SUMMARY, SUGGESTIONS AND CONCLUSION:

Once the study of selected topic is complete it becomes obligatory on the part of investigator to sum up findings in order to let know the world ground realities about the sample-size, so that all round matching efforts can be taken to overcome loopholes in the existing system if any. It is to be mentioned that whenever any topic relating to social science is chosen, "cause and effect" gets topmost priority during empirical testing so that disorderly conditions can be erased for smooth functioning of society. As such summary of chosen assignment is brought forward followed by suggestions and conclusions as per prescriptions of "thesis and assignment writings".

The discussion here will be carried out mainly from two angles: i) quality of sample-size and ii) quality of urban informal sector of greater Guwahati, which will give final picture about sample-size regarding their quality of contribution in human-capital.

Summary:

i) Quality of Sample-Size:

The theoretical discussion of the topic carried out prior to field study gives an indepth impression that women oppression is a global phenomenon with its magnitudal difference. Both the developed and developing nations with characteristic distinction are yet to appreciate the need for equal status to women as women still remained "second-class citizen" whether they live in highly industrialized countries or not. Of course in comparison to developing countries, women of developed nations enjoy better status in society because of freedom and awareness gained through education and thereby reflecting their ignited minds.
However, women of developing nations breaking the chain of century old oppression are trying to be economically more self-sufficient due to improved scenario in literacy and gradual discarding of joint family system. The bold step taken by women in this regard has brought attitudal change in male population but rate of progress is very slow.

Female literacy over the period has gone up but it is not proportionately distributed between urban and rural areas. The upward trend of literacy as found at national level is due to urban biasness and in this case state of Assam is not an exception. Such type of variation between two areas is due to chauvinistic attitude and traditional belief of menfolk for which village women failed to make satisfactory progress in the field of education. Believing in traditional role of women, society attaches less importance to female education for which girls' dropout is quite high at state level (approx it was 73 percent during the period 1997-98). Though there may be improvement in girls enrolment ratio (GER) but mid way it is depressed by dropout. With such poor educational background when women either as accompanists or single women migrate to cities and towns and joint urban informal sector they are given engagement in low paid jobs as unskilled workers. More is the flow of migrants more will be concentration of such women workers in informal sector. But no adverse opinion should be perceived in this regard that rural women are only source for urban informal sector.

There are some other categories such as petty-traders, self-employed and those who work in tertiary sector such as beauticians and many others. The question arises here in connection with large of number of women who are found in low income groups and live sub-standard life as found in sample-size of lower hierarchy so if trend of women migration is not checked then by their large-scale participation in urban-informal sector quality of both
sample-area and sample-units will deteriorate. As such there is need to raise rural female literacy rate, so that they do not form cheap labour force and enjoy dignity like urban educated women. The situation more or less is same both at national and state levels but at state level the situation is little bit serious and different due to influx of population from neighbouring states. The surplus population caused by natural and artificial factors are thus absorbed by informal sector for which it has become voluminous and to speak out truth, it is now more feminized in character. Significantly women have come forward as economic agents, but they do not enjoy the same status like their counterpart due to societal attitude towards women and consequently they face gender discrimination in labour market. In addition wage discrimination is regular feature, which needs proper attention to contain poverty among respondents vis-a-vis urban women wage earners. Realizing role of human resources in development process state government has identified social sector as of vital importance; but side by side, special steps are to be taken for women resource development too as, it is the constituent part of human resource. It is to be remembered that efficiency of women capital would never improve so long attention is not given towards women capital formation, for which improvement in GDI and GEM are essential. By becoming mere economic agents, women cannot claim to be productive, so for increasing efficiency they need education, training and nourishment. Considering vast natural resources of the state, human resources are yet to be harnessed properly, in order to create melodious symphony between two categories of resources. Unless this is done the state will always remain backward.

Analysis of sample data reveals that in lower ladder of employment, people suffer from population explosion, poverty, and more specifically
women are victims of discrimination where both male and women work together. The abject poverty force people to join labour market at an early age at the cost of education. The wrong perception of poor about big family instead of minimizing suffering aggravates situation by way of population explosion. But such urban problems are never focused as it is done in case of rural poverty; urban poverty thus remained, suppressed just to give glowing picture to economic achievements of concerned state. Comparing with some major states and even within North Eastern Region level of poverty is high in Assam, so some concrete steps are to be taken to check urban poverty. Instead of camouflaging the situation true picture must come to limelight if urban living is to be comfortable and smooth. No doubt urban informal sector of greater Guwahati provides enough scope for survival, but mere survival does not ensure that one leads decent standard of living. So in term of quality of women respondents it is essential that they enjoy women empowerment to bring change in the sector, which is found to be missing in sample-size. Hence in the following diagram condition of women is depicted to give vivid picture of women deprivation in real world which was found to be true in sample-size.

Vicious Circle of Neglect

- Malnutrition
- Low Mortality Rate For Baby Girls
- Non Preference For Girl Child
- Low Expenditure on Health Care of Girls & Women
- Dowry
- Low Literacy Level Due to Low Investment on Girls' Education
- Low Awareness Levels
- Victims of Oppression

Since women in term of informal sector have become integral part of it necessitating carrying out discussion on this aspect to know quality of the sector relating to Greater Guwahati for which findings are incorporated herein.

**Quality of Informal Sector of Greater Guwahati:**

Taking examples standard of living of workers of formal sector it can be said that they can maintain minimum standard of living as besides salary they draw allowances like medical, house-rent, bonus (in case of industrial workers) canteen, washing place or even residential accommodation facilities depending on nature of job (chowkidar, driver, gardener etc) and pension, D.A. are revised in regular interval. All such fringe benefits provided by this sector give better look to both the sector and incumbents respectively. Like way to know quality of informal sector of greater Guwahati same modus-operendi is applied, as apart from wage, fringe-benefits also provide job-satisfaction and help change life-style of people. While carrying out discussion petty-traders will be kept isolated as such benefits can only be enjoyed by workers on wage basis.

Since none of the wage-earners got "Minimum Wage Rate", it is expected that the loss they suffer due to indifferent attitude of regulatory mechanism is compensated by fringe-benefits. Such types of benefits are essential not only to bring change in life-style of workers but also to improve employer-employee relationship. As such fringe-benefits as provided by different sample-units are furnished here to picturise informal sector of greater Guwahati in real sense.

**Fringe-Benefits to Weavers:**

i) To begin with, trainees/weavers of Kasturba Ashram of Guwahati chapter is not brought under discussion as the organization follows Gandhian
Philosophy in all its organizational activities. So it will simply be disrespect to the organization if incumbents are merged with cheap labour force of urban informal sector.

ii) The weavers of Mahila Imdad Committee and Household to some extent enjoyed mental satisfaction due to favourable working condition. In case of former they got additional benefits like free lodging with electricity, drinking water, and in limited way kitchen garden and poultry facilities. Even in some cases marriage was arranged by the organizer. The few destitute found to be boarder, expressed their satisfaction since they were better than home atmosphere. In case of Household no significant fringe benefits was provided but healthy working condition gave them mental satisfaction, despite the remuneration that was less than Minimum Wage Rate. Moreover instead of taking up work professionally which could supplement family income otherway, they considered remuneration as mere "pocket money" and this may be one of the reasons for not searching for jobs elsewhere.

iii) To crosscheck replies of respondents belonging to ARTFED, the researcher met Production Manager formally whereby it could be known that workers were given house rent @ 10% of production (minimum amount is Rs. 45 and above of it is linked with production according to version of respondents) for attendance Rs.2.75p. (according to one of the respondents it is Rs.3) bonus @ 8.33 percent (according to respondent, the amount is adjusted in phased manner). Contradictory information was provided about implementation of ESI. From respondents it was known, though for last three years they were contributing towards Provident Fund, but their names were not registered, (so far they could know).
iv) The factory workers working permanently were regulated by Factory Act 1948.

v) The construction and brick-kiln workers enjoyed nominal benefits depending on generosity of employees. It happened as they worked as casual workers. "No work no pay" was applicable in this case.

vi) The domestic helpers and scavengers did not have much complaint against employers; since depending on their limitations whatever they got it was satisfactory to them. In case of domestic helpers apart from regular pay, they got food/tiffin, and gifts from time to time. The amount of individual earning seemed to be satisfactory but due to size of family standard of living was substandard which could be overcome if capable members of family were engaged in gainful activities and male earners gave up vices.

vii) In case of workers of beauty parlours (beautician) favourable working condition was found but fringe-benefits they enjoyed was nominal.

Thus it can be said that sporadic nature of fringe-benefits failed to bring much change in standard of living of "wage-earners, others and beauticians" except providing job-satisfaction only in limited cases. Since no standardization is maintained in providing fringe-benefits it is difficult to say how much they were able to improve their economic condition after joining the informal sector.

Unless uniform pattern of wage and fringe-benefits were provided to wage-earners it would never be possible to raise general standard of living of sweated workers.

Thus on the basis of above discussion it can be said that informal sector of greater Guwahati is not at all a qualitative one. So onus rests with government if there is to be qualitative change both in sample-size vis-a-vis
the universe and the urban informal sector of greater Guwahati the improvement of which will reflect economic achievements of the state.

Lastly it can be said that when quality of sample-units is not satisfactory added by quality of sample-size, it can be said that "universe" is not competent to make significant contribution towards human capital. To concretize summary following findings are listed below:

**Finding Highlights:**

1. 77 percent of total sample-size because of their weak background variables have failed to reap benefits of other inter-related independent variables like living condition variables, general awareness variables, work-related variables etc.
2. Poor and illiterate picks up economic activities at an early stage.
3. Poverty and illiteracy are interrelated.
4. Level of education positively influences size of family i.e. high is the level of education less is number of children as observed during field survey which is in conformity with observation made by Prof. Sen with reference to Kerala.
5. Poor parents consider their children as capital for which they encourage child-labour rather than sending them to school.
6. It is the poor illiterates who are responsible for population explosion.
7. Saving among all categories of workers is dissatisfactory which may be due to lack of willingness, capacity and motivation to save.
8. Wage discrimination is universally practiced.
9. Urban indebtedness is found among poor workers.

10. Women in general are not empowered, as they should have been; moreover they do not enjoy "Right to Property".

11. Segregation of work is found in informal sector.

12. Welfare measures/social security measures are not provided to wage-earners, petty-traders, and others.

13. Quality of both informal sector and workers of lower hierarchy are likely to be dissatisfactory, due to absence of regulatory mechanism. Growth of informal sector is fast but sporadic, moreover it is heterogeneous in nature.

14. Urban educated women gradually showed their inclination towards OAE due to crisis in job-market.

On the basis of the findings highlighted above the suggestions are broadly categorized under following heads:

A. Women-resource development.
B. Recognition to women workers.
C. Provisions of social security measures and
D. Role of NGOs.

The points are discussed hereunder with different sub-headings.

A. **Women-Resource Development**:

1. **Education**:
   
a) Women resources should be directed in positive manner to bring improvement in Human Development Index (HDI) by removing gender and urban-rural disparities for which education is necessary.
b) "Education - way to awareness and freedom" must be available to rural girl children without any barrier. In urban areas to great extent "neighbourhood schools" in the form of "preparatory schools" are visible helping favourably urban female literacy rate, in the same way in rural areas such facilities should be extended either by government initiative or by NGOs to fulfill recommendation of Kothari Commission (1966).

c) Recommendations of National Council of Educational Research and Training (NCERT) regarding girl's enrolment in rural primary schools must be accepted. To increase girls' gross enrolment ratio (GER) female teachers, midday meals, (MDM) uniforms and textbooks are to be provided to attract them. If girl children are given "right to education" (earlier it was considered duty under Part-IV of constitution) then when they migrate to urban areas like Greater Guwahati, it may be expected that there will be improvement in quality of workers of urban informal sector.

d) Education is vital component of social sector. On the contrary it is to be mentioned that agreed outlay for annual plan 2000-2001 in fixed at Rs.42, 792 (lakh) which is not at all adequate to meet aspiration of large number of people of the state. In 2000-2003 budget only 18 percent provision is kept for overall development, 23 percent for debt servicing and 54 percent for salaries, pension and wages. On the contrary Prof. Sen feels that 10 percent of country's GDP should be spent on education whereas India spends below 6 percent and in case of Assam seems to be far less whereas Asian Tigers spends at least 15 percent on education.

So it is strongly suggested that government expenditure on education must be increased substantially.
These suggestions for female literacy are forwarded for general improvement of women-resources of the state. Since the sample-size of lower strata maintained either direct or indirect link with villages, so it is of extreme necessary that rural female literacy rate improves.

In addition to these, some specific suggestions can be made for sample-size in order to enhance production of the following sample-units through improvement of women capital.

**Qualitative Improvement of Women Capital of Sample-Units:**

i) **Weaving (handloom):** Looking into great significance of the unit to NSDP steps can be taken to provide need-based training to weavers of the state. This is absolutely necessary for weavers of ARTFED, whose skill can be graduated through training and providing facilities for adult education. (In this case reference may be made about Kasturba Ashram, which apart from providing training to young girls also takes care for their personality development).

ii) For petty-traders and "others" (maintaining time flexibilities) some awareness programme should be conducted on holidays which will also help changing attitude of respondents. Such informal teaching is suggested considering their family-responsibilities and age which are obstacle on the way to formal teaching at this stage.

**Improvement in Health-Status:**

Education and health are two main components for women-resource development, so it will be reasonable to suggest something for later.
i) Once the universe becomes educated automatically they will be aware of adverse effect of big family, consequent upon reduction in size of family. This will bring improvement in their health status.

ii) Family planning programme must be made more popular among the poor.

iii) The states sponsored programme like "the basic health service to its citizens by 2010 A.D. most vigorously be implemented and simultaneously global slogan "Health for all" by 2020 A.D. should be implemented.

iv) The living condition apparently found in some of the workers strongly suggests that living condition of slum-dwellers should change. The unhygienic living condition, absence of sanitation and drinking water facilities prove that in urban atmosphere the poor are still neglected. So it is recommended that government should take appropriate steps for improvement in living condition of slum dwellers who are in many cases responsible for social crimes. By bringing change in living condition of slum dwellers the urban living can be made safe and healthy.

B. Recognition to Women-Workers:

Feminization of sample-units leaves no doubt that women in same spirit (like men) are working as economic agents, but question is do they enjoy recognition or simply their contribution is bypassed? Probably later one is applicable for which women are deprived of benefits of planning. As such to improve the situation following points are suggested:
a) In whatever sphere women are working as economic agents they must get recognition of their work. Their contribution must be taken into consideration by the evaluators while making *National Income Analysis*.

b) The Minimum Wage Rate and the Equal Pay for Equal work should be vigorously implemented to help overcome poverty of wage earners. It is badly required as in some sample-units the workers did not get even $1 per day the criterion determined by UNDP to measure level of poverty.

c) The construction and brick-kiln workers who are mostly migrants must be covered under insurance scheme as happened in Balangir (Orissa). It could be successful because of initiative taken by NGOs as these migrants were exploited with nominal wage with no medical facility and education for children were provided. The same scheme can be introduced among the wage earners of sample-units, to reduce poverty and improve their standard of living.

d) The contract Labour Act 1971 (Regulation and Abolition) should vigorously be followed to bring qualitative change in sample-size specially among weavers and factory workers. According to provision of the Act, onus is shifted to principal employer and he has to provide all welfare facilities to the workers.

e) In case of *badlee* workers the same strategy should be adopted since they already worked for more than 5 years. Once they are regularized, they come under Factory Act 1948.

If condition of women-workers is to improve then above suggestions will go a long way to bring about the desired improvement in wage scenario and reduce poverty. In addition to this, following social welfare
measures are suggested so that workers of informal sector receive same benefits like formal sector workers and do not feel deprived any more.

C. Provisions of Social Security Measures:

Before suggesting provisions of social security measures, significance of it is discussed so that one can appreciate its role in the bringing change in quality of life of sample-size vis-a-vis the workers of informal sector.

The Baveridge Committee Report (1942) considered to be authentic source of concept of "social security" defined the term rather axiomatically as "Freedom from want". To realize the same among the wage earners the following measures are suggested which include both statutory and non-statutory provisions.

Specific Suggestions for Wage-Earners:

i) During empirical study it was noticed that both the statutory and non-statutory social security measures remained conspicuously missing in case of workers of informal sector. It is thus suggested that social security measures should be introduced at the earliest for these workers since they tirelessly work from sunrise to sunset for two square meals.

ii) Introduction of social security measures will enable the women worker to live with dignity and bring overall change in social structure in the form of social justice. So in a democratic country everyone should be allowed to get social justice for success of true democracy.
iii) To meet immediate requirement of women workers — a) Child-care facility, b) Maternity benefit, c) Old-age benefits, d) Sickness benefits and e) Washing place benefits should be provided since the workers badly felt necessity of them.

iv) In case of non-statutory provisions Central Government Schemes like “health for all”, “education for all”, food for all”, “employment for all” and “housing for all” should be implemented in true spirit for removal of poor living both in rural and urban areas.

(Reference about “rural” is made here as it may put check on women migration and will reduce burden on urban economy. Here it may be said that one of the reasons of migration is “opportunity cost” or in Todaro’s language it is “expected earning” that pushes the poor to urban areas. Once such non-statutory measures are provided there will be overall change in the economy).

v) Both the Central and State Governments should give up the plea of financial crunch rather they must take appropriate steps to ensure implementation of social security scheme for “sweated, powerless and voiceless labour” for achieving economic growth with justice.

It may not be out of place to mention that over the period International Labour Organization (ILO) gave new dimension to term social security and referred it “the result achieved by a comprehensive and successful series of measures for protecting the public (or a large sector of it)
from the economic distress that, in the absence of such measures, would be caused by the stoppage of earnings in sickness, unemployment or old age and after death for making available to that same public medical care as needed and for subsidizing families bringing up young children". The social security measures are essential to achieve progress in human development in an underdeveloped economy and it is expected that State Government will act in this right direction.

Specific Suggestions for Petty-Traders and Others:

i) Since petty-traders remain marginalized so first of all they should also be recognized as workers.

ii) They must be right conscious reflection of which will be in formation of Unions. Unless they are united and ventilate grievances it will take many more years to bring change in their standard of living, since present government is not in position to spend single farthing for benefit of urban marginalised group.

iii) Under urban influence they must come out of traditional outlook; put more emphasis on children's education specially girls' children. In case poverty is hurdle to education, they can send their children to "evening schools" as the city provides such facilities for poor children at free of cost. Since such schools are very limited, so number should be increased in order to give wide coverage to more number of children.

iv) Even if urban poor are mostly illiterate, they under urban influence must reduce size of family, where comparing with rural female-workers, they have better access to medical facilities. On the
contrary Government should also try to make New Population Policy (2000) popular in the sample-size. The initiative taken from both the sides will definitely help reduce size of family.

v) The Government and NGOs can also bring change in standard of living of petty-traders and others. By providing "Housing for all" and other civics amenities under "Urban Development Scheme" the state government can bring change in their living standard. Such facilities will help solve problems of slum-dwellers who in most cases are responsible for unhealthy urban living.

vi) The government in phased manner must introduce welfare measures for these categories of workers as done by governments of Tamil Nadu, Maharastra, Karnataka and West Bengal.

vii) Group insurance scheme must be introduced for this heterogeneous group under the banner of "Welfare scheme for workers of Urban Informal Sectors" as done in case of agricultural workers by financial institution like Life Insurance Corporation of India under social security fund. In the same way for urban informal sector such scheme should be introduced immediately.

D. Role of NGOs:

Before suggesting any measures for changing role of NGOs in context to sample-size, few lines may be mentioned about the need for strengthening the National Machinery for Advancement of Women so that desired change in the sample-size can be achieved.
Long before the beginning of the International Women's Decade
India - the largest democratic country in the world trying to achieve women's
quality with number of forms and modes of organizations and structure. For
enhancing women's welfare Government of India has set up Central Social
Welfare Board which carries out its mission through its well structured
networking system giving priority to voluntary organizations. Instead of going
into more details about its role the following diagram is enclosed here to
appreciate role of NGO which makes contribution towards the *downtrodden*
in order to bring them to the main stream of development. Since the diagram
is self-explanatory the role of NGOs in the context of sample-size discussed
in brief:

a) In the context of globalization the NGOs need to be restructured
and revitalized if marginalized women workers are to be protected from
clutches of poverty, illiteracy, unemployment and ignorance.

b) To overcome problems of illiteracy NGOs must involve
themselves in increasing rate of female literacy among poor irrespective of
their residential status.

c) To eliminate disguised urban poverty some scheme should be
launched for benefit of urban poor in such a way that NGOs become interested
as happens in case of rural economy.

d) While there exists communication gap between GOs and NGOs
for which later shows less interest in reaching the urban targeted groups the
GOs should remember that in order to save the poor from post effect of GATT,
NGOs "by using education as the platform for launching all development to
meet the challenges of globalization and the demands of sustainable
development" can play a very significant role in 21st century, so instead of maintaining red tapism the procedure must be simplified.

c) Involvement of NGOs in upliftment of women-workers of urban informal sector is necessary as through its motivational programme the workers will be made aware about their rights i.e. about different provisions of labour laws, personal laws, constitutional laws, national and international Reports and etc that all are essential to ameliorate status of women.

f) The NGO personnel can assist the poor women to get financial assistance as done by SEWA leader.

g) The NGOs must create pressure on financial institutions to provide "Micro-credit" facilities to people living below "poverty-level" in urban areas, which at present is kept confined to "above poverty-level" by NEDFi. Hassle suffered for getting loan by bitter experienced borrowers seemed to discourage sample-size both to deposit saving and ask for loan (most of the respondent preferred to take loan if required from informal source) from financial institutions; so in this case NGOs' role is most significant.

Taking experiences of Annapurna Mahila Mandal, The Stree Hitakari, Sunanda Sahakar Griha Udyog and etc. some NGOs can be formed in greater Guwahati, who will work for betterment of women workers of urban-informal sector and give new face to this sector in term of quality.

h) The NGOs instead of concentrating mostly in rural areas must expand their organizational set-up, which will help urban wage-earners and petty-trader and even self-employed women to face challenges of globalization.
Conclusion:

If thrust is created from all directions as suggested above definitely positive results will be enjoyed by beneficiaries. Mere working as economic agents is not sufficient till the poor people are educationally, economically and politically empowered, which are found to be missing at different stages of data-analysis. During discussion it has been discovered that employers engaged specially in construction and brick-kilns instead of practicing neutrality preferred maintaining disparity among the workers both in terms of wage and gender, of course there were instances of exceptional cases thus making variation in working condition variables in different sites.

While so much is discussed about the poor women-workers it is also reasonable to talk about upper hierarchy who also helps expansion of this sector. No doubt they are in better position but critical observation leads to conclusion that inspite of better educational level they are also not so much right conscious for which they are to be remained deprived of "Property Right".

Unless and until the women are in general given this right the status of women cannot be raised at per with men. Since none of the respondents enjoyed right to property, it seemed that whatever might be the educational level of women, in some aspects both literate and illiterate behave and believe in same way for which "Right to Property" has become monopoly of patriarchy. So if educated women want to be empowered in real sense then they are to claim for "Right to Property" to stop atrocities on women as found in recent time even in Guwahati vis-a-vis state in terms of dowry death, female foeticide, domestic violence and so on and in this case through awareness variables they can know that constitution is unbiased towards gender
development. Once assurance of gender neutrality is given by constitution, the only thing the educated women need is the COURAGE to come out from traditional outlook to demand for right to property (urban middle class families in many ways have proved their desperateness) and help the society to be balanced one, which is the ultimate aspiration of feminism. In addition this right will help widows too who suffer from isolation, feel neglected and burdensome which rarely happens in case of widower. The social approval to this right will thus free female population from bondage of patriarchy who according to Manus dictum are "never be free in their life time". Thus "Right to Property" is cardinal tool for women emancipation for which wide spread education (not simply literacy) among women irrespective of residential status is essential. So long they are not aware about their rights and apply them at appropriate time, they will always remain deprived of and enjoy status of second-class citizen in the society.

The property right is must for women otherwise slogan for "Gender-Equality will remain airy talk and "right to live with dignity" will be a theoretical concept as hardly they are involved in decision making process of family.

Appreciating advantageous position of the upper-strata who is already ahead of its counterpart working in lower strata of greater Guwahati, the former must be more right conscious as they are of ignited minds, though for lower-strata, it will at least take one more decade to be aware of different provisions of constitution and in this case NGOs are best guides. Moreover, the women in general must encourage girls' education so that the next generation does not become victim of deprivation any more. In this regard the best reflection will be that girls are no more given the status of "missing
child" rather treated as asset to families and become healthy women capital in production system of economy.

Summarizing the discussion it can be said that till women are "empowered and allowed to live in dignity", their contribution to human capital formation will always remain under estimated and they will never be considered as suitable tool to give training to future human capital. It can more emphatically be said in case of poor workers who themselves are not in position to face competition even from formal sector due to lack of prescribed qualification. When 94 percent of women work force remain deprived of decent standard of living it can easily be concluded that they are not fit to make contribution towards growth of human capital. Final curtain to discussion may be drawn in the words of Dr. A.S. Anand - former chief Justice of India:

"Let me caution - that the cry for gender equality should not be treated as it is fight against men. It is a fight against traditions that have chained them (women) - a fight against attitudes that are ingrained in society - it the fight against the proverbial Lakshman Rekha which is different for men and different for women. Therefore men must raise the occasion. They must recognize and accept the fact that women are equal partners in life. They are individuals who have their own identity - society needs to change its attitude. It is high time that Human Right of women are given proper priority"