patna University, is in teaching since 2003. Currently, she is an Assistant Professor in the Rural Management Programme of Xavier Institute of Social Service, Ranchi. She teaches courses on Indian Economy, Managerial Economics and Gender & Development. She has written and presented papers in various national and international journals. She is a member of the State-Level Monitoring Committee of COTPA. She has been associated with ICC in some organizations like XISS, HEC, and FCI. She has taken sessions on POSH and on multiple gender issues in many training programmes in Government, Corporates, NGOs as well as in Universities like CAG Training, NABARD, Aditya Birla- Hindalco Ind. Ltd, Wabtec Corporation India, IOCL, PHIA Foundation, Save The Children, Plan International, Jharkhand Rai University, and more. She has written on Gender issues in Newspapers and has been a speaker in radio and TV programmes.



Mr Rohit Kumar

Mr Rohit Kumar is associated with Mahila Housing Trust as a program coordinator and is managing the organization program for Jharkhand. He has over 12 years of experience working in the social sector managing projects both in rural and urban areas focusing on issues of women empowerment, slum upgradation, livelihood, and governance. He holds a Master of Business Administration in HR & Marketing.



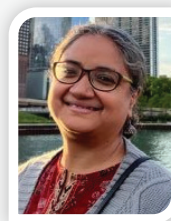
Dr. Sandhya Mahapatro

Dr. Sandhya Mahapatro is an Assistant Professor at A.N. Sinha Institute of Social Studies, Patna. She has a PhD in Development Studies from Institute for Social and Economic Change (ISEC), Bangalore. She has been awarded NWO-WOTRO Postdoctoral Fellowship from University of Groningen, Netherland. Her areas of research are mainly related to development economics, population & development issues with a focus on migration, health, gender & employment. She led various research projects funded by the Government of Bihar, UNICEF, Bihar, ICSSR, New Delhi. She has authored a book titled Towards Newborn Survival: Challenges and Priorities published by Palgrave- Macmillian, 2022. Her forthcoming Co-authored edited book is on Health and nutrition of mother and children in EAG state: Status and Progress will be published by Routledge. She has published research papers in various national and international journals, presented papers in various national and international forums and is member of various professional bodies.



Dr. Sheema Fatima

Dr. Sheema Fatima is a Post-Doctoral Fellow at University College London in Collaboration with TISS, Mumbai. She has a doctorate in Development Studies from TISS, Mumbai. Dr. Fatima is an Urban Planner by training and her interest lies in urban politics and governance in non-metropolitan urban centers. She has worked on numerous research projects in both Mumbai and small and medium towns of Bihar. Dr. Fatima has been recipient of several international student scholarships and research fellowship over the years. She has teaching experience of over a decade and has been doing courses on usage of vernacular language and literature for urban research and teaching.



Ms Shubha Bhattacharya

Ms Shubha Bhattacharya has been working in the gender equity research and policy space for more than a decade. She has worked closely with women's collectives and women elected representatives, focusing on engendering local governance, during her engagement with Kudumbashree-Kerala. She has worked on several research programs with the International Centre for Research on Women (ICRW) on gender-based violence, intersections between violence against women and children, engaging with men and boys on masculinities, evaluating the Prevention of Women from Domestic Violence Act, 2005. Her work with the Delhi Legislative Assembly as Research Fellow for two years allowed her to deep-dive and look closely into issues of urban policy and governance.



Shubha currently works as Specialist-Gender Equity at Centre for Catalyzing Change, and leads the program design and evaluation aspects of the Gender Integration intervention with Bihar Rural Livelihoods Promotions Society (BRLPS)-JEEViKA, under C3's Sakshamaa initiative. She holds a Masters in Social Work with specialisation in Dalit and Tribal Studies from Tata Institute of Social Sciences, Mumbai and a graduate degree in History from Lady Shri Ram College for Women, University of Delhi.

Dr. Sona Mitra

Dr. Sona Mitra has been working in the area of women and development for the last one and a half decades. Her core research interests are in areas related to women's economic empowerment. She has looked extensively into the causalities of low work participation rates of women in India within a political economy framework and has studied in great detail the gender gaps in the existing labour-force surveys conducted by the Government of India



Track 1

Women Access to Livelihood and Market: Role of Women's Collectives, Microcredit and the Government

Paper 1: Women Participation in MGNREGA: Creation of Sustainable Individual Productive Assets for Women Under MGNREGA in Bihar

Sri Rahul Kumar, IAS, CEO, Bihar Rural Livelihood Promotion Society (BRLPS), Patna
Ms Sonmani Choudhary, Sr. Programme Manager, PCI, Patna
Mr Om Prakash, Programme Manager, PCI, Patna
Mr Rahul Sahu, Data Analyst, PCI, Patna

Abstract : The Mahatma Gandhi National Rural Employment Guarantee Act, 2005, aims to provide for the enhancement of livelihood security of the households in rural areas of the country by providing at least one hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work. Creation of durable assets and strengthening the livelihood resource base of the rural poor is an important objective of the Scheme.

The permissible work under MGNREGA has been divided under 4 categories:

- A. Public work relating to the Natural Resources
- B. Individual Assets for Vulnerable Section
- C. Common infrastructure for NRLM compliant Self-Help-Groups
- D. Rural Infrastructure

Master Work Category Wise Analysis for FY: 2022-2023 in Bihar, as on January 03 2023			
INDIVIDUAL ASSETS FOR VULNERABLE SECTIONS			
Work Sub Category Name	Completed Works	On-going Works	Approved Works
Improving productivity of lands	8153	22534	30090
Improving livelihoods through horticulture, sericulture, plantation & farm forestry	983	48100	33233
Development of fallow/waste lands	55	553	890
Construction of house	847217	606600	108358
Promotion of livestock	9486	170931	194057
Promotion of fisheries	797	2497	2689
Sub Total	866691	851215	369317
Productive Works (Excluding Construction of House)	19474	244615	260959
Percentage	2%	29%	71%

Under category B of permissible work, 6 types of individual assets can be created for deprived households listed in paragraph 5, schedule-I of the act, it includes households belonging to SCs, STs, Below the Poverty Line (BPL), women headed households among others.

According to recent data on the creation of livelihood-generating assets under MGNREGA's Individual Benefits Scheme (IBS), only 2% of completed works since inception are livelihood assets. Further, there is no information available on MGNREGA IBS asset ownership by women.

The productive assets created under MGNREGA for individual beneficiaries intend to contribute to their income level. However, there is no substantial evidence to support MGNREGA IBS asset ownership by women and how it contributes to household gross income.

The existing literature does not give adequate attention to the creation of MGNREGA assets for individual women beneficiaries and the impact of those assets on raising income and improving household conditions. Further, there is a shortage of information available on how productive individual assets have helped underprivileged women gain access to alternative, sustainable livelihoods. The JEEViKA network of women's self-help groups and federations, which has been established across the state, is being used to promote MGNREGA assets and sustainable livelihoods for women.

Intending to showcase the reach of the benefits of MGNREGA to women, patterns of productive asset creation under MGNREGA IBS, and asset ownership by women, our paper will present a thorough analysis of MGNREGA data for two districts, one in south Bihar and the other in north Bihar. The data analysis will also reflect on **JEEViKA-MGNREGS convergence for women's ownership of IBS assets and their use of those assets to generate income.**

Paper 2: An Evaluation of Start Up Village Entrepreneurship Programme (SVEP) in Bihar: A Case Study of Dhanarua Block in Patna District

Dr. Shweta Chandra, Assistant Professor, Amity University, Patna
Ms. Anisha Modi, Assistant Professor, Amity University, Patna
Dr. Adarsh Kumar, Assistant Professor, Amity University, Patna

Abstract : Deendayal Antyodaya Yojana – National Rural Livelihood Mission (DAY-NRLM), an antipoverty programme since its launch in June 2011 by the Ministry of Rural Development (MoRD), GOI has played a key role in enhancing capabilities and nurturing social capital of rural poor women across India including the state of Bihar. Bihar Rural Livelihoods Promotion Society, an autonomous body under the Department of Rural Development is spearheading the Bihar Rural Livelihoods Project (locally known as JEEViKA) and also implementing NRLM in Bihar as the State Rural Livelihoods Mission. Through building strong grassroots institutions, viz. SHGs, VOs (Village Organization) and CLFs (Cluster Level Federation) and implementing various activities aimed at enabling the poor households to access gainful self-employment and skilled wage employment opportunities, JEEViKA has emerged as the true game changer. Not only it has ensured the economic empowerment of the rural women, the women-led institutions have emerged as the critical on-ground actors. Among other initiatives for livelihood generation, the latest Start-Up Village Entrepreneurship Programme (SVEP) aimed at promoting enterprises has gained much popularity. This paper examines the implementation of SVEP programme in 6 blocks of Bihar. In particular, it will evaluate how effective SVEP scheme has been in achieving its primary objectives, such as poverty eradication in rural areas, developing sustainable models, and enhancing social performance with special reference to Dhanarua block in Patna district.

Paper 3: Brick Kiln Industry of Eastern India: An Economic Space of Systematic Gender Discrimination

Mr Rahul Bhushan, PhD Scholars, Aryabhata Knowledge University
Mr Saurav Kumar, PhD Scholars, Aryabhata Knowledge University

Abstract : The exponential growth of urbanization and growing emphasis on infrastructural advancement has provided the impetus for the unregulated proliferation of the brick kiln industry in Eastern India. This labor-intensive industry employs lakhs of workers and a sizeable portion of that workforce constitutes women workers. The women joining the workforce, mostly due to economic compulsion, are subjected to the endemic level of systematic violence, vulnerability, and the worst form of both horizontal and vertical economic exploitation in the form of neo-bondage and modern-day slavery. (International Labour Organization, 2013; Berman, 2019; Kumari, 2018). In this background, this paper attempts to interpret the pattern of acute gender inequality and structural discrimination against women in the workforce. Objective of the paper also includes reviewing the role of social relations and government agencies in facilitating or mitigating gender discrimination in this sector. The paper is primarily based upon the secondary data available in the form of various literature, government reports, surveys like the Census survey, National Family Health Survey, and reports by International Labour Organisation (ILO). 66% of the female workforce in the brick kiln industry consists of the SC/ST population which is a manifestation of occupational segregation based on gender and caste identity (Anti-Slavery International, 2017). The boundless dispossession of women workforce in this sector can be inferred from the fact that among the women workforce, 38% are below 16 years of age (Halder & Uttam, 2021). More than 25% of the workers employed in the brick kiln are migrants and usually live in the makeshift houses (Roy & Kunduri, 2018). The absence of adequate housing and washroom facilities for the women workers not only has an impairing effect on their health in the form of musculoskeletal disorders and poor menstrual health but also has a compounding effect on their vulnerability towards sexual and mental abuse. Also, un-free labor and compromised bargaining capacity result in coerced or manipulated sexual victimization of women workers, especially of minor women workers. Further, administrative indifference and policy invisibility create a marginalizing effect on the women workforce in this sector. In this background, in 76th year of independence, India needs to revisit its acutely inadequate labor laws and social security scheme in the context of gender discrimination. Apart from it, a systematic change concerning the existing payment system i.e. piece-rate system, recruitment of female workers, minimum wage payment, and administrative sensitization could help in breaking the chain of bondage and curbing the multidimensional gender-based deprivation in India's brick kiln industry.

Paper 4: Tribal Women SHG Members on value Addition and Food Processing of Mahua: A Path Towards Women Empowerment

Dr Madhusmita Sahoo, Assistant Director, Research,
Schedule Caste and Schedule Tribe Research Institute, Bhubaneswar

Abstract : In Odisha, forests cover about 37% of the total landmass of the state. The concentration of forest is high in Scheduled V areas (Areas having more than 50% tribal population), which cover approximately 44.70% of Orissa's land area and substantially large tribal population. Over 22% of the state's population is comprised of tribals and forest resources occupy a center stage in the lives and livelihood of them and other marginalized sections. Forests particularly, Non-Timber Forest Products (NTFPs)/ Minor Forest Produces (MFPs) provide critical livelihood support to the tribal communities thus, constituting an important means of sustenance for around 7-8 months in a year. Besides this, forests also play an important role in the socio-cultural life of the tribal

communities living in and around forests. The people who depend on Minor Forest Produces (MFPs) are also beset with a number of other problems such as perishable nature of the produce, lack of holding capacity, lack of marketing infrastructure, exploitation by middlemen, lack of Government intervention at the required time and scale, volatile nature of markets etc. Consequently, the MFP gatherers who are mostly poor are unable to bargain for fair prices. Recognizing the critical importance which MFP hold for primary gatherers and its potential to create large scale employment opportunities, thereby helping in reducing poverty and increasing empowerment of the marginalized communities particularly tribals (mostly women) and other forest dependent poor, Government of India has introduced the scheme of "Mechanism for Marketing of Minor Forest Produce (MFP) through Minimum Support Price (MSP) and development of value chain". The scheme is designed as a social safety net for improvement of livelihood of MFP gatherers by providing them fair price for the MFPs they collect and enhance their income level.

Among MFPs, Mahua (Mahula in Odia) is very popular among tribals of Odisha and holds a special position in the tribal culture. Mahua serves as a prime NTFP/MFP among the tribals and forest dwellers which serves as livelihood sustenance for the forest dependents for six to eight months in a year. During the harvesting season of Mahua (Mid-March – Mid-April), the primary collector's majority of whom are women are engaged for hours in Mahua collection which starts early in the morning and continue up to noon. For the long hours of labor put in for the collection and drying of mahua flowers, the average annual income generated by sale of is very meagre amount. Sustainable harvesting practices and with technological inputs the mahua flowers can be processed and value added to different food products which can add to the income base of the tribal families, especially economic empowerment of tribal women. Value Addition, Processing and Marketing of Mahua food products can be developed as Social Entrepreneurship Model for Tribal Women & Youth. In this backdrop, the present paper tries to address the issues with Mahua flower processing and marketing by providing hands on training to 100 Tribal Women SHG Members on Value Addition and Food Processing of Mahua flower.

Paper 5: An Empirical Study on Transgender Livelihood and Economic Empowerment in Odisha

Dr Sunita Behera, Women's Studies Research Centre, Berhampur University, Bhubaneswar
Dr Ranjita Behera, Women's Studies Research Centre, Berhampur University, Bhubaneswar
Dr Urmimala Das, Women's Studies Research Centre, Berhampur University, Bhubaneswar

Abstract : Several federal and state government programmes, like the National Rural and Urban Livelihood Missions, which offer livelihood opportunities to economically underprivileged segments of society, include transgender people as a recipient group. Transgender people in India have access to official employment opportunities through business organisations that have explicit hiring policies for sexual minorities and corporate social responsibility (CSR) initiatives that are specifically designed to educate and employ them. Despite these initiatives, it has been difficult for transgender people in India to obtain vocational training and job because of social taboos and norms as well as enduring biases that permeate both home and workplace situations. Lack of livelihood options is a major reason why a considerable number of transgender persons choose or continue to participate in sex labour.

The Hijra livelihood also entails assets (their bodies), capabilities (necessary skills), and activities (begging/blessing, and sex work); it also manages shocks and stresses from both inside and outside the community, such as disputes over claims (monetary gains), or territories designated for begging or sex work, and from outside the community, such as exclusion from society at large, police harassment, etc. The Hijras, however, face uncertainty regarding the third element of future maintenance and extension of skills (of the sustainable livelihood theory), particularly as they age and become physically unable to work. Many people are unaware of the evolving opportunities for transgender people to realise their rights, particularly their economic rights. Providing information on various livelihood options to diverse transgender organisations could help many transgender persons get a broader understanding of their own community, develop their self-confidence and self-esteem, improve their employment prospects, and fortify their relationships to the community. One important source said, "Let the transgender people inspire themselves." It's possible that differences in class and gender will persist, restricting certain people while leaving others behind.

In the last year, Odisha became the first state in India to incorporate the transgender population under the umbrella of BPL beneficiaries. This permits individuals to be covered by all social security programmes offered by the government, including those for housing, health care, food assistance, and pensions. Included are social assistance programmes like free housing, 100 days of paid labour per year, and loans with financial incentives to help people launch their businesses. This paper based on both primary and secondary data that was gathered from many books, journals, and websites.

Track 2

Agency, Empowerment and Women's Collectives

Paper 1: Tribal Women Artisan: From Tradition to Profession A study on vindicating the vision of Model Village

Mr Manish Kumar Sahu, PhD Scholar, Department of Anthropology, Ranchi University, Ranchi

Abstract : Jharkhand being a Tribal dominated area is famous in all over India for its distinctive Tribal art and skill. Tribal women are very skilled in their traditional art, but today due to lack of economic benefits such tribal art is on margins and many are on the verge of extinction. In such critical situation, the women of Mahli tribe are strengthening themselves financially by their traditional art of bamboo crafting. Women in surrounding areas of Ranchi district make hundreds of different domestic useful and decorative items of bamboo and are earning good profit by selling in different market. Due to the availability of online marketing, bamboo items made in remote rural areas of Jharkhand are also available in big cities of the country and are being sold at a good price. Many Government agencies like Jharcraft, JSLPS and many N.G.Os. are supporting this sector to preserve and promote Traditional artisan and Tribal Skill. After getting bamboo crafting skill development training women are making many fancy decorative items which are in good demand locally as well as nationally. By doing such creative work their villages are emerging as model village for surrounding. In this situation it become significant to study that how women of Mahli tribe are developing it as a good source of income by keeping their traditional means of livelihood alive. The main objective of this study is based on the livelihood of women of Mahli tribe based on bamboo crafting, market available at various levels for manufactured goods and their changed socio-economic status on the basis of income. The study is based on primary research including observation, personal interview, focused group discussion with traditional bamboo craftsmen of village Bukru, Dahu, Ara & Keram of Ranchi District. The study is attempt to find that how, even today the people of Mahli tribe are keeping their traditional skill alive by making it means of livelihood and good source of income. The research would suggest is there need of intervention regarding training and funding along with direct market linkages opportunity to craftsmen. It will also suggest solutions which could be helpful for other artisan community to make tradition into profession.

Paper 2: Role of Self Help Groups on Economic Empowerment of Tribal Women: A study of East Singhbhum District, Jharkhand

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Dr Manish Kumar Jha, Assistant Professor, Department of Humanities,
Social Sciences and Management, National Institute of Technology, Jamshedpur

Abstract : In India, the concept of self-help groups (SHGs) has gained significant popularity as a tool for obtaining micro-credit, alleviating poverty, and empowering underprivileged women. SHGs are widely recognized for their contribution to women's economic empowerment by various prolific scholars. Numerous studies emphasized the importance of SHGs and the necessity for a more thorough and concrete investigation. The present study demonstrates the role of SHGs formed under the National Rural Livelihood Mission (NRLM) in empowering rural tribal women of Jharkhand. For this study, primary and secondary data are used. Primary data was collected from two blocks of East Singhbhum district of Jharkhand. Using descriptive statistics and regression analysis study found that women, who actively participated in SHGs activities, have gained significant economic empowerment. In addition, their standard of living and mental well-being also changed after membership in SHGs.

Paper 3: Forest Based Livelihoods and Gender Empowerment in Jharkhand

Dr Pragati Bakshi, Assistant Professor, Department of Economics,
Yogoda Satsanga Mahavidyalaya, Ranchi

Abstract : Most of the societies comprise socially diversified groups that can be distinguished and understood according to gender, ethnicity religion caste, group, age and culture as well as spatial and economic characteristics. The demography of state of Jharkhand voices the diversified socio economic structure. Jharkhand is predominantly inhabited by the tribal populace and the forest is the center of the socio economic and cultural fabric of this state. Agriculture is the primary occupation of the people of Jharkhand and land being major component of the livelihood. Jharkhand is endowed with one of the highest forest density among all the states in India. The overwhelming large proportion of tribal is dependent on forest. In this context gender matters because it relates to social relation and power balance between men and women with great implication as how it accesses the benefits related with forest resources and its distribution. And it's conspicuous that tribal women share strong affinity with the forest since antiquity. However, in present situation many forest belt in Jharkhand are center of militancy and civil strife due to improper implementation of development programs. Tribal women are subjected to higher incidences of migration, poverty, low literacy rate and social abuse more than the other women in the country are subjected to. Unfortunately gender is frequently neglected dimension of social diversity. Yet women contribute a lot in preserving of natural resources through efficient forest management.

Therefore Forest can be helpful in providing livelihood through inclusive development by integrating tribal people namely the women folk, with forest based economy. Against the backdrop of given situation this paper argues the scope of integrating tribal people, women in particular, with the modern day forest based economy for both socio economic and ecological gains.

Paper 4: Women Empowerment in Bihar, Jharkhand & Chhattisgarh: A Myth or Reality

Dr. Manisha Srivastava, Program Leader and Assistant Professor (HRM),
Amity School of Business, Amity University, Patna

Dr. Peeyoosh Kumar, Assistant Professor, Amity School of Business, Amity University, Patna

Abstract : Women as a gender have been held in high esteem in various parts of India, especially in the eastern part of India. From time immemorial women have been seen as the epitome of courage (in the form of Goddess Kali and Durga), luck (in the form of Goddess Lakshmi and Annapurna) and beauty. The Constitution of India equally recognizes the fairer gender as equal to men, and provides them equal opportunity. United Nations Organization through their Gender Empowerment Measure, 1995 tried to gauge the equity between both the genders in various countries. But the glaring question is whether these measures are required? Are men and women not enjoying the same status in terms of various socio-economic indicators across different geographies/ locations? And how do female look at the unpaid work in connection to the notion of women empowerment? The researchers have tried to address the answers to these questions through the unit level data from Time Use Survey, 2019 and primary data collected through questionnaire form the states of Bihar, Jharkhand and Chhattisgarh where the disparity between men and women domestic laborers has been found to be high. Women Empowerment is the buzz word from past few decades and researchers have also tried to decode the notion of empowerment for the women working as domestic unpaid workers. This paper attempts to answer the question what the term empowerment mean to these females and how they look at the domestic unpaid work and empowerment together. Various parametric and non-parametric techniques are used to analyze socio-economic aspects of women's unpaid domestic labour and the notion of women empowerment. Through the question of women empowerment and domestic unpaid work, researchers have also tried to understand the socio-economic and cultural makeup of the respective states in 21st century from the lens of gender equity/parity and the division of unpaid domestic work/labour in terms of gender. The answers to these questions will undoubtedly help to understand the psychological and socio-economic status of the women and will definitely generate fresh perspective about the notion of women empowerment and gender equity. In a nut shell, this study will surely help new age researchers and policy makers in understanding the fairer gender in a much better way to formulate policies apt for today's women.

Paper 5: Dealing with Empowerment: the Role of Self-Help Groups among Ādivāsī Women of contemporary Jharkhand

Ms Marilena Proietti, PhD Candidate, Sapienza University of Rome, Rome

Abstract : The paper explores the forms of (dis)empowerment of women belonging to the ādivāsī communities of contemporary Jharkhand, aiming to analyse the role of Self-Help Groups (SHGs) in the process of empowerment. Today the condition of ādivāsī women suffered a deterioration: the ongoing cases of domestic violence and witch hunts as well as the spread of human trafficking represent rampant examples of disempowerment for many ādivāsī women of Jharkhand. Along with the work of ādivāsī and non-ādivāsī activists at the grassroot level, the formation of SHGs has been facilitated by a process of feminization of the villages and has contributed to the empowerment of women by creating both financial and social support. The paper focuses on the role of SHGs in ādivāsī women's empowerment process through two case studies of Khunti and Gumla districts, investigating the strengths and weaknesses of this approach and paving the way for further debates on indigenous women-related issues

Track 3

Digital and Financial Inclusion for Capacitation of Women and Their Collectives

Paper 1: Does internet access impact women's demand for maternal healthcare services? Evidence from India

MrD Vinayak Krishnatri, PhD Scholar, Department of Economic Sciences, IIT-Kanpur
Dr Sukumar Vellakal, Associate Professor, Department of Economic Sciences, IIT-Kanpur

Abstract : The United Nation's Sustainable Development Goal 3 aims to ensure healthy lives and promote well-being for all ages by improving healthcare access. In general, healthcare access has been measured in five dimensions: accessibility, availability, acceptability, affordability, and adequacy of health services. Awareness is another dimension of healthcare access that has recently gained momentum in research in low- and middle-income country settings. The effect of information-seeking on access to healthcare among less-educated women confronted with several supply- and demand-side enabling, and impeding factors remain under-investigated. The main objective of this study is to assess the impact of internet penetration on the utilization of

several maternal healthcare services in India. The study exploits a district-level panel combined with 2SLS instrumental variable estimation to address potential endogeneity concerns by using data from the 4th and the 5th waves of the NFHS. Our results indicate that household internet access is positively related to the demand for MCH services such as ANC utilization, skilled birth attendance, institutional deliveries, and modern contraceptive usage. The paper also empirically shows that internet diffusion has a negative association with the immunization of children in India. We argue that increased awareness through internet can potentially contribute to large-scale health programs in the country.

Keywords: internet diffusion, maternal healthcare services, instrumental variable, panel data.

Paper 2: A Case Study on Digital Empowerment among the vendors in Haoreibi and Samurou, Imphal West District, Manipur, India

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Dr Wairokpam Premi Devi, Assistant Professor, Department of Society Technology Interface,
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Abstract : The development of digital method becomes our lives more convenient. In recent years people started a cashless payment system around the world. The digital payment system (such as internet banking, credit/debit cards, Paytm, Googlepay) has rapidly increased in some parts of India also. Eventhough extensive efforts to promote digital payment, costs of adoption remain low in some regions of Manipur especially in countryside. In this paper, we consider possible reasons for the low rates of adoption among dealers in Haoreibi and Samurou with small fixed-location store. Using survey data, we identified the lack of knowledge on use of digital payment system as the main reason for less adoption of the system. They also have trust issues in the digital payment .

Keywords: Digital payment , QR code, lack of knowledge, trust issues.

Paper 3: Bandhan Financial Literacy Programme (BFLP): Key to Women Empowerment

Mr. Shantamay Chatterjee, Vice-President, Bandhan-Konnagar, Kolkata
Dr. Meenakshi Bose, Manager- Research and Communication, Bandhan-Konnagar, Kolkata

Abstract : Background: Woman's economic empowerment achieved through functional and financial literacy is reflected in their participation in decision-making, productivity and livelihood at household and community levels. However, women's economic empowerment and financial inclusion remain major concerns in rural and semi-urban India. Bandhan-Konnagar a not-for-profit agency, works on financial literacy among rural women to achieve the goal of financial inclusion of women. Bandhan Financial Literacy Programme (BFLP) seeks to answer the question – 'How does digital and financial inclusion improve the bargaining power of women both within their households and the society?' The paper at hand is based on a research study undertaken with the objective to assess the influence and effectiveness of BFLP to empower women leading to financial inclusion.

Methods: The study conducted in 2021 took as indicators key outcomes expected through the programme and included financial experience, financial decision-making, financial goals, financial behaviour, financial skills, financial knowledge, and financial ability. The purposive random sample led to the selection of 246 representative samples from five districts in the State of West Bengal. Adopting a mixed-method approach, data were collected through Focus Group Discussions (FGDs) and Structured Interview Schedules. An intensive review of the literature supported calibrating the background of the study, research design and analysis of outcomes.

Results: Empirical evidence confirms that the financial literacy programme positively influences the planning and saving habits among women since the capacity to assess income against expenditure with skills to calculate ensures that risks, losses, and unproductive consumption expenditures are reduced while there is an overall increase in insurance, savings and investment products.

Conclusions: The study elucidates that Bandhan Financial Literacy Programme is striving to accomplish the national goal of empowering women and ensuring financial inclusion and active women participation in securing household finance and economic development. The study has revealed the need for larger empowerment on digital financial literacy including investor protection with active interest among women from rural communities to use digital payment gateways for diverse opportunities and investments.

Keywords: Financial Behaviour, Financial Literacy, Monetary Decisions, Women Empowerment, and Financial Self-Efficacy

Paper 4: Evidence and Insights from Women Collectives level Data- CRP Pilot Test in Gaya and Madhubani on Access to Social Security Entitlements

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Rahul Sahu, Project Concern International, Patna

The SRLM community institutions are being seen an important platform to strengthen the marginalized communities to

enable them to come out of vicious poverty cycle and undertake sustainable livelihoods activities through access to financial inclusion, economic services, and other entitlements. It has also been envisaged that these community institutions will become self-sustainable entities over time and will drive the agenda of poverty alleviation by enabling the poor households to access gainful employment opportunities, entitlements and convergence resulting in appreciable improvement in their livelihoods on a sustainable basis. As each Cluster Level Federation (CLF), the apex body of the community institutions, is to work with ~700-800 SHGs covering a population of ~45,000 to ~50,000, it is important to inculcate the understanding of data systems and management among the leaders of these community institutions.

Due to several critical gaps in access to information, resources, and delivery mechanisms, government entitlements and schemes often don't reach the marginalised and disadvantaged, such as women and people from Dalit, tribal, and minority communities, making them more vulnerable to economic, social, and environmental shocks.

PCI carried out a short pilot project (July-October 2022) to streamline an end-to-end data flow mechanism for tracking SHG women's access to government social security schemes, making CLF office bearers and members aware of the outreach of social security schemes and entitlements at the CBO level, and enabling community-led real-time data management to increase the accountability of community institution leaders and assist them in making informed decisions.

Our paper is based on pilot learning and results; it examines the situation of social security coverage at 6600 women's SHG homes in Gaya and Madhubani that are part of two separate JEEViKA CLFs. It finds coverage gaps at SHG member households and at the individual level, examines the role played by women's collectives in bridging these disparities. It also discusses how a sustainable social security mechanism led by community institutions can play a vital role, utilising lessons learned from the Data-CRP pilot test.

The paper also examines policy instruments and JEEViKA level initiatives that have contributed to expanding the coverage of social security schemes and entitlements, including employment guarantees, health insurance coverage, social pensions, and financial inclusion schemes. The paper advocates that CBOs, or community collectives-based mechanisms, are better placed to bridge the social protection scheme gap and can drive better outcomes.

Track 4

Unpaid Care and Domestic Work and Time Poverty for Women: Prospects for Women's Collectives in Unburdening Women

Paper 1: Economic status of Domestic Workers in North East India

Ms Goriyashi Mahanta, PhD Scholar, University of Science and Technology, Baridua-Meghalaya

Abstract : Under the ILO Convention 189, a domestic worker is "any person engaged in domestic work within an employment relationship". A domestic worker may work on full-time or part-time basis; may be employed by a single household or by multiple employers; may be residing in the household of the employer (live-in worker) or may be living in his or her own residence (live-out). According to National Sample Survey Organization, around 4.75 million domestic workers have been employed by private households in India. It is revealed that domestic work is become feministic job in India. North east India is a region of low per capita with high population growth. Most of the domestic workers are either female or children. In Assam, most of the domestic workers carry out the sweeping, cooking, cleaning of vessels, cleaning of cloths, floor and lavatory cleaners. The working hours are relatively high when compare to their remuneration paid. In this paper we are trying to represent a comparison of economic condition of domestic workers in rural areas and domestic workers in urban areas among female in Assam. Here we collected primary data. A semi structured questioner was prepared. From this study we found that living condition of female workers in rural areas is better than the urban areas.

Paper 2: Care for Work, Work for Care: Does the Dual Burden of Care and Work Impact Care Givers' Health Outcomes in India?

Ms Priyanka, PhD Candidate, Department of Economic Sciences,
Indian Institute of Technology, Kanpur

Dr Sukumar Vellakkal, Associate Professor, Department of Economic Sciences,
Indian Institute of Technology, Kanpur

Abstract : India is grappling with a declining trend of female labor force participation rate (FLFPR) along with a simultaneous rising trend of unpaid labor, specifically domestic and care duties, by women. A parallel development in the world of health points towards a projected rise of demand for informal care of sick and elderly, owing to three factors- increase in life expectancy, rising trend of non-communicable diseases, rising cost of formal healthcare with weak social security systems in India. These emerging transitions in the labor market and health economics respectively, indicate a pressing need for the gendered analysis of burden of informal care in India, along with its health consequences. Underscoring the importance of this, Target 5.4 of United Nations' Sustainable Development Goals (SDG) focuses on recognising, valuing, and distributing unpaid care and domestic work for improving female labor force participation rates. Similarly, Target 3.4 of SDG aims to tackle non-communicable diseases.

This study aims to examine the causal impact of 'double burden' of informal care and work on the health outcomes of the care givers of sick, elderly, and disabled dependents and non-dependent adults in India. We use data from the novel Time Use Survey, 2019 and the recent round of National Family Health Survey, 2019-21 (NFHS-5) and undertake a sub-district level causal analysis employing Instrumental Variable approach. Preliminary analysis of TUS'19 suggest that males spend more time caring for dependent and non-dependent adults than females while women spend more time on household chores and childcare, which are gendered activities as per literature. The results also indicate that time spent on adult care varies according to the region, with urban residents devoting more time to care than their rural counterparts.

Keywords: Time Use Survey, NFHS-5, Informal Care, Adult care, health, double burden

Paper 3: "White in the moon the long road lies, that leads me from my love": Widow's time use in India

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Indian Institute of Technology, Kanpur

Abstract : Bereavement impacts the quality of life of the near ones especially the spouse who has lost their immediate source of coping and support. Understanding the adjustment mechanism of the widow with one less person (husband) has implications for her engagement in paid and unpaid work in a socially and economically vulnerable space. By employing India's first pan-India Time Use Survey, 2019, the present study contributes to the yet underexplored literature on the dynamics of a widow's adjustment process to an exogenous demographic shock of a husband's demise. The studies in developing countries are often ordained by either the lack of appropriate datasets or a dearth of research focusing particularly on widows. Thus, in this paper, we examine how the time use of widows differs from that of otherwise currently married women. Further, we also estimate the model using the Eastern states of India-Bihar, Jharkhand, Odisha and West Bengal that despite their high headcount ratio have launched a slew of measures in the direction of mitigating socio-economic inequalities.

Controlling for age and education level with household fixed effects in place and sample clustered at the district level the study finds evidence of widows differing from currently married women, by spending statistically significantly more time on employment, sleep, eating and drinking and personal hygiene and care. They cut time on domestic chores and childcare, socializing and communication, other culture, leisure, mass media and sports activities. Further, the differences in time use on employment-related activities by married women and widows are somewhat smaller in urban areas, socially advantaged, poorer households and smaller family sizes, suggesting that the effect of social norms and differences in preferences is less noticeable in these subsamples. We find that in both Hinduism and Islam religion female widows are spending more time on employment-related activities however, the differences are smaller in Hinduism as compared to Islam. Collectively, in the eastern states we find widows are more likely to be engaged in employment-related activities and less likely in domestic chores. However, there is not just heterogeneity in the differences in time use by widows as compared to married women but, the results point towards the heterogeneity in the adjustment mechanism across eastern states. Where widows in West Bengal spend more time on religious activities, widows in Jharkhand spend less time on the same as an adjustment mechanism. Bereavement is complex and thus, here we endeavour to understand the impact of the demographic shock on wellbeing through the analysis of the adjustment of time use.

Paper 4: Unpaid Care, Domestic Work and Time Poverty for Women: Prospects of Women's Collectives in Unburdening Women

Ms Disha Shrivastava, Co-Founder, Saffron Creatives, Mumbai
Ms Juhi A Mishra, Co-Founder, Saffron Creatives, Ahmedabad

Abstract : In India, primarily the women are considered responsible for the domestic chores, overall well-being of the house and family members. The hours put in by the women remain unrecognized and unpaid. Not just the work done for their own homes remains unpaid, there are women who are employed but their work remains unpaid as well. A new report by National Family Health Survey (NFHS) suggested that only 32% of married women aged between 15 to 49 years are employed, whereas, this percentage is much more for married men in the country, which is 98% for the same age group. Married working women are still a relatively new concept in India as only 32% of them are employed as per a survey and around 15% of the women who are working are not paid at all for their work. Among employed women, the percentage not paid at all for the work they do is highest (22%) among women age 15- 19, but it declines to 13-17 percent among women age 25 and above, according to the NFHS report Indian women face the strongest gender biases among Asian Pacific countries, where the regional average is 60%.

Apart from the differences in getting recognition for their work, women also face a deprivation called 'Time Poverty'. Among the various aspects of deprivation related to poverty and inequality, one aspect which has seldom attracted the attention of scholars and policy-makers equally is that of time poverty. There is a perception that time poverty, or the sense of not having enough hours in the day or week to perform all the activities one is required to perform or desires to undertake, is something common among Indian women. The low- income states of eastern India are known for poor development and gender equity indicators and very limited livelihood opportunities, especially for women. The gender disparity in work conditions is quite noticeable in these states. However, women's collectives have been playing a remarkable role in promoting livelihoods for women and leading numerous

initiatives aimed at bridging the gender gap in the region. Through support groups, talks and 1-1 support, women may discover the power of connection, realise their resources within and equip them with tools and techniques for a greater understanding of self-care. Identifying local women leaders, who can be trained in connecting with women of their regions and hence, create women collectives to stand against and talk about the pay disparity, self-care and time management, may help women in equipping themselves to identify and resolve the issues.

The detailed study in the research paper shall cover:

- i) The feminist movements in the Eastern India and the evolution of women workforce since then
- ii) Details of women collectives working in Eastern India
- iii) Women led organisations at the grassroots level; their challenges and vision for women empowerment
- iv) Overview of gender based funding in eastern India, how the money is being influenced and what is the way forward

Methodology:

The research will be conducted through;

- | | |
|--------------------|-----------------------|
| i) Interviews | iii) Survey |
| ii) Secondary data | iv) Mixed methodology |

Track 5

Women's Collectives and Urban Women's Economic Capacitation

Paper 1: Women's Economic Empowerment as a metaphor - A Study of Female Beedi Workers in Murshidabad

Ms Poushali Dutta, Masters Student (MPP, National Law School of India University, Bangalore)

Dr Aniket Nandan, Assistant Professor Centre of the Study of Social Exclusion and Inclusive Policy

Ms Archisha Bhattacharjee, Masters Students (MPP), National Law School of India University, Bangalore

Mr Biprajit Roy Choudhury, Masters Students (MPP), National Law School of India University, Bangalore

Ms Ivy Das, Masters Students (MPP), National Law School of India University, Bangalore

Abstract : Labelling informal work as an opportunity to attain economic liberty overlooks the social structures and relations that limit one's 'choice' of work. Workers in the informal economy are involved in jobs, work that is not recognized or protected by legal and regulatory frameworks, face a range of vulnerabilities. Such vulnerabilities lead to their further precariousness with regards to limited access to social protection, denial of labour rights, and lack of organization and representation. The case of home-based workers, as seen in the *beedi* industry in Murshidabad, West Bengal demonstrates the need for critical evaluation of modalities of women's economic empowerment. Therefore, by examining social relations and social reproduction of power, patriarchy and cultural symbolisms this paper posits that a socio-cultural take on women's agency and limitations to work choices provides a substantive appraisal of policies that aim at facilitating empowerment of women workers. Subsequently the paper aims at assessing the informalization and feminization of work that pushes women to join the workforce, and the work available to them—characterized by low wages, insecurity, and irregularity. Home-based work allows women to be involved in work which rigidly situates them within the confines of social norms.

Thus, this study observed that, in communities where women's mobility is restricted, home-based work becomes an avenue as well as an opportunity for women to mobilize and economically empower themselves. However, this aspect of home-based work does not guarantee that women's economic earnings will translate into increased participation in intra-household decision-making processes. For this study the forms of societal dismissal leading to the absence of the feeling of empowerment among women engaged in informal sector workers is at its core to assess the scope of economic channels in achieving women's empowerment. Therefore, the paper argues that in any developmental discourse, women's economic empowerment does not translate into social empowerment. This study argues that if a holistic understanding of empowerment were to be brought forth then issues of economic empowerment along with the larger goal of reduction in societal inequality and the kind of burdens women carry due to gender-based hierarchies and subordination needs to be located in the discourse of economic empowerment of women.

When looked at from the economic perspective, there are various avenues of social empowerment in the form of schemes which include informal sector workers but for women 3 workers, it is a different tale altogether. This is where it becomes imperative to look at economic empowerment from a socio-cultural lens. Hence, this study intends to understand the impact of the loss of wages and the lack of unionization - the fear of which is a significant obstacle towards economic empowerment. It is in this context that one is compelled to argue that economic empowerment remains a metaphor for women working in the informal sector.

In order to study the aspect of agency and empowerment of women engaged in the informal sector, this paper locates the case of *beedi* workers in three blocks in Murshidabad district, West Bengal as central to its critical inquiry. A wide range of qualitative tools and substantive secondary data sources have been used to understand the conditions and consequences of the informal labour undertaken by the *beedi* workers. This study is a product of rigorous fieldwork and engagements with the community of

beedi workers. Inferences from the field also substantiate the necessity of a constructive criticism of the existing structures and the policies of economic empowerment of women from underprivileged communities.

Paper 2: Commons, Gender and Agency: Community Perspectives on Women's Collectivization

Ms Deepannita Misra, Project Manager, Foundation for Ecological Society (FES), Anand

Abstract : In the rural landscape, grassroots feminist organizations and government initiatives have repeatedly emphasized the significance and influence of rural women's collectives vis-à-vis fulfilment of material needs and enhancing women's access to an existing armoury of social security benefits. In the realm of land rights and governance of natural resources, participatory approaches are well established in culling out the impact of collective action and the power of collectives over individual action. These approaches are majorly underpinned by assumptions of human agency – that resources are managed better by collectives than individuals, as groups are better in negotiating access, challenging inequalities and managing shared resources, and that the foundation of transformative collective action can be traced back to the kinds of social relationships, structures and institutions which gave birth to it. To an extent, such approaches reveal the gendered nature of natural resource management. However, the larger question of women's role in collective action and natural resource governance stretches beyond their practical needs and the witnessing of instrumental collectivization on ground. Therein exist nuanced gender dynamics within the ambit of 'collective agency' too, which ultimately paves the way for gendered empowerment. Internationally, research on institutions, community-based practices and participatory methods are now increasingly focusing on the gendered nature of collective agency and collective action. The process of collectivization, often beginning from ideation and smaller discussions, reflects what agency means to the community at large and to women in particular. It is in this context that the paper brings forth voices from the ground and juxtaposes preliminary community perspectives on women's collective agency through learnings from focus group discussions, shedding light upon their vision with regard to accessibility, rights and awareness for efficient management of Common land.

Paper 3: Reach of Women's Collectives, i.e. Community Based Organizations promoted by JEEViKA in Bihar and potential for CBO convergence with other Govt. Programme (esp. MGNREGA) for poverty alleviation and livelihood diversification of rural poor, esp. women

Mr Om Prakash, Programme Manager, PCI, Patna

Abstract : Bihar, the 12th largest state of India, situated in the eastern part has the third largest population in the country. Bihar state GDP is ranked 8 out of 29 states. There is an overall growth of 25.07 percent¹ in the total population of the state in the last one decade during 2001-2011 and as per projections has grown at approximately 2.4 percent annually post 2011 till 2022. The state has a population of approximately 12.9 cr. with nearly 85 percent of Bihar's population living in rural areas. The female population of the State is approximately 5.92 crore.

According to the NITI Aayog's MPI report, 2021, 51.91 percent of the population of Bihar is poor³. The report further highlights that 56.01 percent of the rural population of Bihar is poor³.

Government of Bihar (GoB) through Bihar Rural Livelihoods Promotion Society (BRLPS) commonly known as JEEViKA, an autonomous society under the Rural Development Department (RDD) has been working to fulfil the core objective of Social and Economic empowerment of the rural poor⁵. The GoB is committed for poverty alleviation through building, supporting, and sustaining institutions (three-tier community institution structure) of the poor and enhancing their livelihoods. Government of Bihar (GoB) through Bihar Rural Development Society (BRDS), an autonomous society under the Rural Development Department (RDD) has been working to fulfil the core objectives on Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)⁷.

The paper tries to explore the reach of Government run large poverty alleviation programmes i.e. JEEViKA and MGNREGA targeting the rural poor, esp. women. Evidence for possible convergence of Govt. programs with JEEViKA for having a multiplier effect on community reach and opportunities for improving community access to government schemes/ programs/ entitlements through establishing linkages with JEEViKA program.

The reach and coverage of both the poverty alleviation programmes i.e. JEEViKA and MGNREGA is approximately 21.15 percent of women population and 24.40 percent of total population of the state respectively. On further looking into the details of MGNREGA beneficiaries, the data shows that out of 1.35 cr. registered women under MGNREGA in Bihar, 50.27 lakh women are active MGNREGA workers⁶. In terms of program coverage in the state, these women MGNREGA workers constitute to approximately 22.9 percent (total registered women under MGNREGA) of the state's women population, which is much closer to state's women population linked with SHGs, i.e. 21.15 percent of the women population. The coverage of both the programs is similar in majority of the 38 districts of Bihar. This further strengthens the complementary nature of the both the poverty alleviation programmes targeting the rural poor, esp. women. But, on having a deeper look at the MGNREGA women participation in the State, the active MGNREGA women in the state the population coverage drops to 8.7 percent of the total women population.

The gap between registered women MGNREGA worker and active women MGNREGA worker is approximately 14.28 percentage points of women population in the state. Given that, JEEViKA and MGNREGA programs have somewhat similar reach percentages

for women in the state, it is very much significant that the complementary nature of one program on the other can be used to nudge and have an impactful result on the outcome of both the programs on the target population. Targeting MGNREGA workers through JEEViKA program can have a better reach and access of MGNREGA entitlements through the SHG platforms. Thus, the existing gap of 14.28 percentage points of women population in the state, which is dormant or inactive under MGNREGA, can be made active through establishing convergence with JEEViKA program to reach-out to the households with MGNREGA related IEC, trainings, awareness programs.

At present, the women person-days out of total (%) in the state is 56.9 percent⁸, which is 0.71 percent higher than the national women person-days out of total (%). Given that, 8.7 percent of the state's women population active under MGNREGA contributes to 56.9 percent person-days generation under MGNREGA in the state. The state has the potential to improve on the MGNREGA indicator of women person-days out of total (%). Similarly, upon analysing the SC and ST participation percentages under MGNREGA, similar findings can be established as in the case of women as highlighted above.

MGNREGA and JEEViKA are two different development interventions with similar objectives of livelihood security and poverty alleviation in rural areas. The population coverage of both the scheme in Bihar establishes the common intersection of having a multiplier effect by having coordinated efforts through both JEEViKA and MGNREGA programs. Since, MGNREGA is a demand driven program, convergence between JEEViKA & MGNREGA can be a major step towards reducing poverty in rural Bihar and diversification of livelihoods (farm, non-farm and livestock). The paper further explores the evidences of policy decisions (central and state) towards establishing MGNREGA convergence with JEEViKA/ SRLM/ NRLM program for better program delivery to rural poor, esp. women at the gram panchayat level.

As highlighted above, JEEViKA and MGNREGA together target approximately 22 percent of the women population of the state and facilitating women economic empowerment. Which can be further extrapolated to cover approximately 48.6 percent of the state's population. Given that, 56.01 percent of the rural population of the state is affected by poverty or are poor. The government of Bihar through the JEEViKA and MGNREGA programme are effectively targeting and reaching out to approximately 50 percent of the population in the state to alleviate poverty in rural areas esp. through women. Efforts are required to reach out to the remaining 6-7 percent of the poorest of the poor/ left-out population in the state.

Henceforth, it can be said that MGNREGA convergence with JEEViKA, can result into impactful increase on the key indicators of MGNREGA, better access and targeting of the households in the rural areas. The GoB may facilitate for other government schemes, programs and departments to converge with JEEViKA for having impactful reach, better access and targeting of the eligible households in the rural areas for facilitating social and economic development.

Paper 4: Showing the Way: A Dipstick Study of Women in E Rickshaw Driving and The Power of Urban Collectives in Raipur (Chhattisgarh)

Ms Sharmishtha Nanda, Independent Consultant

Ms Priyanka Banerjee, PhD Candidate, McGill University, Montreal

Ms Ranu Bhogal, Executive Director, Carm-Daksh, Bilaspur

Abstract : Existing research suggests that employed women tend to be concentrated mostly in the occupations of agriculture, domestic paid work, manufacturing (tobacco, textiles, and apparel), education and health. In these occupations as well, the majority find themselves in low paid, low skilled, casual/self-employed labor. This is consistent with gender analyses that have established that prevalent gender norms, and the care burdens that women carry throughout life cycles are major predictors of the largely observed inability to enter, perform and thrive in fulfilling work and livelihood options. It is critical therefore to challenge gender assumptions and stereotypical expectations for understanding the roles that people perform in the society and how these are mirrored in the economy. Non-traditional livelihoods (NTLs) are an avenue to address these anomalies, and the gendered division of labor, by exemplifying women in typically male-dominated roles. We define the Non-Traditional Livelihoods movement as a civil society response to unpack and address barriers faced by women while aspiring for, gaining and sustaining livelihood opportunities through certain occupations within the Indian economy. However, given the non-traditional nature of this work, these livelihood options are often accompanied by numerous challenges, the most pressing being how to ensure these options remain sustainable and facilitate long-term economic capacitation. In this regard, women's collectives can play a very significant role. This paper explores the possibility of implementing a collective model for women in non-traditional occupations, in the context of urban Chhattisgarh. In line with eastern India's consistent low performance in human development and economic indicators, coupled with rapid and unorganised urbanisation, Chhattisgarh offers an interesting case in point for this exploration owing to an additional element of being historically dominated by a tribal population.

An exploratory, dipstick qualitative study was conducted in Raipur to understand the scope and avenues for designing a programmatic intervention for training women in e- rickshaw driving as a livelihood option. The study was facilitated by Carm-Daksh¹ and conducted in two parts, first with a review of literature on non-traditional livelihoods interventions in various parts of the country but focussed on context similarity, so interventions from Jharkhand, Madhya Pradesh and Odisha were closely documented. In the second part of the study we conducted several key informant interviews and one dual moderator focus group discussion. A snowballing approach was adopted for identifying respondents for the key informant interviews. The discussion topics, and key informant interviews followed well laid out guides based a framework outlining the key domains of inquiry within

the broader objectives of exploring opportunities and challenges for training women in non-traditional employment skills in Raipur with an emphasis on driving e-rickshaws, and policy level gaps and entry points in this context. The primary stakeholders engaged during the study were women who are already driving e-rickshaws in Raipur, two union leaders from the e-rickshaw union of Raipur, subject matter experts and civil society representatives in Raipur and Delhi, who are engaged in traditional as well as non-traditional skilling of women. The socio-economic and political context of urban Raipur reveals both, need as well as the immense potential for implementing an intervention focussed on training women in a non-traditional livelihood skills. Increased levels of industrialisation and the subsequent urbanisation of the city have led to the emergence of urban sprawls, dominated by low-skilled migrant workers, seeking avenues for greater economic empowerment. One such example is of a vibrant community of women e rickshaw drivers in the city, organically propelled by policy incentives under the Smart City Raipur and NULM programs. Our most encouraging findings, however, are around the fact that this community of women, belonging to various slums in urban and peri urban Raipur (including Nava Raipur), have formed an informal collective to support each other and sustain in an occupation that is highly non-traditional in their context. In the absence of any civil society mediation, and NGO support or programming in collectivising them, this finding provides us with an excellent example of how collectives may be harnessed for economic capacitation and empowerment of women in urban contexts. The presence of an informal collective of women e-rickshaw drivers in the city offers a unique opportunity to examine the scope of self-help groups and womens' collectives in facilitating economic empowerment and sustenance of women workers in non-traditional livelihood occupations. For newer orders of market structures and employment avenues to be established for women, collective agency and empowerment emerge as key strategies. Studies have established that participation in collectives such as self-help groups has a significant positive impact on aggregate measures of women's empowerment and reduces the gap between men's and women's empowerment. Our findings suggest that in the context of Eastern Indian states, especially those with a tribal context, women's collectives can benefit migrant, resource poor women in urban conglomerates within the state by providing necessary role models, on the job support and even sharing life skills to sustain in the job. This is especially relevant because in this context more than others, there is a higher loss of skills where women are propelled into poverty due to low market demand of products that required traditional skills of tribal populations, and this is combined with almost no intergenerational skills to navigate complex urban market structures and processes. This research becomes relevant for it has the potential to add to two relatively under-theorised domains of work: non-traditional livelihoods as well as the empowering role of women's collectives in an urban context, rather than the commonly theorised rural context. This paper attempts to bring these two themes together to explore some of the specific mechanisms and strategies through which collectives help women establish themselves and continue in non-traditional occupations, given the enormous challenge faced by most programs and interventions in sustaining women in such occupations.

Paper 5: Condition of Muslim Women involved in Home-Based Embroidery Works: A Case Study in parts of Eastern Uttar Pradesh

Ms Wajda Tabassum, PhD Scholar, National Institute of Education Planning & Administration (NIEPA), Delhi

Abstract : Women in almost all communities across the globe face pervasive gender inequalities and discriminations in economic and social opportunities. They are still disadvantaged in the labour market in terms of their share in employment, remuneration and working conditions (ILO, 2018). It is still difficult for the women to mark their territory in the world of organized sector irrespective of their socio-economic development. ILO states that women are often found in more vulnerable categories like domestic or home-based work. Their vulnerability comes from the fact that it is statistically difficult to calculate the economic value of their labor therefore, in nearly all the cases they tend to get low wages as compensation.

In India, there is a high incidence of informality in nearly all forms of work. In the land of more than one billion population, 81 percent of population makes their living with informal sector (ILO, 2018). The NSSO data (2011-12) and ILO reports suggests that more than 90 percent of the agriculture sector and 70 percent of non-agriculture sector falls in the category of informal category. It is the backbone of the economy and the largest contributor to economic development.

There are many characteristics in the structure of occupations in the informal sector. Many of these occupations are guided by institutions of identities like gender, caste, religion, place, language etc. These gender and ethnic identities have influences in the labour market which also sometimes move beyond to public sphere like accessibilities to decent work, education, health and decent standard of living. India, being a diverse demographic group is subjected to various discriminatory practices in the labour market. Muslims and Hindu lower caste in India earn slight less wages as compared to their upper-caste Hindu counterparts with varying locational extent (Mondal Shamim S, 2016). These discriminatory practices can be found in the historical trajectory of India and continues to determine access to economic resources (Bosher, Penning-Roswell and Tapsell 2007). The Census (2011) found out that out of 24.39 crore households in India, 17.91 crore of them are in rural areas where the primary earnings are less than Rs 5,000 a month. 84 percent of Muslims in India are sustaining their lives less than Rs 20 in a day (NCEUS, 2007). In the whole discourse of these wage and work discriminations, the worst sufferers are Muslim Women. The Sachar Report (2006) stated that uncounted labor is highest among the Muslim women which is as high as nearly 70 percent.

The present study as desired by the National Commission for Minorities, Govt. of India aimed to bring out critical reflections in the socio-economic conditions of Women engaged in home-based informal economic activities like Chickenkari, tailoring, Zardozi embroidering and bidi making. For this purpose, a case study was taken in the areas where women are dominantly engaged in these activities. Lucknow in Uttar Pradesh is the hub of all the chickenkari industry and important source of employment to women of the adjacent areas like Hardoi, Sandila, Malliabad, Kakori and Beniganj. The city also acts as locational centre for national or international demands for Chickenkari. There are intermediaries who act as a link between these shops in Lucknow and women making Chickenkari at their homes in the above areas.

The objective of this study is primarily to enquire about the Muslim Women working in the home-based activities like Chickenkari, tailoring, embroidering and bidi-making. The Commission has a deep desire to know the level of earnings by these women, their educational qualification, cases of domestic violence and most importantly their accessibility to any minority schemes. There are various schemes for Muslim women run by the Ministry of Minority Affairs, Govt. of India under the broad heads of educational and economic empowerment, infrastructure development, special needs and various other schemes. The commission wanted to know whether these schemes are really reaching the real beneficiaries and find out the lacunae in case of divergence. The Focus of the study was basically on three questions

1. How much they are earning from these home-based works?
2. What is their as well as their children's educational qualification?
3. How many schemes they are accessing being offered by the Ministry of Minority Affairs, Govt. of India.

The sample size of this case study was 40 women from the different areas of Hardoi, Beniganj, Sandila, Mallihabad, Kakori and Lucknow. In Lucknow, mostly shopkeeper selling chickenkari cloths were interviewed.

Tags: Economic Empowerment, Gender, Home-based work, women

Track 6

Prospects for Feminist Networks, Women's Organizations and Women's Collectives in Twenty-first Century India

Paper 1: Women collectives and empowerment: A Case Study of two Nari Adalats of Jharkhand

Ms Sasha Shree, PhD Scholar, Department of Social Work, University of Delhi, Delhi
Mr Alok Kumar Sharma, Research Scholar, Department of Contemporary and Tribal Customary Law, Central University of Jharkhand, Ranchi

Abstract : Globally, one in every three women have faced violence in their lifetime. Their husband and other close relatives commit almost one-third of these crimes. According to NHFS-5 data, 29.3% of Indian women have faced domestic violence by their husbands and his relatives. Tribal community is no exception in this regard but they do have their own redressal system to address domestic violence at the primary level. Due to almost no active female participation, these self-governing redressal system appears to be anti-women in their decisions. SHGs and NRLM initiatives created new women collectives with the bargaining power to speak for themselves on the much alarmed issue. Some of these collectives are also working on various social issues like domestic violence in the state of Jharkhand. The present study is a case study of two of those collectives. Gopikandar block-level SHG federation in Dumka district and Ekta Mahila Adhikar Manch (EMAM) of Poraiyahat block of Godda district of Jharkhand are such institutions which have incorporated their traditional redressal system into a new form of collective and call it Nari Adalat (Women's court). Nari Adalat has three basic functions- (a) awareness about different forms of violence in the community so that cases come to their institution (b) resolving issues by settlement involving the village head, PRI members and local police station and (c.) legal support with the help of DLSA in case survivors want to pursue further. All the functionaries are working voluntarily and are trained by an NGO called PRADAN. Only after a few years of its formation, Nari Adalats are able to motivate survivors to seek help from different forums and give them handholding support at every stage. Nari Adalat has been able to establish itself as a progressive and women-led agency in the local socio-political space which uses both traditional cultural authority and mainstream legal authority. During the case study, the researchers were engaged with PRADAN. This is a qualitative research based on the casework approach. It examines the pre-conditions, the processes and the changes around Nari Adalats. The study also contains 2 case stories of women seeking help from these institutions. This study is an attempt to highlight the opportunity and better execution of SHG collectives on such social issues.

Paper 2: Conglomeration of Women's Collective and its Role in Socio-Economic Accreditation in Rural Bihar. An Empirical Study on Sangam Cluster Level Federation, Muzaffarpur.

Ms Mahua Roy Choudhary, Programme Coordinator, Governance & Knowledge Management, Bihar Rural Livelihood Promotion Society, Patna
Mr. Arpan Mukherjee, Young Professional, Bihar Rural Livelihood Promotion Society, Patna
Ms Anshu Singh, Young Professional, Bihar Rural Livelihood Promotion Society, Patna

Abstract : As per Multidimensional Poverty Index 2021, 51.91% of Bihar's population is rural poor. The Millennium Development Goal 2015, pledges "spare no effort to free our fellow men, women and children from the abject and dehumanizing conditions of extreme poverty". To improve the future prospects of MDG, Bihar Rural Livelihoods Promotion Society (An initiative of Bihar Government for poverty eradication) is addressing diversified facets which constitutes social inclusion of poorest of the poor, improving access to financial services, bestowing sustainable livelihoods and entrepreneurship opportunities and creation of productive assets and social capital.

This paper aims to explain the role of women's collectives in the form of three-tier mechanism on obliteration of destitution

among the rural poor, probing an illustration of Sangam Cluster Level Federation (CLF) situated in Mushari Block of Muzaffarpur, Bihar. Since its inception on March 2012, Sangam CLF is nurturing 557 self-help groups and 44 village organization to address extreme poverty of the region. Using the participatory approach, the CLF is strengthening its community institutions by developing pool of community professionals, allocating resources and providing livelihood opportunities to its members, which is collectively creating financial, social and human capitals. A total of 6684 women and their families are being benefitted directly and indirectly. Reinforcing its financial accounting and its management system, inter-institutional repayment, employability and income enhancement of its members through sustainable livelihoods, and ensuring social security benefits and entitlements to its members. Apart from this the CLF is also addressing the Health, Nutrition and Sanitation aspects through Social and Behaviour Change Communication (SBCC) and have introduced their curated educational loan products for the first-generation learners.

Paper 3: Voicing the Women's Rights in Resettlement Colonies- An Assessment of TATA Steel's Rehabilitation Initiatives at Kalinga Nagar, Jajpur, Odisha

Prof Ashwini Kumar Patra, Professor, Centre of HR & OB,
Department of Business Administration, GITA- Autonomous College, Bhubaneswar

Abstract : Large scale industrialization induces large scale displacement of the indigenous people from their place of habitat. People displaced are at great risk in terms of social, psychological, economical and cultural. The women members are affected most in the displacement as they have to accommodate in a new environment. With the shattered livelihood, they search for various avenues to begin with a fresh lease of lives and livelihood. Hence, any displacement must be coupled up with integrated rehabilitation and resettlement plan. In this context, this research study is been carried out in Kalinga Nagar, where, TATA Steel has established 8 million ton steel plant. The establishment of plant has displaced 1195 numbers derived from 562 core families consisting of both tribal and non-tribal people. The case organization's R&R process does not include only providing compensation to the displaced families, but, it includes providing houses in resettlement colonies and initiated many activities to revive their livelihood. In consideration to this background, this study has made an attempt to assess the effectiveness of the initiatives extended to the women members in the resettlement colonies and measuring the changes observed in their social and economic status. The researcher selected 150 numbers of women from two resettlement colonies of TATA and assessed functioning of different women group and the strategy adopted by these group towards sustenance of the activities. It was found from the analysis of the study that the case organization has emphasized upon sharpening the skill level of women members to adopt any economic enhancement activities. It not only recognizes their economic contribution to manage family, but also it strengthens their voices against the prevailing atrocities in the society.

Key Words: Displacement. Rehabilitation and Resettlement, Livelihood, Women Empowerment and Rights.

Paper 4: Panchayat Raj Institutions (PRIs) – Self-Help Groups (SHGs) Convergence in Jharkhand for Local Economic Development and Reduction of Poverty

Ms Dipti Paridhi Kindo, PhD Scholar, IIT Kharagpur, Kharagpur
Ms Suchita Horo, PhD Scholar, TISS, Hyderabad

Abstract : The formulation of Gram Panchayat Development Plans (GPDPs) has been launched from 2018 onwards under the People's Plan Campaign (PPC) - "*Sabki Yojana Sabka Vikas*". The integration of a poverty reduction plan with GPDP has been initiated with the convergence of Panchayat Raj Institutions (PRIs) and Self-Help Groups (SHGs) in which women SHGs have played an essential and remarkable role. Accordingly, the study was done in the ten panchayats of two blocks of Jharkhand to study the implication of PRI-SHG convergence in GPDP in the last three years. The methodology includes interviews and discussions with SHG members and government officials on five dimensions and perusal of government records. Thus, the sustainable framework for PRI-SHG convergence is recognized for the local economic development and reduction of poverty with optimal use of accessible resources, beneficial asset creation, and increased participation in Gram Sabha, with amplified efficiency and reach of the rural flagship programs.

Keywords: Panchayat Raj Institution (PRI), Self Help Group (SHG), Convergence, Gram Panchayat Development Plan (GPDP), Gram Sabha, Jharkhand

Paper 5: Navigating Pathways to Sustainability and Reliance

Mr Kaushik Roy, State Program Manager, Trickle-Up, Kolkata
Ms Teresa Khanna, Director of Global Strategic Partnerships, Trickle-Up India, Kolkata

Abstract : Since February 2021, through its unique intervention called Ultra Poor Market Access (UPMA), Trickle Up in partnership with Walmart Foundation is engaged with a cohort of 1016 poor women and their families in Bangomunda Block of Balangir district in Odisha. 318 women of this cohort are Graduates of the Ultra Poor Program concluded by Trickle Up in 2020 and 698 Participants are new inductees belonging to similar socio-economic status, active members of Self-Help Groups (SHGs) and same project geography. The primary objective is to help these women (primarily landless or have negligible land resources and assets) to become entrepreneurs. With a strategically curated program design, they have been collectivized to develop and manage group businesses and get appropriately linked to the market and market players including the Farmer Producer Companies for better price realization and profit. The program ends in January 2023.

Economic Empowerment of Women in East India and the Role of Women's Collectives

Date: 17-18 March, 2023 | Venue: XISS, Ranchi

Agenda

Time	Agenda	Resource Persons	Designation
Inaugural Session Day 1: March 17, 2023			
9.30-10.30 am	Registration & tea		
10.30 -10.35 am	Opening of the conference and lamp lighting	Dr Raj Shree Verma	Assistant Professor, Rural Development Programme, Xavier Institute of Social Service, Ranchi
10.35-10.40 am	Welcome Address by the organizing institutions' heads	Fr (Dr) Joseph Marianus Kujur, SJ	Director, Xavier Institute of Social Service, Ranchi
10.40-10.45 am		Dr Aparajita Gogoi	Executive Director, Centre for Catalyzing Change, New Delhi
10.45-10.50 am		Prof Ishita Mukhopadhyay	President, Indian Association of Women's Studies/ Professor of Economics, Calcutta University, Kolkata
10.50- 11.10 am	Chief Guest's Address	Hon'ble Sri C. P. Radhakrishnan	Honourable Governor of Jharkhand, Ranchi
11.10-11.25 am	Inaugural Address	Dr Mathew Cobb	Founder, Walks Back Collectives, USA
11.25-11.35 am	Special Address	Mr Hari Menon/Mr Alkesh Wadhvani (TBC)	Bill and Melinda Gates Foundation, Delhi
11.35-11.45 am	Special Address	Dr Yamini Atmavilas	President (Head Strategy & Research), The Udaiti Foundation, Bangalore
11.45-11.55 am	Special Address	Mr Rahul Kumar, IAS	Chief Executive officer, Bihar Rural Livelihoods Promotion Society (BRLPS)/ Commissioner MGNREGA/MD SBMG/ Mission Director, Jal-Jeevan-Hariyali, GoB, Patna
11.55-12.05 pm	Special Address	Ms Rajeswari B., IAS	Commissioner, MNREGA, GoJ/ Director, State Child Protection Society, GoJ/Director, Women Development Corporation, GoJ, Ranchi
12.05-1 pm	Key Note Address	Ms Renana Jhabvala	President, SEWA Bharat, Ahmedabad
1.00-1.20 pm	Chair Remarks	Prof Sanghamitra Acharya	Professor, Centre for Social Medicine and Community Health, JNU, Delhi
1.20-1.25 pm	Vote of Thanks	Dr Anamika Priyadarshini	Senior Specialist-Research, Centre for Catalyzing Change, Patna
1.25-2.05 pm	Lunch		

Time	Panel/Session/ Paper Titles	Panellists/Authors	Discussants	Chair/Moderator
Sessions & Panels Day 1 March 17, 2023				
2.05-3.10 pm	Panel 1: Women's Collectives and their Economic Capacitation	Dr Dipa Sinha, Assistant Professor, School of Liberal Studies, Ambedkar University, Delhi	Dr Yamini Atmavilas, President (Head Strategy & Research), The Udaiti Foundation, Bangalore	Dr Aparajita Gogoi, Executive Director, Centre for Catalyzing Change, New Delhi
		Dr Sona Mitra, Principal Economist, Initiative for What Works to Advance Women and Girls in the Economy (IWAGE), Delhi		
		Ms Mary Surin, Lead-Partnership & Government Alliance, Nudge Institute, Ranchi		
		Dr Deepa E., Assistant Professor, School of Development, Ajim Premji University, Bangalore		
3.10-4.30 pm	Session 1 (Track 4): Unpaid Care and Domestic Work and Time Poverty for Women: Prospects for Women's Collectives in Unburdening Women	Dr Dipa Sinha, Assistant Professor, School of Liberal Studies, Ambedkar University, Delhi		Prof Amar Eron Tigga, Dean and Professor, Department of Marketing, XISS, Ranchi

Time	Panel/Session/ Paper Titles	Panellists/Authors	Discussants	Chair/Moderator
Paper 1	Economic status of Domestic Workers in North East India	Ms Goriyashi Mahanta, PhD Scholar, University of Science and Technology, Baridua-Meghalaya		
	Paper 2: Care for work, work for care: Does the dual burden of care and work impact care givers' health outcomes in India?	Ms Priyanka, PhD Candidate, Department of Economic Sciences, Indian Institute of Technology, Kanpur Dr Sukumar Vellakkal, Associate Professor, Department of Economic Sciences, Indian Institute of Technology, Kanpur		
	Paper 3: White in the moon the long road lies, that leads me from my love': Widow's time use in India	Ms Sila Mishra, Research Scholar, Department of Economic Sciences, Indian Institute of Technology, Kanpur		
	Paper 4: Unpaid Care, Domestic Work and Time Poverty for Women: Prospects of Women's Collectives in Unburdening Women	Ms Disha Shrivastava, Co-Founder, Saffron Creatives, Mumbai Ms Juhi A Mishra, Co-Founder, Saffron Creatives, Ahmedabad		
3.10-4.30 pm	Session 2 (Track 3): Digital and Financial Inclusion for Capacitation of Women and Their Collectives		Ms Shubha Bhattacharya, Specialist, Centre for Catalyzing Change, Delhi	Mr Rahul Kumar, IAS, CEO, Bihar Rural Livelihood Promotion Society, Patna
	Paper 1: Does internet access impact women's demand for maternal healthcare services? Evidence from India	MrD Vinayak Krishnatri, PhD Scholar, Department of Economic Sciences, IIT-Kanpur Dr Sukumar Vellakkal, Associate Professor, Department of Economic Sciences, IIT-Kanpur		
	Paper 2: A Case Study on Digital Empowerment among the vendors in Haoreibi and Samurou, Imphal West District, Manipur, India	Ms Shripama Thounaojam, M.Sc Student, Department of Society Technology Interface, School of Social Sciences, Central University of Rajasthan Dr Wairokpam Premi Devi, Assistant Professor, Department of Society Technology Interface, School of Social Sciences, Central University of Rajasthan		
	Paper 3: Bandhan Financial Literacy Programme (BFLP): Key to Women Empowerment	Mr. Shantamay Chatterjee, Vice-President, Bandhan-Konnagar, Kolkata & Dr. Meenakshi Bose, Manager - Research and Communication, Bandhan-Konnagar, Kolkata		
	Paper 4: Evidence and Insights from Women Collectives level Data-CRP Pilot Test in Gaya and Madhubani on Access to Social Security Entitlements	Ms Sonmani Choudhary, Senior Programme Manager, Project Concern International, Patna		
4.30-4.40 pm	Tea			
4.40-5.50 pm	Session 3 (Track 2): Agency, Empowerment and Women's Collectives		Dr Anamika Priyadarshini, Senior Specialist-Research, Centre for Catalyzing Change, Patna	Prof Sanghamitra Acharya, CSMCH, Professor, JNU, Delhi
	Paper 1: Tribal women Artisan: From Tradition to Profession A study on vindicating the vision of Model Village	Mr Manish Kumar Sahu, PhD Scholar, Department of Anthropology, Ranchi University, Ranchi		

Time	Panel/Session/ Paper Titles	Panellists/Authors	Discussants	Chair/Moderator
	Paper 2: Role of Self-Help Groups on Economic Empowerment of Tribal Women: A study of East Singhbhum District, Jharkhand	Ms Tanushree Mahato, PhD Scholar, Department of Humanities, Social Sciences and Management, National Institute of Technology, Jamshedpur Dr Manish Kumar Jha, Assistant Professor, Department of Humanities, Social Sciences and Management, National Institute of Technology, Jamshedpur		
	Paper 3: Forest based livelihoods and Gender Empowerment in Jharkhand	Dr Pragati Bakshi, Assistant Professor, Department of Economics, Yogoda Satsanga Mahavidyalaya, Ranchi		
	Paper 4: Women Empowerment in Bihar, Jharkhand & Chhattisgarh: A myth or reality	Dr. Manisha Srivastava, Program Leader and Assistant Professor (HRM), Amity School of Business, Amity University, Patna Dr. Peeyoosh Kumar, Assistant Professor, Amity School of Business, Amity University, Patna		
	Paper 5: Dealing with empowerment: the role of Self-Help Groups among adivasi women of contemporary Jharkhand	Ms Marilena Proietti, PhD Candidate, Sapienza University of Rome, Rome		
4.40-5.50 pm	Session 4 (Track 6): Prospects for Feminist Networks, Women's Organizations and Women's Collectives in Twenty-first Century India		Dr Raj Shree Verma, Assistant Professor, Rural Development Programme, XISS, Ranchi	Ms. Madhu Joshi, Lead-Gender Equity & Governance, Centre for Catalyzing Change, Delhi
	Paper 1: Women Collectives and Empowerment: A Case Study of two Nari Adalats of Jharkhand	Ms Sasha Shree, PhD Scholar, Department of Social Work, University of Delhi, Delhi Mr Alok Kumar Sharma, Research Scholar, Department of Contemporary and Tribal Customary Law, Central University of Jharkhand, Ranchi		
	Paper 2: Conglomeration of Women's collective and its role in socio-economic accreditation in rural Bihar: An empirical study on Sangam Cluster Level Federation, Muzaffarpur	Ms Mahua Roy Choudhary, Programme Coordinator, Governance & Knowledge Management, Bihar Rural Livelihood Promotion Society, Patna Mr. Arpan Mukherjee, Young Professional, Bihar Rural Livelihood Promotion Society, Patna Ms Anshu Singh, Young Professional, Bihar Rural Livelihood Promotion Society, Patna		
	Paper 3: Voicing the Women's Rights in Resettlement Colonies: An Assessment of TATA Steel's Rehabilitation Initiatives at Kalinga Nagar, Jaipur, Odisha	Prof Ashwini Kumar Patra, Professor, Centre of HR & OB, Department of Business Administration, GITA- Autonomous College, Bhubaneswar		
	Paper 4: Panchayat Raj Institutions (PRIs) - Self Help Groups (SHGs) Convergence in Jharkhand for Local Economic Development and Reduction of Poverty	Ms Dipti Paridhi Kindo, PhD Scholar, IIT Kharagpur, Kharagpur Ms Suchita Horo, PhD Scholar, TISS, Hyderabad		
	Paper 5: Navigating the Pathways to Sustainability & Resilience	Mr Kaushik Roy, State Program Manager, Trickle-Up, Kolkata Ms Teresa Khanna, Director of Global Strategic Partnerships, Trickle-Up India, Kolkata		
6.30-7.30 pm	Cultural Programme by Students of XISS			

Time	Panel/Session/ Paper Titles	Panellists/Authors	Discussants	Chair/Moderator
7.30-9 pm	Conference Dinner at XISS Campus			
Time	Panel/Session/ Paper Titles	Panellists/Authors	Discussants	Chair/Moderator
Sessions & Panels Day 2: March 18, 2023				
9.00-10.20 am	Session 5 (Track 1): Women Access to Livelihood and Market: Role of Women's Collectives, Microcredit and the Government		Dr Mamta Kumari, Assistant Professor, Centre for Women's Studies-Department of Economics, Ranchi University, Ranchi	Prof Ishita Mukhopadhyay, President, Indian Association of Women's Studies/Professor of Economics, Calcutta University, Kolkata
	Paper 1: Women Participation in MGNREGA: Creation of Sustainable Individual Productive Assets for Women Under MGNREGA in Bihar	Sri Rahul Kumar, IAS CEO, Bihar Rural Livelihood Promotion Society (BRLPS), Patna Ms Sonmani Choudhary, Sr. Programme Manager, PCI, Patna Mr Om Prakash, Programme Manager, PCI, Patna Mr Rahul Sahu, Data Analyst, PCI, Patna		
	Paper 2: An evaluation of a Start-Up Village Entrepreneurship Programme (SVEP) in Bihar: A Case Study of Women Entrepreneurs in Dhanarua Block in Patna District	Dr Shweta Chandra, Assistant Professor, Amity University, Patna Ms Anisha Modi, Assistant Professor, Amity University, Patna Dr Adarsh Kumar, Assistant Professor, Amity University, Patna		
	Paper 3: Brick Kiln Industry of Eastern India: An Economic Space of Systematic Gender Discrimination	Mr Rahul Bhushan, PhD Scholars, Aryabhata Knowledge University Mr Saurav Kumar, PhD Scholars, Aryabhata Knowledge University		
	Paper 4: Tribal Women SHG Members on value Addition and Food Processing of Mahua: A Path Towards Women Empowerment	Dr Madhusmita Sahoo, Assistant Director- Research, Schedule Caste and Schedule Tribe Research Institute, Bhubaneswar		
	Paper 5: An Empirical Study on Transgender Livelihood and Economic Empowerment in Odisha	Dr Sunita Behera, Women's Studies Research Centre, Berhampur University, Bhubaneswar Dr Ranjita Behera Women's Studies Research Centre, Berhampur University, Bhubaneswar Dr Urmimala Das, Women's Studies Research Centre, Berhampur University, Bhubaneswar		
9.00-10.20 am	Session 6 (Track 5): Women's Collectives and Urban Women's Economic Capacitation		Dr Sheema Fatima, Post- Doctoral Fellow, University College London & TISS, Mumbai	Dr Anant Kumar, Associate Professor and Head of Programme, Rural Development Programme, XISS, Ranchi
	Paper 1: Women's Economic Empowerment as a metaphor - A study of female Beedi Workers in Murshidabad	Ms Poushali Dutta, Masters Student (MPP), National Law School of India University, Bangalore Dr Aniket Nandan, Assistant Professor/Centre of the Study of Social Exclusion and Inclusive Policy Ms Archisha Bhattacharjee, Masters Students (MPP), National Law School of India University, Bangalore Mr Biprajit Roy Choudhury, Masters Students (MPP), National Law School of India University, Bangalore Ms Ivy Das, Masters Students (MPP), National Law School of India University, Bangalore		
	Paper 2: Commons, Gender and Agency: Community Perspectives on Women's Collectivization	Ms Deepannita Misra, Project Manager, Foundation for Ecological Society (FES), Anand		

Time	Panel/Session/ Paper Titles	Panellists/Authors	Discussants	Chair/Moderator
	Paper 3: Reach of Women's Collectives, ie., Community Based Organizations Promoted by JEEVIKA in Bihar and Potential for CBO convergence with other Govt. Programme (esp. MGNREGA) for poverty alleviation and livelihood diversification of rural poor women	Mr Om Prakash, Programme Manager, PCI, Patna		
	Paper 4: Showing the Way: A dipstick Study of Women in E Rickshaw Driving and The power of Urban Collectives in Raipur (Chhattisgarh)	Ms Sharmishtha Nanda, Independent Consultant Ms Priyanka Banerjee, PhD Candidate, McGill University, Montreal Ms Ranu Bhogal, Executive Director, Carm-Daksh, Bilaspur		
	Paper 5: Condition of Muslim Women involved in Home-Based Embroidery Works: A Case Study in parts of Eastern Uttar Pradesh	Ms Wajda Tabassum, PhD Scholar, National Institute of Education Planning & Administration (NIPEA), Delhi		
10.20-10.30 am	Tea			
10.30-11.30 am	Panel 2: Prospects for Women's Collectives in Urban Space of Eastern India	Dr Sheema Fatima, Post-Doctoral Fellow, University College London & TISS, Mumbai Dr Deepa E., Assistant Professor, School of Development, Ajim Premji University, Bangalore Mr Rohit Kumar, Programme Co-ordinator, Mahila Housing Sewa Trust, Ranchi	Dr Debjani Roy, Asst. Professor, Nirmala College, Ranchi (TBC)	Prof Ishita Mukhopadhyay, President, Indian Association of Women's Studies/Professor of Economics, Calcutta University, Kolkata
11.30-12.30 pm	Panel 3: Migration and Economic Opportunities for Women Workers in Low Income States of India	Dr Sandhya Mahapatro, Assistant Professor, ANSIS, Patna Dr Neha Wadhawan, National Project Coordinator, Work in Freedom, ILO, Delhi Ms Ekata Bakshi, Doctoral Candidate (Dissertation Submitted), Centre for Women's Studies, Jawaharlal Nehru University, Delhi Ms Nirali Bakhla, Research Consultant and Co-Lead of Data Analytics at Policy and Development Advisory Group, Ranchi	Dr Anamika Priyadarshini, Senior Specialist-Research, Centre for Catalyzing Change, Patna	Prof Mini Sukumar, Professor, Department of Women's Studies, University of Calicut, Calicut
12.30-1.30 pm	Valedictory Panel: Way Forward- Future of Women's Collectives in Contemporary India	Prof Mini Sukumar, Professor, Department of Women's Studies, University of Calicut, Calicut Prof Sanghamitra Acharya, Professor, Centre for Social Medicine and Community Health, JNU, Delhi Prof Ishita Mukhopadhyay, President, Indian Association of Women's Studies/Professor of Economics, Calcutta University, Kolkata	Ms Madhu Joshi, Lead-Gender Equity & Governance, Centre for Catalyzing Change, Delhi	Dr Manish Ranjan, IAS (TBC) Ms Nirmala Putul, Poet/Member, IAWS, Dumka (TBC)
1.30-2.00 pm	Certificate Distribution	Prof Ishita Mukhopadhyay, President, IAWS Dr Aparajita Gogoi, ED, C3 Fr (Dr) Joseph Marianus Kujur, SJ, Director, XISS		
2.00-2.05 pm	Vote of Thanks	Dr Anant Kumar, Associate Professor and Head of Programme, Rural Development Programme, XISS, Ranchi		

Economic Empowerment of Women in East India and the Role of Women's Collectives (XISS-C3Sakshamaa-IAWS Conference)

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