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Highlights

- The Effects of Violent Crime Intervention and Non-Intervention Areas
- Development in Gboko Metropolis
- Status of Female Labour Force Participation

Discovering Thoughts, Inventing Future

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Contents of the Issue

i. Copyright Notice
ii. Editorial Board Members
iii. Chief Author and Dean
iv. Contents of the Issue

1. Role of NGOs in Combating Violence against Women: A Comparative Study on NGOs Intervention and Non-Intervention Areas of Barguna District, Bangladesh. *1-10*
2. The Effect of Interpersonal Relations Practices on Productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja. *11-16*
3. Purdah and the Vulnerabilities among the Widowed Garments Workers: A Gender Perspective. *17-22*

v. Fellows
vi. Auxiliary Memberships
vii. Preferred Author Guidelines
viii. Index

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Role of NGOS in Combating Violence against Women: A Comparative Study on NGOs Intervention and Non-Intervention Areas of Barguna District, Bangladesh

By Dilafroze Khanam & Jemima Jahan Meem
University of Barishal

Abstract- Gender-based violence is universal, irrespective of race, religion and geographical location. In many societies, along with Government, Non-Government Organizations (NGOs) are playing an important role to address the problem of violence against women. The aim of this paper is to identify the existing trends of violence against women in *Barguna d*istrict, Bangladesh. It focuses on the issues by comparing the situation of violence against women between NGOs intervention areas and non-NGOs intervention areas by analyzing police filed cases from 2010 to 2015. It also focuses on the community perceptions of the study area about the reasons of violence against women and the role of NGOs to solve the problem. The findings of the study indicate that the people of NGO intervention areas filed the highest number of cases compared to the non NGOs intervention areas because of its different initiatives and programs.

Keywords: gender-based violence, non-government organizations (NGOs), violence against women, NGOs intervention areas, non-NGOs intervention areas.

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ROLE OF NGOS IN COMBATING VIOLENCE AGAINST WOMEN A COMPARATIVE STUDY ON NGOS INTERVENTION AND NON INTERVENTION AREAS OF BARGUNA DISTRICT BANGLADESH

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Role of NGOS in Combating Violence against Women: A Comparative Study on NGOs Intervention and Non-Intervention Areas of Barguna District, Bangladesh

Dilafroze Khanam [α] & Jemima Jahan Meem [σ]

[The study was funded by Action Aid Bangladesh under Young Research Fellowship Program initiated by Program Quality and Impact directorate of Action Aid Bangladesh.]

Abstract- **Gender-based violence is universal, irrespective of race, religion and geographical location. In many societies, along with Government, Non-Government Organizations (NGOs) are playing an important role to address the problem of violence against women. The aim of this paper is to identify the existing trends of violence against women in *Barguna d*istrict, Bangladesh. It focuses on the issues by comparing the situation of violence against women between NGOs intervention areas and non-NGOs intervention areas by analyzing police filed cases from 2010 to 2015. It also focuses on the community perceptions of the study area about the reasons of violence against women and the role of NGOs to solve the problem. The findings of the study indicate that the people of NGO intervention areas filed the highest number of cases compared to the non NGOs intervention areas because of its different initiatives and programs. On the other hand, in non-NGO intervention areas violence against women is more severe but the tendencies of case filing in minimal and the reasons behind the trend is lack of awareness, insufficiency of legal and economic support.**

Keywords: gender-based violence, non-government organizations (NGOs), violence against women, NGOs intervention areas, non-NGOs intervention areas.

I. Introduction

The Non-Government Organizations (NGOs) are an integral part of development after our liberation. They are working on various socio-economic issues. Violence against women is one of those, and this is also one of the much-talked affair in developing Bangladesh.

This article used the definition of 'violence against women' as described by 'United Nations Declaration on the Elimination of Violence against Women' which stated that- any act of gender- based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (UN, 1993).

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As Bangladesh is a patriarchal society, our women have to face various forms of violence like marital abuse, rape, dowry killings, acid throwing, sexual harassment, and sex slavery through trafficking (Zaman, 1999). However, the law enforcing agencies failed to give punishment to the offenders as a recent study shows that in 97% of cases the offenders remained unpunished in 2002 to 2016 *(Prothom Alo*, 2018). A research shows that from 2002 to 2016, 7864 cases were filed in the in women and child tribunal court and among them, 4277 cases were settled,46% cases are running .Only 3% of offenders has been punished (ibid, 2018).

In Bangladesh Government and NGOs are playing significant role to preserve women and child rights. Moreover, NGOs are the real grass root level actors with Government in the prevention of violation of all over the country. They involved in women empowerment by providing various services to the victims like shelter, medical assistance, conciliation, counseling, financial or entrepreneurial assistance, legal aid, and legal literacy, leading agitations and demonstration, etc. Literature also support the statement as Stanley said in her paper- In response to the problem of violence against women and girls and its wide–ranging implications, many non-governmental organizations (NGO) have sought to design and implement interventions that address the problem (Stanley, 2012).

The study attempts to identify the trends of violence against women by analyzing police case files of the study areas and critically examine the community perceptions about the role of NGOs to prevent it. It is anticipated that this research will give some policy inputs to make preventive measures more effective. Research findings will help NGOs in identifying the areas required more attention. It will be also helpful for NGOs to understand the community perceptions about their activities. It will also put light on Government – NGOs gaps in performing the preventive measures.

II. A Brief Description of Patharghata Sub District of Barguna

Patharghata Upazilla is a coastal area in Bangladesh. Its total area is 387.36 square kilometer, and its total population is 134,635 where male

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population constitutes 50.56% and female is 49.44% (Population Census, 1991). It is a very backward, undeveloped area where the literacy rate is 46.4% (ibid). Most of the families are involved in fishing along with some agricultural productivity. Its communication system is not improved enough. Moreover, *Patharghata* is the worst victim of various kinds of natural disasters every year caused by climatic change.

III. Objectives of the Study

To identify the existing trends of violence against women in NGOs intervention and non-NGOs intervention areas by analyzing police cases report from 2010 to 2015.

1. To compare the situation of violence against women between NGOs intervention and non-NGOs intervention areas by analyzing police cases report from 2010 to 2015.
2. To analyze the community perceptions about the causes of violence against women and the role of NGOs on it of the study areas.

IV. Methodology of the Study

a) Study area

The research conducted between June to August/2015 in Patharghataupazilla of Barguna, Bangladesh. The study has been conducted on two areas of the district considering similar geographical location, remoteness, public facilities, and transportation system. The study areas are selected purposively.

NGO intervention areas	i. Ruhita village of Sadar Union and ii. Chototengra village of Chardoani Union
Non-NGOs intervention areas	i. Taltoli Union and ii. Sonakata Union

b) The Process of Data Collection

Both primary and secondary data have been used to conduct the study. The research utilized both Quantitative and Qualitative methods including – survey, content analysis, focus group discussion, case study and key informant interviews (KII) tools to collect primary and secondary data. A number of 120 respondents were surveyed to understand the community perceptions. Moreover, four FGDs has been conducted in both areas among women, and adolescent girls, men, and teenaged boys, respondents have been selected *Purposively:* For KII, local community leaders, NGO personnel, local doctors, local police officer, local journalists, public prosecutors, leader of village courts have been interviewed, and also two case studies have been conducted on rape survivors and one on domestic violence in Patharghata. Moreover, secondary data were collected from police reported case files from the year of 2010 to 2015. NGO activities, their work plan, project planning, published books, printed documents and handouts are taken into considerations to analyze their roles in violence against women.

V. Findings of the Study

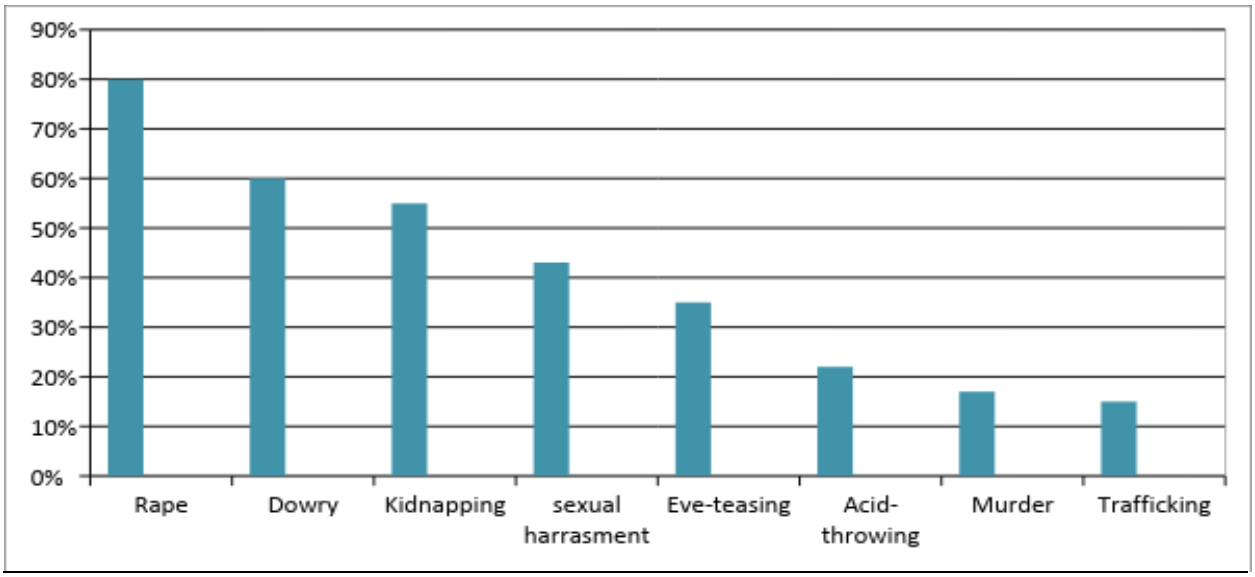
Table 1: Ages of the respondents in both NGO and non-NGO intervention areas.

Age	Frequency	Percent	Sex	
			Male	Female
5-10	4	3.33	-	4
11-15	9	7.5	4	5
16-20	16	13.33	-	16
21-25	12	10	5	7
26-30	15	12.5	4	11
31-35	28	23.33	7	21
36-40	22	18.33	4	18
41-45	8	6.66	6	2
46-50	6	5	3	3
Total	120	100	33	87

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VI. Recent Trends of Violence against Women in Patharghata

To understand the recent trends of violence, this study has collected data from the recorded case filed books of the police station of Patharghata in the of six years which has been shown below-



Source: Police case files from 2010-2015 of Patharghata

Graph 1: Showing the general trends of violence reported to the police station in both NGO intervention and non-NGO intervention areas from 2010 to 2015

Findings of the study have shown that rape was the most occurred violence in Patharghata and 80% of the reported cases were related to outrage. Also, the dowry was the second highest violence and approximately 60% filed cases were regarding to it. Moreover, the rate of other violence's was- kidnapping 55%, sexual harassment 43%, eve-teasing 35%, acid throwing 22%, trafficking 15 % and murder 17%.

VII. Violence Wise Reported Police Cases

a) Rape Cases

Table 2: 2010 to 2015 police reported rape cases in both NGO and non-NGO intervention areas

Year	Number of cases		Percentage	
	NGO intervention areas	Non-NGO intervention areas	NGO intervention area	Non-NGO intervention area
2010	8	1	10.8	1.6
2011	17	6	22.9	9.8
2012	12	7	16.2	11.4
2013	20	16	27.0	26.2
2014	10	16	13.5	26.22
2015	7(up to June)	17(up to June)	9.4	22.9
Total	74	61	100	100

The table showed that the total number of police cases on rape in NGO intervention areas was higher than the non-NGO intervention areas and the number was 74 and 61 respectively. The rate was higher in 2011 from when the NGOs were started to work in *Patharghata.*

Case Study-01

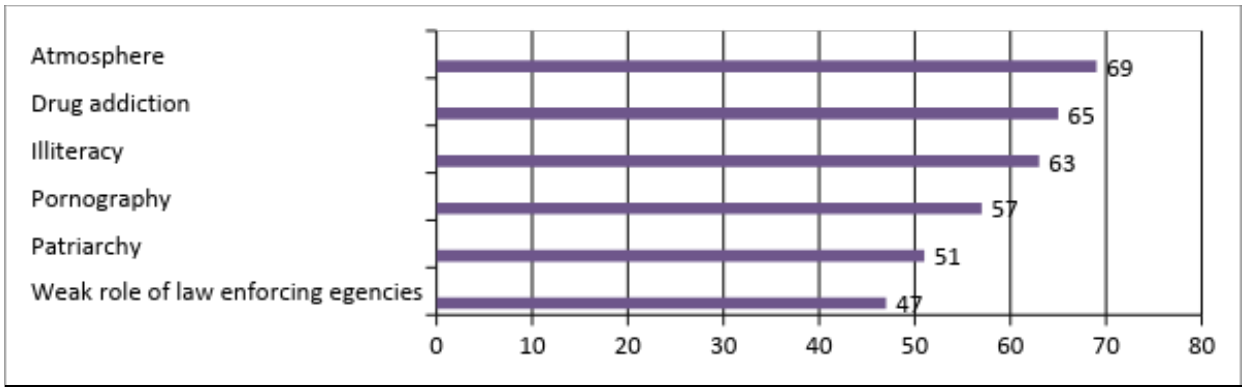
Nilufa, fifteen years old girl lives in a village named 'The Padma' in *Patharghata.* In 2013, she was gang-raped by politically powerful local boys when she was a student of class seven. The boys abducted her forcefully from the school. After 21 days she was rescued with the help of the local people. At that time she was sick and became hospitalized. After a few days, a local NGO named Shushilan was informed about her and helped her to file a case to the police station. The case is running now with the legal and economic assistance of the NGO.

Case Study-02

Sharmin, a fifteen years old girl lives in 'Ruhita' village in *Patharghata.* In 2014, she was raped by her cousin when she was only nine years old. Instead of

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taking legal protection her parents tried to hide it from the neighbors in fear of social status. However, a after few days the village people as well as the local NGO *Shushilan* was informed about the incidence. In Ruhita village *Shushilan* has four committees to improve women's condition. The committees have come to the family members of Sharmin to inspire them to take legal steps against the criminal. With the help of *Shushilan*, they went to the police station and filed the case. *Shushilan* is bearing the cost of the case, and the case is running.



Graph 2: Community perception about the reasons of increasing rape in both NGOs and non-NGOs intervention areas

Findings of the study showed that the highest number of community people (69%) believe that the atmosphere was the main reason for rape because their lifestyle behavior is directly related to the Bay of Bengal. At the same time, the climate of these areas is different from the other parts of the country. We know that the atmosphere always plays a central role to control human nature, behavior and also their reproductive health. As a local doctor said "the physical maturity of people of these areas is generally occurred early as compared to the other areas of the country. In the coastal area after 9-10 years, most of the children have grown up because of the availability of sea-food. As a result, they have physically grown up and sexual need drubbings, which is the ultimate reason for this occurrence" [Local doctor, Date: 12, 09, 2015].

Community people also identified alcohol abuse (65%), illiteracy (63%) and increasing pornography viewing facility (57%) as another factor behind the increased number of rape incidents. The Local journalist also supported their perception by saying "as the young people of these areas have limited opportunity to pass their leisure time and the availability of drugs, they become alcohol addicted. Moreover, viewing pornography is very popular among the young generation. As a result, rape is frequently occurred there [Local journalist Date: 12, 09, 2015].

Also, patriarchal attitude to women as well as the weak role of law enforcing agencies and lack of proper punishment are the causes of increasing the rate of rape in the study area.

b) Dowry

In study areas, dowry is a common practice, and community people believe it as a culture. Findings of the study showed that the main reason for physical and sexual torture was dowry demand. When the husband's family did not get the demanded dowry, they started to torture their wives. At the same time, parents of the female children were also accustomed to giving dowry. They believe that dowry is a social system. A respondent said that he gave 'furniture, gold chain, a plot of land to his son-of-law at the time of marriage of her daughter.'

Table 3: Police reported dowry cases (2010 to 2015) both in NGO and non-NGO intervention areas

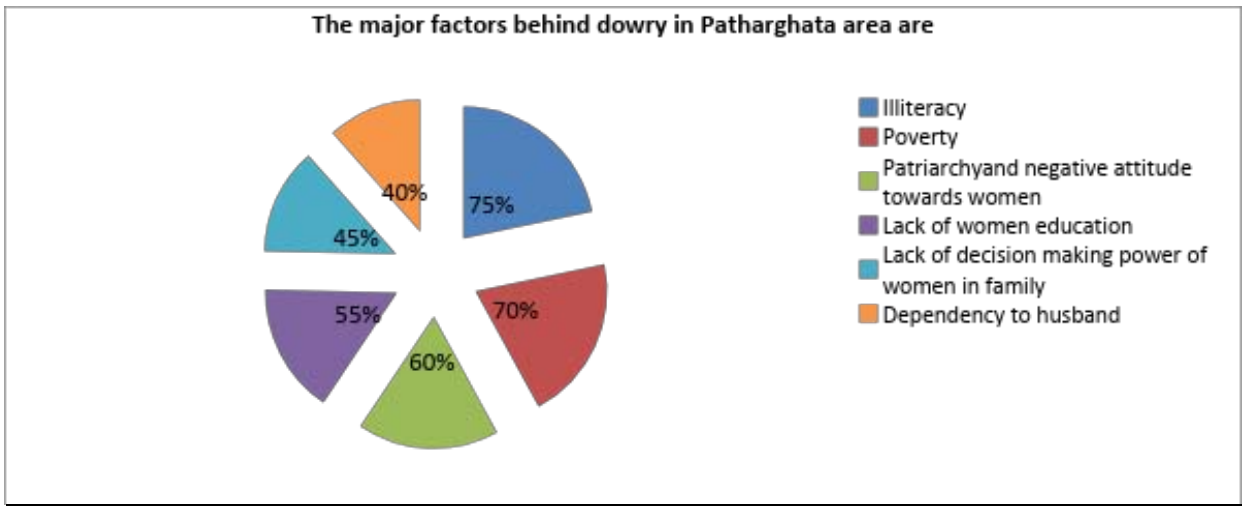
Year	Number of cases		Percentage	
	NGO intervention areas	Non-NGO intervention areas	NGO intervention areas	Non-NGO intervention areas
2010	6	3	10.71	13.04
2011	5	3	8.92	13.04
2012	14	1	25	4.34
2013	19	7	33.9	30.43
2014	10	8	17.85	34.78
2015	2(up to June)	1(up to June)	3.57	4.34
Total	56	23	100	100

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The number of cases of dowry in NGO intervention areas was 56. The highest number of cases observed in 2013 which is more than the others. In NGO intervention areas we found that from 2010-2011 the rate was low, however, the rate was increased gradually after 2011/ when the NGOs started their activities in those areas. On the other hand, in the non NGO intervention areas, the number of cases remained two times lower than that of NGO intervention areas.

Case Study -3

Laizu, a twenty years girl lives in *Chototengra* village of *Chardoani* Union. In May/ 2014 Laizu was married off by her family. During her marriage her husband didn't demand dowry, however, after a few days her husband started to demand money from his in-law's house for buying a plot of land. When Laizu disagreed to pay him the money, he began to beat her. Even he threatened to kill her by burning. He forced her to go to her father for money. Md. Musa, father of Laizu, discussed it with an NGO namely BRAC.



Graph 3: Community perception about factors behind dowry in *Patharghata* Upazila

Findings of the study showed that community people accuse illiteracy (75%) and poverty (70%) as the main reasons for dowry. The oppressor used various techniques to make pressure to the wife to collect dowry from her parents as a local journalist said "With the technological development the impact of Indian serials, cinemas, the oppressors have learned to torture women. They have started to create pressure on their wife by sending their wife back to their parents demanding dowry. They even separate their wife from bed to create pressure".

Others reasons included negative attitude towards women (60%), lack of women's education (55%), lack of decision making power in the family (45%), dependency on the husband (40%), etc.

c) Abduction

Abduction is one of the acute violence occurring in the Patharghata in NGO and non-NGO intervention areas because waterway is always used as a transit point. The people of our study areas have no consciousness about the concept of abduction and trafficking. Due to their illiteracy, and poverty, they send their children with unknown people to earn money.

Table 4: 2010 to 2015 police cases of abduction in both NGO and non-NGO intervention areas

Year	Number of cases		Percentage	
	NGO intervention areas	Non-NGO intervention areas	NGO intervention areas	Non-NGO intervention areas
2010	6	2	11.53	7.40
2011	5	4	9.61	14.81
2012	12	14	23.07	14.81
2013	16	8	30.76	29.62
2014	10	6	19.23	22.22
2015	3(up to June)	3(up to June)	5.76	11.11
Total	52	27	100	100

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Findings of the study showed that in NGO intervention areas the abduction rate was two times higher compared to the non-NGO intervention areas. In NGO intervention areas, after 2011 NGOs were trying to raise awareness among the community people. So, the trends to report police cases were increased highly. For example, the highest number of cases filed in 2013 and the number was 16, and over the through out, the total filed cases were 52.On the other hand, in non-NGO intervention areas, the number of abduction was 27.

d) Eve-teasing, kidnapping, acid throwing, murder and sexual harassment

Table 5: Police cases of eve-teasing, kidnapping, acid throwing and killing of the last six years both in NGO and non-NGO intervention areas

Year	Number of cases									
	NGO intervention areas					Non-NGO intervention areas				
	Eve-teasing	kidnapping	Acid throwing	Murder	Sexual harassment	Eve-teasing	Kidnapping	Acid throwing	killing	Sexual harassment
2010	2	-	-	-	-	-	-	-	-	1
2011	-	-	2	2	1	-	-	-	-	1
2012	1	-	-	1	1	-	-	-	-	-
2013	-	-	-	1	6	-	-	1	-	5
2014	-	-	1	-	1	-	3	-	-	4
2015	3	1	-	-	3	-	1	-	-	1
Total	6	1	3	4	12	-	4	1	-	12

Findings of the study showed that the filed eve-teasing case in NGO intervention areas is only six whereas in the non-NGO intervention areas community people did not file any case. The reason behind the situation was community people did not view eve-teasing as a social problem, and almost 90% girls aged 10 to 18 have to undergo the experience of eve-teasing. The Government, NGOs, and social organizations in these areas are trying to combat the situation.

Moreover, this study found a limited number of cases of acid throwing and kidnapping in both study areas. Acid throwing and kidnapping were occurred because of the non-fulfillment of dowry demand, land-related disputes and non-acceptance of the proposal of the affair.

The findings of the research also showed that the incident of murder was filed in a minimal number. In most of the cases murder was directly linked with dowry as the non-fulfillment of dowry demands encouraged husband and his family members to torture to the wife and in some cases burnt her or murdered her.

From 2010-2015 the number of cases of sexual harassment in both NGO and Non-NGO intervention areas was similar, and the number was 12. The reasons for sexual abuse were the economic crisis, refusal to bring dowry as well as partial payment of dowry and the age of women.

Table 6: Summery of 2010 to 2015 police cases in both NGO and Non-NGO intervention areas

Year	Number of cases	
	NGO intervention area	Non-NGO intervention area
2010	22	7
2011	34	14
2012	41	12
2013	61	37
2014	45	38
2015	17(up to June)	20(up to June)
Total	218	128

Table 6 showed the comparison among the number of police cases in both areas where the people of NGO intervention areas reported the higher number of cases compared to the non-NGO intervention areas and the numbers were 218, 128 respectively. In the NGO intervention areas, the highest number of cases was reported in 2013 which was 61 whereas the maximum case filed in 2014 in non-NGO intervention area was 38. As a whole, from 2010 to 2015 the reported police cases were two or three times lower in non-NGO intervention area than NGO intervention area in Patharghata Upazila.

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VIII. Community Perception about the Reasons of Violence against Women

In both areas, girls are born within a discriminatory condition, and the main reason behind this is the gender-based unequal treatment. Also violence varies according to the age of women. An NGO personnel said, "I think the age of survivors varies among different kinds of violence. We can differentiate it into three portions: for early marriage, the age is 12 to 13 for rape victims it is 16 to 17, and for domestic violence, the age is from 22 to 30 ages" [Project Officer of Shushilan, 12-09-2015]. Community people believe the following factors are related to the misfortune of women in the study areas-

a) Illiteracy

Community people illiteracy as the key cause of violence against women. As they are uneducated the village people are unconscious and superstitious minded. Moreover, being illiterate women of these areas are deprived of decision making power in family and societal level. Women believe that they have the responsibility to maintain their family and obey the rules imposed by their husbands.

b) Long leisure hours

As most of the people are engaged in fishing, they have to pass a long period of time without works. As a result, they are involved in many illegal activities.

c) Ineffectiveness of law enforcing agencies

Though there are different laws to protect violence against women, however, community people said the ineffectiveness of law enforcing agencies encourages the oppressors to commit crimes.

d) The Lengthy process of cases

As the cases take a long time to get the judgment, it becomes quite impossible to punish the culprits which discourage the survivors to report and encourages the perpetrators to commit crimes.

e) Political pressure

In *pathorghata,* the research findings showed that most of the oppressors are allied to the strong political parties, and the political leaders want to save the oppressors to secure their political reputation and maintain their prestige. For this reason, they try to hide many cases.

f) Illegal financial benefits

People who were engaged in administrative activities have done many unlawful works for financial benefits which were another hindrance for the betterment of women's position. As a female Upazilla Vice-Chairman said, "Chairman provides illegal birth certificates by manipulating the age. As a result, early marriage is frequently occurring in these areas. For registering the early marriage, the religious leader plays a strong role. They have fake register books along with the original one. They have done it for financial benefits" [Upazilla Vice-Chairman, 04-07-2015]

g) Inactiveness of Village Court (in Bangla 'Gram Shalish')

Every village has a the village court where the chairman is the secretary. Most of the village courts were ineffective and they often try to give judgments against women by implementing several traditional and self-created rules. Because of their electoral security and political benefits, they always support the male members. Moreover, they often did not follow the Village court's manual. Officer in Charge (OC) of Patharghatathana said, "Nowadays village courts are an inactive institution, and they have no accountability. It has many standing committees which are in a deadlock. If these standing committees are active, accountability and accuracy will be established." [O.C, Patharghata Thana, 04-07-2015].

Community people said that they usually do not go to the village court as the leader of the court gave them words, but they did not take any action. Even police remain mute in some situations and try to hide the incident by getting the bribe. Moreover, the chairman and other elected members also support the occurrence.

On the other hand Chairman of Sonakhata Union express the opposite view and said, "though we have no power to provide any legal action if anyone wants assistance, the village court tried to solve the problem. They are restricted to provide any legal solution. I recommended providing legal power to village courts to make them effective" [Chairman of *Sonakhata,* Pathorghata, 04-07-2015].

IX. Major NGOs Working for the Betterment of Women in Patharghata

In the NGO intervention areas, the most prominent NGOs are/ i. Shusilon ii. AVAS iii. BRAC

a) Shushilan

Shushilan is the most active NGO in *Patharghata* upazilla. Their major goals are-a. To secure the rights and dignity of rural people especially for women. b. to create the diversified scope of livelihoods for fishermen, farmers and especially for women. They have launched several programs to improve women's socio-economic condition. One of the most effective programs of Shushilon titled "Women in Action to Engage and Resistance (WATER).

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Table 7: Information on violence against women and children and *Shushilan's* activities

Year	Total number of violence	Dowry	Early marriage	Murder	Acid throwing	Domestic violence	Sexual harassment/ torture	Eve-teasing	Others	Number of arrested oppressor	Remarks
2012	137	--	90	--	--	35	3	9	--		Most of the cases are of domestic violence
2013	131	--	68	1	--	44	7	7	--	4	Solved one case and 3 running cases
2014	100	--	59	--	1	28	7	4		1	Running Case
Up to June 2015	44	--	16	--	--	21	5	--	2		Running Case
Total	412	-	233	1	1	128	19	20	2	5	

Source: Shushilan,: 2015

Shushilon's programs are centered in *Patherghata* and *Chorduani* union of Barguna district which is the most vulnerable areas. *Shuhilan* creates 40 groups consisting of 25 members in each group. Among the groups, there are four adolescent girls groups, eight women's groups, four adolescent boys groups, and eight fishermen's association. All of the groups are very active and strong. The NGO officers monitor the group's discussions about violence against women including dowry, early marriage, physical violence. etc. They also teach how to contact with village court or Thana when any face any violent act.

When any violence occurs, village people report it to their group and group leader tries to solve the problems. If he/she fails to resolve it, they inform to the "Anti-sexual harassment Committee" of the upazilla with the help of the Shushilon's officers for the solution.

b) Shushilan's legal aid services

Shushilan provides the victims immediate medical and emergency supports. Besides this, they also provide legal aid services, for example-support the victims to file a case, support by giving lawyers and keep fighting against the culprits by running the case. Project Manager of Shushilan said, "most of the cases are filed by poor families who do not want to share the oppression. They believe it will hamper their social status. However, Shushilan is the only NGO where the victims share their harassments. The reason is Shushilon provides all sorts of support to the victims and their families" [Project Manager of Shushilan, Patharghata, 12-09-2015].

c) Economic support

Shushilan also provides economic support to the victims. For example, they provide Lawyers to the victims. A local journalist informed that "Shushilan provide lawyers support in 19 cases. By providing legal aid supports, *Shushilon* successively changes women's social status in Pathorghata". [Journalist, Patharghata, 04-07-2015]

The law enforcing agencies also support the statement. They acknowledge that shushilon works along with the agencies to reduce violence against women as the OC said "Shushilon actively works on violence against women and children" [O.C., Patharghata Thana, 04-07-2015]

d) AVAS

AVAS is another renowned NGO in *Patharghata* Upazila who is working for the betterment of women. It has been running various projects among them "Making women legal Right a Reality in Bangladesh Project" is only for women. The project goal is to protect women from violence and to provide legal aid support to women. Their activities include-

- Receive the charge in free of cost and provide legal aid counseling
- Justify the cases and provide lawyers
- Try to solve problems by mutual understanding
- Proving assistance to file cases
- Support the oppressed and trafficked women by rehabilitating in save places.
- Refer to the government and non-government institutions to help the survivor's women.

X. Community Perception about Role of NGOs in Combatting Violence against Women in Patharghata

The Government has taken measures for empowering of women in Bangladesh. However, the goal is far-reaching till today. In most cases NGOs are

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giving more effort than the Government in reducing violence. Findings of the study showed that community people feel NGOs are playing the active role in combatting violence against women in three ways:

a) Creating awareness

The number of cases of violence is much higher in the NGO-intervention area compared to Non-NGO intervention are because people are educationally advance and conscious about the violence. Upzilla Vice-Chairman of Patharghata said, "After 2007 NGOs effectively work in *Patharghata* union. They play a vital role in raising awareness among the village people. In the past women were lumping person but nowadays when they face any problem, they inform the UNO (the administrative head at Upazila level of local government).

Moreover, DC (Deputy Commissioner, the executive head of the district) has a public number to be informed about any kinds of problem. Awareness building activities, seminars, discussion programs are also arranged by NGOs in Patharghata" [Vice-Chairman of Upazilla, Patharghata 04-07-2015].

NGO play a major role in decreasing the violence against women as a local journalist said, "After 2007 NGOs strongly work on social welfare activities, especially for women. For example, NGOs play almost 70% of the role in developing women's condition where the rest is played by the government, civil society, newspapers, TV Programmes etc. Moreover before NGOs activities, people did not know what violence against women means, how to prevent it and that it is also a violation of criminal law of our country. In pathorghata Shushilan, Songkalpo, Songram and other local NGOs play strong role for raising awareness among the rural illiterate people". [Local Journalist, 04-07-2015].

b) Reporting or filed cases

The situation of NGOs intervention areas is better compared to Non-NGO intervention areas. Violence in Non-NGO intervention areas are very common and women are very unconscious, uneducated and have no idea about their own rights. People of Non-NGOS intervention areas do not file case in case of violence. So, the rate of reporting is increasing in NGO intervention area compared to Non-NGO. NGO plays a major role in creating conscious or takes measure initiatives to violence against women. When the researcher wanted to know about the subject, Ismail Hossain, a NGO officer, stated that, "Different types of violence extremely occurred in pathorghata in the past however, local people do not report it to the police station. However nowadays due to consciousness among people they report to the police. As a result violence is decreasing while the quantity of report is increasing. Observing the police cases report it is clear that, awareness is rising among the people. [Project Manager, Shushilan, 04-07-2015]

c) Accessing relevant public services

By accessing the victims socio-economic status NGOs provide necessary services to the victim's family. *For example:* legal aid support to poor destitute women, financial support to survivors, counseling services to the survivors, immediate shelter and medical facilities to the survivor women and other emergency initiatives.

XI. Conclusion

In Bangladesh NGOs have been playing significant role in improving the situation of violence against women, poverty alleviation, good health, food security, disaster management etc. the contribution of NGOs as a pivotal force, in combating the violence against women. Women suffer not only from physical, psychological and sexual violence causing many physical and mental health problems. NGOs have taken many initiatives in ensuring the women rights. NGOs have been establishing human dignity of the poor and destitute women through institution building and women empowerment process. NGOs aim at providing humanitarian assistance to the women in order to help them and to make them aware about their rights and responsibilities. They have been working for women empowerment and development of destitute, uneducated women, realizing their own strengths and power. NGOs envisage promotion and development of the rural and urban poor women by providing different welfare services, technical assistance and carry out research for the development of the women. So, NGOs are playing significant roles to build up a sustainable society through encouraging human and gender rights.

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The Effect of Interpersonal Relations Practices on Productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja

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Abstract- Organizations around the world consist of people with a similar aim, objective, set goal, who work in cooperation with one another in achieving what an individual cannot be able to accomplish in isolation. The main aim of this study is to investigate the effect of interpersonal relations practices on productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja. A survey research design was adopted for this study, using a population of 197 staff of Nigeria Social Insurance Trust Fund (NSITF) Abuja from top management cadre, middle, and low cadre officers. A simple random sampling technique was used to select the sample size. The instrument for data collection was the questionnaire. Data collected was analyzed using mean, and standard deviation. Thus, chi-square was used to test the hypotheses at 0.05 Alpha level of significance. The study made the following findings: there is a major relationship between interpersonal relations and achievement of Nigeria Social Insurance Trust Fund (NSITF), Abuja, and there is a significant relationship between interpersonal relations and workers performance in Nigeria Social Insurance Trust Fund (NSITF), Abuja. The study therefore, recommends that: management staff and other senior staff in the organization should create a conducive atmosphere to facilitate good human relations and subsequently teamwork for greater or higher productivity.

Keywords: *effect, interpersonal relations, practices, productivity.*

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The Effect of Interpersonal Relations Practices on Productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja

Asongo Tersoo [α], Aguji Celestine [σ] & Utile Barnabas Ishongi [ρ]

Abstract- Organizations around the world consist of people with a similar aim, objective, set goal, who work in cooperation with one another in achieving what an individual cannot be able to accomplish in isolation. The main aim of this study is to investigate the effect of interpersonal relations practices on productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja. A survey research design was adopted for this study, using a population of 197 staff of Nigeria Social Insurance Trust Fund (NSITF) Abuja from top management cadre, middle, and low cadre officers. A simple random sampling technique was used to select the sample size. The instrument for data collection was the questionnaire. Data collected was analyzed using mean, and standard deviation. Thus, chi-square was used to test the hypotheses at 0.05 Alpha level of significance. The study made the following findings: there is a major relationship between interpersonal relations and achievement of Nigeria Social Insurance Trust Fund (NSITF), Abuja, and there is a significant relationship between interpersonal relations and workers performance in Nigeria Social Insurance Trust Fund (NSITF), Abuja. The study therefore, recommends that: management staff and other senior staff in the organization should create a conducive atmosphere to facilitate good human relations and subsequently teamwork for greater or higher productivity.

Keywords: effect, interpersonal relations, practices, productivity.

I. Introduction

The practice of Human Resource Management in its quest towards achieving success through people utilizes the array of activities concerned with all aspects of how people are employed and managed in organizations. This approach tends to understand how psychological and social processes interact with the work situation to influence performance. Interpersonal Relations is the first key approach to emphasis information on work relationship and work satisfaction. Thus, Ezinwa and Agomon (1993) asserted that human relations encompass the art and practice of using systematic knowledge of human behavior to achieve organization and personal objectives. Organizations are made up of individuals, the immediate environment and the public that contributes to the success or failure of the organization.

In this regard, Onasanya (1990) defined an interpersonal relationship as a relationship between one person and another and a group of people within a community whether at work or social gathering. It is considered as a behavioral science which deals with interpersonal, inter-work, group and management of employees' relationship in a social system seems to be the only tool for organizational productivity and development. The reason is not farfetched since efforts of Elton Mayo, and his research in the 1920s on the behavioral approach to management succeeded to have yielded much more factual analysis regarding of the chicken-egg relationship between human relations and productivity in an organization.

Hicks and Byers (1982) in their contributions defined interpersonal relations as "the integration of people into a work situation in a way that motivates them to work together, productively and cooperatively with economic, psychological and social satisfaction". Interpersonal relations is a definitive management function which helps to establish and maintain a mutual line of communication, understanding, acceptance, and cooperation between an organization and it's human. It involves the management to keep opinions, defines, and as well emphasizes the responsibility of management to serve the human interest. However, interpersonal relations has long attained professional status but, it is discovered that most organizations are not taking full advantage of its efficient utilization when dealing with their workers due to ignorance or improper understanding as to the effectiveness of the discipline to organizational success.

Interpersonal relationships at work have an advantageous impact on both organizational and individual variables. Obakpolo (2015) has demonstrated that friendships at work can improve different employee attitudes such as job satisfaction, job commitment, engagement, and perceived organizational support. Also, Song and Olshfski (2008) and Morrison (2009) observed that employee's negative work attitudes could be mitigated when peers act as confidantes to discuss bad and unpleasant work experiences. In today's corporate world, there is a need for work to be done as quick as possible, and for this purpose, working

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professionals need to have a good relationship between each another. Healthy professional relations is maintained by effective workplace communication and teamwork. Interpersonal relationships gradually develop with good team participation with other members. On the other hand, these relationships may deteriorate when a person leaves the group and stops being in touch (Stephen, 2010). Therefore, it is in recognition of this that the study highlights the effect of interpersonal relations practices on productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja.

II. Statement of the Problem

Organizations around the world consist of people with a similar aim, objective, set goal, who work in cooperation with one another in achieving what an individual cannot be able to attain in isolation. Therefore, if the people working in an establishment will not relate positively with one another, then, the goals of an organization can hardly be achieved. There are organizations where there seem to be no cordial relationships among staff members, for example, where strife, jealousy, hatred, bias, backbiting, witch- hunting and unhealthy rivalry is found in an organization, there is conflict which is not healthy for any organization. Hence, the need for a healthy and friendly environment in any organization, the employees must work in harmony with each other toward achieving organizational goals and objectives. It is because teamwork makes tasks to accomplish more definitely. Similar, the findings of Obakpolo (2015) on improving the interpersonal relationship in the workplaces and she found that the level of compatibility, communication and interaction settings between workers goes a long way in either improving or hindering interpersonal relationship in workplace. Therefore, the study on interpersonal relations practices on productivity in NSITF, Abuja will fill the gap in the literature and also, as a result of these trends that make it necessary for this study to address the following question:

i. How active is the practice of interpersonal relations to the attainment of NSITF objectives?
ii. To what extent does an interpersonal relation impact on worker's performance?
iii. Does an interpersonal relation determine employee's industry harmony in NSITF?

III. Research Hypotheses

H_0 There is no significant relationship between interpersonal relations and the achievement of NSITF goals.

H_0 There is a significant relationship between Interpersonal Relations and workers performance.

IV. The Significance of the Study

This study is very significant in several aspects. The finding would be beneficial to management in all corporate organizations; this is because a positive interpersonal relationship has become an integral feature of organizations in accomplishing set goals. By investigating the impacts of good interpersonal performance, the study could establish a basis for encouraging the need for employees to work in harmony and improve workplace relations.

Secondly, employees in both private and public sectors might also benefit from the study. It is because it will show how their inter-relationships impact on performance and productivity, efficiency and their attitude to work. All these would provide the basis on which recommendations is made for the benefit of management.

Thirdly, the study could be useful for the academic purpose. It is because it will expand the frontiers of knowledge and help students as well as private individual researchers who will be interested in carrying out related studies in the future, will use this project as reference material.

V. Methodology

For purpose of this study, the survey method was utilized. This method avails the study the opportunity to gather information through questionnaire and interview in the course of the investigation. The population of this study is the entire staff of Nigeria Social Insurance Trust Fund (NSITF) Abuja constitutes the study's population. Nigeria Social Insurance Trust (NSITF) Abuja has a total population of 500 employees. The sample size was further determined based on the recommendation of Gall, Gall and Borg (2003) which advised that if the population is between 2 -1000 use 20% as minimum sample size, and if it is up to 5,000 uses 10% as minimum sample size. Gall, Gall, and Borg further said that such sample size will enable the researcher to get a meaningful sample of the population. Therefore, the sample size for this study was two hundred (200); that is 20% of the total population of Social Insurance Trust Fund (NSITF), Abuja, which is 500. A simple random sampling technique was used to select staff from different top management cadre (50), middle management staff (80), and (70) lower cadre officers respectively. A sample random sampling technique was used to select the respondents to give them an equal chance of being included in the study. Data for the study were collected through a questionnaire, and out of 200 copies of the questionnaire distributed to the respondents, 197 were returned and found usable showing a response rate of 98.5%.The data collected for this research is analyzed using mean deviation, and frequency distribution table. The method involved the use of values allocated to the 4

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point scale which Strongly Agrees (SA) = 4, Agree (A) = 3, Disagree (D) = 2 and Strongly Disagree (SD) = 1. Chi-square was used to test the hypotheses.

VI. Results

This section of the study focuses on the analysis of data about the four research questions that is asked at the early stage of this investigation.

Table 1: Mean and Standard Deviation on whether Interpersonal Relationship is instrumental to the attainment of organizational goals.

S/N	Items Description	SA	A	D	SD	Mean Score	STD.	DECISION
1.	The relationship exist among workers in the work place determines the progress of the organization	56	71	27	43	2.65	1.085	Agreed
2.	The productive efficiency of an organization depends on the relationships and interactions among employees	81	73	13	30	2.82	1.119	Agreed
3.	The achievement of organizational goals is enhanced when there is effective understanding between management and subordinates.	79	101	7	10	2.80	1.178	Agreed
4.	The behaviors of supervisors that results in effective goals achievement depends on their skills and knowledge in human relations.	38	41	99	19	1.50	.704	Disagreed
5.	The level of commitment of workers towards the achievement of organizational goals depends on interpersonal relationship in the work place.	29	17	51	100	1.46	.732	Disagreed
	Cluster mean/STD					2.24	0.72	

Table 1 shows that items 1-5 have mean scores of 2.65, 2.82, 2.80, 1.50 and 1.46; with a corresponding standard deviation of 1.085, 1.119, 1.178, .704 and .732 respectively with a cluster mean of 2. 24. Since the cluster means is less than the decision point of 2.50, it implies that the interpersonal relationship may or not instrumental to the attainment of organizational goals in Nigeria Social Insurance Trust Fund, Abuja.

Table 2: Mean and Standard Deviation on the Impact of Interpersonal Relationship on Workers Performance.

S/N	Items Description	SA	A	D	SD		STD.	DECISION
6.	The productivity of workers is better enhanced as a result of effective human relations put in place by an organization.	117	68	2	10	2.79	.987	Agreed
7	Human relations can be used to promote the utilization of the potentials of workers which in turn results to high performance, thereby leading to higher productivity.	88	71	19	19	2.62	1.021	Agreed
8	Human relations do not affect the productivity of workers.	19	23	99	56	1.35	.672	Disagreed
9	The level of production in organization is determined by good human relations in the organization.	77	103	7	10	2.98	1.052	Agreed
10	Workers productivity can increase depending on the value they attach to human relations in the organization.	115	68	4	10	2.76	.999	Agreed
	Cluster mean/STD					2.50	0.94	

Table 2 shows that items 6-10 have mean scores of 2.79, 2.62, 2.98, 2.76 and 2.74; with the corresponding standard deviation of .987, 1.021, .672, 1.052 and .999 respectively with a cluster means of 2.50.Therefore, since the cluster mean is 2.50 decision points of 2.50, it implies that the interpersonal relationship has a great impact on workers performance.

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Table 3: Mean and Standard Deviation on Human Relations as a Determinant factor of Employees' Retention in an Organization

S/N	Items Description	SA	A	D	SD		STD.	DECISION
11	The retention of workers is determined by the kind of human relations among workers.	131	59	03	04	2.74	1.157	Agreed
12.	The continuous retention of workers in as a result of their level of understanding and effective use of human relations.	63	111	3	20	2.77	1.047	Agreed
13.	Good human relations reduces staff turnover and facilitates goal achievement.	55	125	12	5	2.66	1.070	Agreed
14.	When the needs of workers are not met it leads to absenteeism and resignation.	49	125	12	5	2.98	1.047	Agreed
15.	When too much attention is given to workers it makes them stay longer but reduces productivity.	17	19	60	101	1.40	.690	Disagreed
	Cluster Mean/Std.					2.51	0.788	

Table 3 shows that items 11-15 have mean scores of 2.74, 2.77, 2.66, 2.98 and 1.40; with a corresponding standard deviation of 1.157, 1.047, 1.070, 1.040 and .690 respectively with a cluster means of 2.51. Therefore, since the cluster mean is above the decision point of 2.50, it implies that human relations are a determinant factor of employees' retention in an organization.

Table 4: Mean and Standard Deviation on the Effect of Interpersonal Relationship on Employees Motivation in an Organization

S/N	Items Description	SA	A	D	SD		STD.	DECISION
16	Good relationship between an organization and its employees boost staff morale on the job.	121	50	17	9	2.83	1.044	Agreed
17.	Motivation helps organization to understand and meet their employee needs which facilitate the achievement of set goals.	63	115	10	9	2.70	1.163	Agreed
18.	Good husman relations result to employees' job satisfaction and hence, enable them to work more effectively.	105	71	16	5	2.84	.959	Agreed
19.	The motivation of employees is determined by the level of human relations in order to achieve organizational goals.	19	17	100	61	2.09	1.161	Disagreed
20.	Good human relations between the organization and its stakeholders lead to high morale and subsequently higher productivity.	117	49	16	15	2.54	1.140	Agreed
	Cluster Mean/Std.					2.60	0.86	

Table 4 shows that items 16-20 have mean scores of 2.83, 2.70, 2.84, 2.09 and 2.54; with a corresponding standard deviation of 1.044, 1.163, .959, 1.161 and 1.140 respectively with a cluster means of 2.60. Therefore, since the cluster mean is above the decision point of 2.50, it implies that interpersonal relationship has a positive effect on employees' motivation in an organization.

VII. Testing of Hypotheses

The following hypotheses were tested using chi-square goodness of fit to find out the effect of interpersonal relations practices on productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja.

Hypothesis One: There is no significant relationship between interpersonal relations and achievement of Nigeria Social Insurance Trust Fund (NSITF).

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Table 5: Chi-square test of there is norelationship between Interpersonal Relations and Achievement of Nigeria Social Insurance Trust Fund (NSITF) Goals.

Response	0	E	Df	x^2cal	Sig.	Remark
SA	84	49.3	3	47.33	.000	Significant
A	90	49.3				
D	17	49.3				
SD	6	49.3				
Total	197	197				

Decision= if x^2calculated is greater than x^2critical value (table value) the null hypothesis is rejected

The result in Table 5 revealed that there is a relationship between interpersonal relations and achievement of Nigeria Social Insurance Trust Fund (NSITF), Abuja; since (X^2= 47.33, df=3, p=0.05>0.00). Therefore, the null hypothesis which states that there is no significant relationship between interpersonal relations and achievement of Nigeria Social Insurance Trust Fund (NSITF) is rejected in favor of the alternative hypothesis. This means that there is a significant relationship between interpersonal relations and achievement of Nigeria Social Insurance Trust Fund (NSITF), Abuja.

Hypotheses Two: There is no significant relationship between interpersonal relations and workers performance.

Table 6: Chi-Square Test of There is no Relationship between Interpersonal Relations and Workers Performance.

Response	0	E	Df	x^2cal	Sig.	Remark
SA	136	49.3	3	36.04	.000	Significant
A	47	49.3				
D	11	49.3				
SD	3	49.3				
Total	197	197				

Decision= if x^2calculated is greater than x^2critical value (table value) the null hypothesis is rejected

The result in Table 5 revealed that there is relationship between interpersonal relations and workers performance; since (X^2= 36.04, df=3, p=0.05>0.00). Therefore, the null hypothesis which states that there is no significant relationship between interpersonal relations and workers performance is rejected in favor of the alternative hypothesis. This means that there is a significant relationship between interpersonal relations and workers performance.

VIII. Discussion of Findings

Findings made from the study were discussed at this section in line with the empirical review of the effect of interpersonal relations practices on productivity in Nigeria Social Insurance Trust Fund (NSITF), Abuja.

The first finding of this research indicates that there is a significant relationship between interpersonal relations and the achievement of Nigeria Social Insurance Trust Fund (NSITF), Abuja. This is in line with Obakpolo (2015) who observed that organization consist of a group of people with similar aims, objectives, goals and insights who cooperatively joined hands together to achieve what individuals cannot achieve in isolation under an effective coordinating mechanism. However, in any organization that is goal-oriented, workers cooperative efforts coupled with their level of interpersonal relationship tend to influence the entire work-group performance. Similarly, views of Berman et al., (2002); Crabtree (2004); Elling wood (2004); Song and Olshfski (2008) coincided with Obak polo that valued interpersonal relationship can influence orgasnizational outcomes by increasing institutional participation, establish supportive and innovative climates, increasing organizational productivity and indirectly reducing the intent to turnover.

The second finding of this hypotheses revealed that there is a significant relationship between interpersonal relations and workers performance in Nigeria Social Insurance Trust Fund (NSITF), Abuja. This finding is in conforms to that of Dotan (2009); Morrison (2004); Maertezt, Gruffeth, Campbell, and Allen (2007) that valued interpersonal relations positively impact individual attitudes, opinions and organizational outcomes). This is true for both relationships between workers and relationships between supervisors and subordinates. Furthermore, communicating with others for affection or inclusion eases frustration and job-related anxiety and stress (Anderson & Martin, 1995). Therefore, the need for interpersonal relationships in the workplace cannot be over emphasized because positive work relationships help reduce turnover and improve performance by providing functional; test-or career-related benefits.

IX. Conclusion

Based on the data analyzed and the findings made, the researcher concluded that the achievement of organizational productivity is enhanced when there is

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cordial and mutual understanding between management and subordinates or between employer and employee in the organization. The retention rate of workers is determined by the kind of human relations existing among employees in an organization. Accordingly, good human relations lead to better job design and subsequently job satisfaction in an organization. Finally, the employee's level of productivity in the organization is measured by good human relations practice in such an organization.

X. Recommendations

Based on the findings of the study, and conclusions arrived at, the researchers therefore, recommends that:

i. The management of Nigeria Social Insurance Trust Fund (NSITF) Abuja should motivate their workers by encouraging their full participation in setting goals, especially those related to their work.
ii. Junior workers should strive to perform better to justify the good human relations existing in the institute.
iii. Management staff and other senior staff in the organization should create a Conducive atmosphere to facilitate good human relations and subsequently team work for greater or higher productivity.
iv. The institute should endeavor to educate their employees on the importance of good human relations through organizing workshops and seminars
v. The staff of the organization should strive harder to exhibit honesty, dedication, commitment, and faithful service to make them more productive to the organization.
vi. Lastly, NSITF should consider investment in human resource through training and re-training of staff especially in the area of industrial relations that will provide benefits and impacts positively on the organization for more productivity.

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Purdah And The Vulnerabilities Among The Widowed Garments Workers: A Gender Perspective

By Pratima Dev
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Abstract- Vulnerability has long been accepted as an important factor to introduce the garments of widows as excluded, subjugated, under privileged and underpowered. It affects the ability of the survivors to recover from multidimensional impacts. In this paper the main target is to disclose the real scenario of vulnerable widows and the overall purdah impact on them because purdah terminated the vulnerability of these women in a massive way. The vulnerability is not only an outcome of localized and individual dimensions like age, gender, and marital status but that they have deeper relations with national and global powers who perpetuate institutionalized discrimination in such systems and how they are unable to give those group of women to give these assistance to live with dignity. In that case the widow become more vulnerable; feel lack of insecurity and valueless in the society. Here in this paper the research is divided into three parts- (a) first of all, the relationship between Vulnerability and Widows (b) secondly, the relationship between exclusion and widowhood and (c) finally, The relationship among exclusion, poverty and widowhood.

Keywords: *purdah, vulnerability, social exclusion, vulnerability, widowhood.*

GJHSS-C Classification: *FOR Code: 160899*



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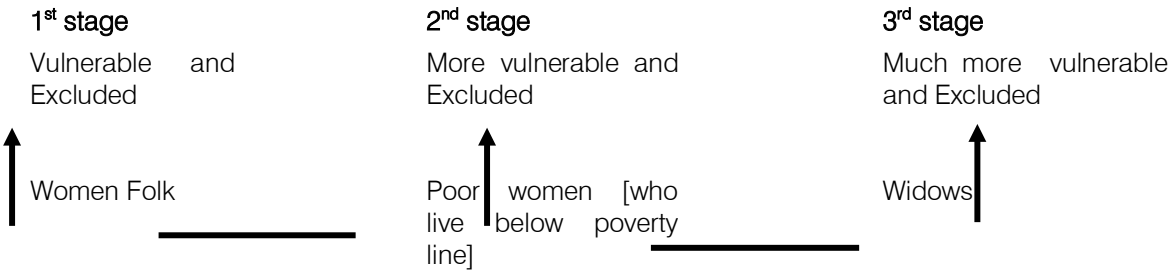
Keywords: purdah, vulnerability, social exclusion, vulnerability, widowhood.

I. Introduction

Bangladesh is one of the poorest countries in the world, and half of its people are women. More than 85% of workers in the garments sectors are women. Globalization has helped to be employed many more women in the industrial and manufacturing sectors as wage laborers.

The present study is an attempt to assess the overall vulnerable situation and impacts of *Purdah* on the women who already lost their husbands and engaged themselves in the Ready-made garments sector (RMG) in Bangladesh. Because after widowhood women become identity less. Though there are many excluded social and economic groups in urban Bangladesh, the women garment workers are termed as one of the most potential excluded groups, especially the widow poor women who are excluded mostly in comparison to other socio-economic groups. The nature of vulnerabilities is presented in the following way.

II. Stages of Vulnerability



As a mother, a woman helps in shaping the personality of her children and help in building the nation. As a housewife she contributes a household level like the productive human capital. Apart from these, women herself represents a unit of human capital, and for that reason capable of making an effective contribution to the economy and society.

In Bangladesh, the destitute female -headed household members belong to the most vulnerable poor group, at present, about 23 percent of our households are female-headed and this increasing number of female- headed households has led to an environment of the feminization of poverty. About 0.48 million households of the total 3.45 million female-headed households in the country belong to the Vulnerable Group Development (VGD) programmer 'S [S.SR, VOL-1, (1999)][1].

Therefore, the present study aimed at to unearth the nature of overall vulnerability (economic, social, environmental, sexual, and psychological) of widows and the impact of *Purdah* on their daily livelihoods. This study also tried to analyze the nature of discrimination of

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[1] *SSR, VOL- 1, 1999: Women and Development in Bangladesh*

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widows workers in getting their actual labor rights and related facilities in the work environment.

Nazmir Nur Begum, Pay or Purdah: women and Income Earning in Bangladesh studies in Development and Social Change. Massy University, Palmerston, North New Zealand 1987. Showed that rural woman folk is discriminated against more than the urban women. Their discrimination started since they are born in this society. The traditional society emphasized on the religious education (Quran), religious norms, rules, patience, and sacrifices in accordance for women. When any girl in a traditional society reaches in puberty she has to observe *Purdah* and started to lessen her freedom inside and outside of the household level. Najmir Nur Begum (1987) described two issues in her paper. One is socio-economic forces or pays another one is cultural religious forces or purdah. The study reveals that to cope with the burgeoning problems of everyday life women and their guardians are obliged to seek compromise with the deals of purdah.

As the social status of women in our country is determined by male guardians and his income level, the women folk are also subject to her husband's subordination and pride. Even when any widowed or divorced women want to participate in income earning activities sometimes for society's negative or ill attitudes, they are compelled to maintain *Purdah* which is another barrier on the way of their economic earning activities and self-sufficiency. As widowed and divorced women are unable to participate in gainful economic activities or unable to express themselves easily for maintaining *Purdah*, lagged behind regarding social security, economic sustainability, and cultural equity. Even the separated and divorced women are higher in percentage for not getting a better opportunity and income earning activities. The researchers have identified one main reason behind the low percentage of participation of unmarried and married women in income earning activities - that is *Purdah* restrictions on them.

Iqbal Detho[2], The former secretary general for Amnesty International in Pakistan: Child Rights or Customs viewed in his article that *Purdah* is nothing but harmful traditional practices. That is the killing of women's soul in the name of honor or 'honor killings'. The author explored in his study that *Purdah* put restrictions on the behavior of women and on their movements. He also manifested that *Purdah* is socially constructed judgments by the male-elite and it's a way of understanding of the dominant force.

A.M. Sultana[1] Influence of Purdah (veil) on Education and Employment of Women in Rural Communities European Journal of Social Sciences – Volume11,

Number 2 (2009) explored in her research paper titled "(veil) on Education and Employment of women in rural Communities" that the relationship between the use of p*urdah* access to education and employment of rural women. Bangladesh the use of *Purdah* has a vast impact on women's access to education and employment because the former is seen to impede on women's freedom and mobility. Due to the practice of '*Purdah*' women are prohibited from going into the public, and they are mostly restricted to the home.

a) Specific Objectives

To extend the possible financial support to them in the context of strong Purdah norms.

The Broad objective of the study is to explore the nature of vulnerability of widowed/ the garment victims and also at apparently preventing them to be part of gainful income generating opportunities for maintaining their livelihoods.

III. Methodology of the Study

My present study is in qualitative in nature. There are four main aspects of the research methodology: design, sampling, data collection, the data analysis..Qualitative research relies much less on instruments, making the procedures all-important. The data collection is usually done by the researcher self. Qualitative research reports usually provide a very general idea of how the data was collected but provide few specifics. These reports rarely indicate what questions were posed in the interviews-indeed the questions often vary from one interviewee to the other, making a report of the questions impractical. The reports also rarely indicate what potentially important events were not observed because of various constraints.

In this article the data analysis of qualitative research is generally inductive, interactive, and iterative. Here I used mainly the following methods for data collection.

They are: 1. Case study 2. Primary sources 3. Secondary sources (BILS Library (Bangladesh Institute of Labour Studies), Trade Union Office of Topkhana Road., BCWS of Rampora, Dhaka University Central Library, Seminar of Sociology Department, Dhaka University, BGMEA Department's Health, Safety, Compliance and Women sections) 4. Unpublished Reports 5. Researcher's observation.

It usually involves the identification of categories, themes, relations among both, and the cross verification of tentative answers to descriptive, associational, and causal questions. The analysis is

[2] *Iqbal Detho, the former secretary general for Amnesty International in Pakistan; Pakistan : Child rights or customs.*

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often described or implied in the discussion of the findings.

Sampling Procedure: Purposive

The Operational view of Purdah

- *Purdah* Deny women of any opportunity to participate in the public sphere.
- *Purdah* Subordinate the self- interest of women
- *Purdah* Creates a conflict of interest among men and women
- *Purdah* Creates social isolation for women
- *Purdah* Social organizational and cultural prerequisites for women.
- *Purdah* Ideologically determined role for women.
- *Purdah* Structural barrier for women.
- *Purdah* Determined the division of labor.
- *Purdah* Code of honor & shame.
- *Purdah* Determined by Kinship & Social Stratification
- *Purdah* Controlled Ritualistically & traditionally the women folk
- *Purdah* Physically segregated the women folk
- *Purdah* Gender specific discrimination, subordination for women
- *Purdah* Related to honor, attention, respect, and modesty
- *Purdah* Restricts women's personal, social, cultural, psychological, sexual,political, emotional & Economic development and activities.
- *Purdah* In many societies it is a customary practice not necessarily religious
- *Purdah* Destroy the mental nourishment and creativity of Women
- *Purdah* Hinders women's rights, gender equality & sexuality.

The Operational Definition of Vulnerability

- Vulnerability means disasters.
- Vulnerability means not only natural disasters but also man-made disasters.
- Women can be vulnerable because of insecurity, sexual harassment or domestic violence in relation to natural hazards or because of political and economic exploitation and victimization.
- Vulnerability means exclusion.
  Vulnerability means the code of exploitation by others.

IV. Widowhood Exclusion and Pverty

Widowhood, Exclusion, and Poverty these three terms are very interrelated. In December 1997, the Social Exclusion Unit (SEU) was set up. The aims of the unit are to develop co-ordinate policies to address social exclusion, described as "Joined-up policies for a joined up problem". Social exclusion presented as a multi faceted problem. It is related to poverty, especially understandings of poverty which go beyond low income and address the multiple dimensions of deprivation.

In the remit of the SEU, (Social Exclusion Unit): social exclusion is described as a shorthand label for what can happen when individuals or areas suffer from a combination of linked problem such as: Unemployment, poor skills, low incomes, poor housing, high crime environment, bad health and family breakdown (SEU 1997)[3]

From the above mentioned social exclusion variables we can conclude that a widow woman is seriously affected by this indicator. Therefore, as a researcher, I can conclude that the women who lost their husbands are determined as a Excluded group by the society.

[3] *Social Exclusion unit, 1997*

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Table 1: Indicators of all Forms of Exclusion

Dimensions	Indicators
1) Economic Exclusion	1. Actualizations of job 2. Job insecurity 3. No housing settlement 4. Income less home 5. Asset and capacity poor
2) Social Exclusion	1. Breakdown of traditional households 2. Unwanted teenage pregnancies 3. Crime 4. Disaffected youth 5. Absent of parks, library. Theaters and network isolation 6. Health and sanitation 7. Infrastructure
3) Political Exclusion	1. Dis-empowerment 2. Lack of political rights 3. Low Registration of voters 4. Low level of community activity.5. Alienation 6. Lack of confidence in political process 7. Social Disturbance /Disorder.
4) Neighborhood Exclusion	1. Environmental degradation 2. Decaying structure 3. Withdraw of local services 4. A Collapse of support.
5) Individual Exclusion	1. Mental and physical ill-health 2. Educational under achievement 3. Loss of self-esteem /confidence
6) Spatial Exclusion	Concentration and Marginalization of vulnerable groups in particular places.
7) Group Exclusion	The Concentration of these negative characteristics in particular groups a. Elderly b. Disable c. Ethnic Minorities.

Overall poverty, as defined by the 1995 Copenhagen world summit on social development involves:

Lack of income and ensure sustainable livelihoods, hunger, and malnutrition, ill health, limited or lack of access to education and other basic services increased mobility and mortality from illness, homelessness and in adequate housing, unsafe environments and social discrimination and exclusion. It is also characterizes by lack of participation in decision-making and in civil, social, and cultural life. (United Nations 1995:57) From the above definitions it is clearly identified by that a woman who lost her husband is seriously affected by poverty and exclusion. That examined that widow woman is termed as a vulnerable group because of their poverty, Job insecurity, dis-empowerment, low level of community, collapse of support loss of self-esteem, mental and physical ill health, work less home and so on. Poverty results in exclusion from participation in social relationships. Poverty and social exclusion are important socio economic variables which are often taken for granted while considering vulnerability of widows. Social exclusion mainly refers to the inability of our Society to keep all groups and individuals within reach of what we expect as societies including developed countries and perhaps it is pronounced in underdeveloped countries. In our country for widowhood society mainly blamed the women they are leading an inhumane life. If there is no earning member after her husband then the family faced a lot of economic crisis.

Often for their security they have to take Purdah, but this kind of helps the ill motivators to signify their helplessness and most of the time the chance activities s of harassment increased. For maintaining Purdah it's very tough for the widow women to communicate others properly and often low paid/unpaid in their workplace, on the other hand, it is also found the widow women often forced to take Pardah by the family members, society or community. By the name of religion they did it: As a result, they never raise their voice for their rights, always face subjugated, underpowered, and finally mentally depressed.

V. Major Findings of that Study based on Secondary Information and Case Study

1. The widows in the RMG sector are living an inhuman life losing their husbands. They have no alternative way of earning source. Their Economic condition is quite terrible, and they also lost their only shelter because of poverty. They are living on the roads with their children. In that case, to meet up their children's hunger, they (widows) often take the illegal ways like prostitution, trafficking, drug selling etc. As a result. The structure of our society breaks down, and if this condition is going on, then there is no doubt that Bangladesh will known as not only a poor country also a risky country.
2. More than 85 % women constitute the labor force, but there is no safety of women in the society and also in the work place.
3. Most of the owner not compensated the women because of their any harassment or violation happened in the workplace.
4. Widows form the most vulnerable group in the society; the situation is even worse compared to that of other female and male counterparts.
5. Lack of awareness, the existence of poor law enforcement system and above all absence of trade unions are all that is to blame for this economic and environmental vulnerability of working widow women than a man. Women personal and married lives are

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more vulnerable than men. Widowed often pressurized by society and made them totally helpless, lonely, and depressed.

6. Most of the owner not compensated the widow women family if they lost their husbands because of occupational accidents.
7. The authority paying little attention for the victims' families' children responsibility. As a result, the children are engaged in any kind of risky or illegal activities and child labor is increasing.
8. To reduce the vulnerability and depression of the widows there is no effective step on behalf of Go and NGOs.

Women workers are deprived of the provisions of the Maternity Benefit Act. If any women lost her husband and she is pregnant, then there is no doubt that she does not gets maternity benefit because of her widowhood which made her more helpless under empowered and powerless. There is a moral lesson "Socialization starts from the family" and if we talked about women overall condition, and then have to say "violation. Oppression, subjugation of women starts from their family" women are unpaid for their family labor. Most of the time working women are also unpaid/low paid for their labor. The widow s condition is horrible in comparison to household women and working women. In Bangladesh, such basic rights of women and working women such as gender equality, decision making, minimum wage, daily working hours overtime, weekly holiday etc. are not ensured and protected and it is a big challenge for us to ensure compensation and labor rights of women who lost their husband because of occupational accidents.

VI. Limitations

As there was no major work on that issue therefore, I faced a lot of problems to get secondary information of that issue. Moreover, Absence of related literature showing the relationship between widows and their vulnerability and the impacts of purdah on them created more challenge for me to conduct the research.

VII. Conclusions and Recommendations

No development would be possible taking the women specially widowed outside of that 'Vulnerability and Exclusion' issue. Women constituting highest percentage of the labor force in our country. In spite of this, they are paying very little attention. They are always deprived of getting basic fundamental rights as a working woman like minimum wages, health care, safety etc. Moreover, most of industries not permitted to form trade union on behalf of them. Though our country got liberation in 1971 but there is still no independence of the women. They are living as the subject to other both in the formal sector and also in the household level. Sorry to say, there is no fruitful law enforces for them. Most of the working women do not know about their safety, about the compensation for diseases or disablement arising in case of employment sectors. They are totally unskilled and ignored. The particular nature of work in the RMG sector creates various types of health hazards especially for women. Most of the women workers specially Widowed do not get any medical facilities. They identified some health problems such as: physical weakness due to heavy workload and little rest, malnutrition, headache. In that case as a researcher I identified some recommendations in order for the betterment of the widowed women. They are:

- Security system should be strengthened and be developed for the welfare of widow women.
- The government should generate safe employment opportunity in order to reduce widow women vulnerability and economic certainty.
- It is important to generate trade union for better beneficiaries of widow women.
- It is also highly important to ensure legal rights, programmes and compensations to stabilize their (widow women) positions in family and also in society.
- If any widow women are jobless then provide some vocational training from the Government and Non-Government organizations to make them empowered and skilled.
- Effective and massive public awareness programs should be initiated to stop exclusion of widow women. Some effective social, administrative and legal measure to be taken so that widow women folk are able to defend and secured themselves from such exclusion.
- Community mobilization against vulnerability of such widow women should be introduced.
- Within the community a strong monitoring system should be launched so that no criminal activities, including domestic violence remain unreported.
- The role of the government should be non partisan and impartial in giving rights and economic support to reduce their (widow women) vulnerability.
- The concerned authority should introduce some innovative and effective programs for preventing institutional crimes and violence of widow women.
- Effective and appropriate poverty reduction strategy and program should be initiated in the areas where the widow women lived so that local people's participation can be ensured. The adoption of all possible measures to prevent the widow women trafficking in the areas.
- The civil society can play positive role in controlling exclusion and reducing socio-economic vulnerability of widow women in our society. Even they can initiate a number of welfare programs with the collaboration of Go and NGOS.

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- The deprived female widow worker may be allowed to go to the court directly without the interventions of labor inspectors/directors.
- There should be provision of medical facilities for the vulnerable widow women.
- Group insurance may be introduced to provide required facilities for female headed family.
- There is no such system or mechanism for getting the maternity benefits for the employers in the work place. A central welfare fund can be created for the workers, and part of that fund can be used for the women who are pregnant and also lost their husbands because of occupational accidents.
- If any worker died because of occupational accidents, it is very difficult to identify actual identity of the worker because naturally, workers are widely scattered and change their workplace frequently. So, it is difficult to maintain their identify regularly and workers themselves are not interested to provide their identity. The result is, after death the workers wife faced/failed to get compensation or insurance money from the authority. So, at first it is important to preserve actual identity of the workers of the factory. By which, widows can get their legal rights or compensation from the authority and can less their economic vulnerability. For that case, the authority has to start different awareness raising campaign.
- Most of the time if the earning member of a family died the female one drop first then the children is engaged in risky work to meet up their needs. So, it is a highly important issue to give support of this female headed family and reduce child labor.
- Newspaper and the media should publicize the issue to give socio-economic support and benefits for the widow women who lost their husbands, so, that the relevant authorities are inspired and motivated to comply with the legal requirements in this regard.

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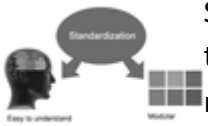
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AUXILIARY MEMBERSHIPS

Institutional Fellow of Open Association of Research Society (USA) - OARS (USA)

Global Journals Incorporation (USA) is accredited by Open Association of Research Society, U.S.A (OARS) and in turn, affiliates research institutions as "Institutional Fellow of Open Association of Research Society" (IFOARS).



The "FARSC" is a dignified title which is accorded to a person's name viz. Dr. John E. Hall, Ph.D., FARSC or William Walldroff, M.S., FARSC.

The IFOARS institution is entitled to form a Board comprised of one Chairperson and three to five board members preferably from different streams. The Board will be recognized as "Institutional Board of Open Association of Research Society"-(IBOARS).

The Institute will be entitled to following benefits:

The IBOARS can initially review research papers of their institute and recommend them to publish with respective journal of Global Journals. It can also review the papers of other institutions after obtaining our consent. The second review will be done by peer reviewer of Global Journals Incorporation (USA) The Board is at liberty to appoint a peer reviewer with the approval of chairperson after consulting us.

The author fees of such paper may be waived off up to 40%.

The Global Journals Incorporation (USA) at its discretion can also refer double blind peer reviewed paper at their end to the board for the verification and to get recommendation for final stage of acceptance of publication.





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We shall provide you intimation regarding launching of e-version of journal of your stream time to time. This may be utilized in your library for the enrichment of knowledge of your students as well as it can also be helpful for the concerned faculty members.



After nomination of your institution as "Institutional Fellow" and constantly functioning successfully for one year, we can consider giving recognition to your institute to function as Regional/Zonal office on our behalf.
The board can also take up the additional allied activities for betterment after our consultation.

The following entitlements are applicable to individual Fellows:



Open Association of Research Society, U.S.A (OARS) By-laws states that an individual Fellow may use the designations as applicable, or the corresponding initials. The Credentials of individual Fellow and Associate designations signify that the individual has gained knowledge of the fundamental concepts. One is magnanimous and proficient in an expertise course covering the professional code of conduct, and follows recognized standards of practice.

Open Association of Research Society (US)/ Global Journals Incorporation (USA), as described in Corporate Statements, are educational, research publishing and professional membership organizations. Achieving our individual Fellow or Associate status is based mainly on meeting stated educational research requirements.



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We shall provide print version of 12 issues of any three journals [as per your requirement] out of our 38 journals worth $ 2376 USD.

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- The professional accredited with Fellow honor, is entitled to various benefits viz. name, fame, honor, regular flow of income, secured bright future, social status etc.

- In addition to above, if one is single author, then entitled to 40% discount on publishing research paper and can get 10%discount if one is co-author or main author among group of authors.
- The Fellow can organize symposium/seminar/conference on behalf of Global Journals Incorporation (USA) and he/she can also attend the same organized by other institutes on behalf of Global Journals.
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- The Fellow can earn 60% of sales proceeds from the sale of reference/review books/literature/publishing of research paper.
- Fellow can also join as paid peer reviewer and earn 15% remuneration of author charges and can also get an opportunity to join as member of the Editorial Board of Global Journals Incorporation (USA)
- • This individual has learned the basic methods of applying those concepts and techniques to common challenging situations. This individual has further demonstrated an in–depth understanding of the application of suitable techniques to a particular area of research practice.

Note :

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- In future, if the board feels the necessity to change any board member, the same can be done with the consent of the chairperson along with anyone board member without our approval.
- In case, the chairperson needs to be replaced then consent of 2/3rd board members are required and they are also required to jointly pass the resolution copy of which should be sent to us. In such case, it will be compulsory to obtain our approval before replacement.
- In case of "Difference of Opinion [if any]" among the Board members, our decision will be final and binding to everyone.

"

Preferred Author Guidelines

We accept the manuscript submissions in any standard (generic) format.

We typeset manuscripts using advanced typesetting tools like Adobe In Design, CorelDraw, TeXnicCenter, and TeXStudio. We usually recommend authors submit their research using any standard format they are comfortable with, and let Global Journals do the rest.

Alternatively, you can download our basic template from https://globaljournals.org/Template.zip

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3. Ensure corresponding author's email address and postal address are accurate and reachable.
4. Manuscript to be submitted must include keywords, an abstract, a paper title, co-author(s') names and details (email address, name, phone number, and institution), figures and illustrations in vector format including appropriate captions, tables, including titles and footnotes, a conclusion, results, acknowledgments and references.
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The corresponding author should mention the name and complete details of all co-authors during submission and in manuscript. We support addition, rearrangement, manipulation, and deletions in authors list till the early view publication of the journal. We expect that corresponding author will notify all co-authors of submission. We follow COPE guidelines for changes in authorship.

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Unless specified in the notification, the Editorial Board's decision on publication of the paper is final and cannot be appealed before making the major change in the manuscript.

Acknowledgments

Contributors to the research other than authors credited should be mentioned in Acknowledgments. The source of funding for the research can be included. Suppliers of resources may be mentioned along with their addresses.

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Authors can submit papers and articles in an acceptable file format: MS Word (doc, docx), LaTeX (.tex, .zip or .rar including all of your files), Adobe PDF (.pdf), rich text format (.rtf), simple text document (.txt), Open Document Text (.odt), and Apple Pages (.pages). Our professional layout editors will format the entire paper according to our official guidelines. This is one of the highlights of publishing with Global Journals—authors should not be concerned about the formatting of their paper. Global Journals accepts articles and manuscripts in every major language, be it Spanish, Chinese, Japanese, Portuguese, Russian, French, German, Dutch, Italian, Greek, or any other national language, but the title, subtitle, and abstract should be in English. This will facilitate indexing and the pre-peer review process.

The following is the official style and template developed for publication of a research paper. Authors are not required to follow this style during the submission of the paper. It is just for reference purposes.

Manuscript Style Instruction (Optional)

- Microsoft Word Document Setting Instructions.
- Font type of all text should be Swis721 Lt BT.
- Page size: 8.27" x 11'", left margin: 0.65, right margin: 0.65, bottom margin: 0.75.
- Paper title should be in one column of font size 24.
- Author name in font size of 11 in one column.
- Abstract: font size 9 with the word "Abstract" in bold italics.
- Main text: font size 10 with two justified columns.
- Two columns with equal column width of 3.38 and spacing of 0.2.
- First character must be three lines drop-capped.
- The paragraph before spacing of 1 pt and after of 0 pt.
- Line spacing of 1 pt.
- Large images must be in one column.
- The names of first main headings (Heading 1) must be in Roman font, capital letters, and font size of 10.
- The names of second main headings (Heading 2) must not include numbers and must be in italics with a font size of 10.

Structure and Format of Manuscript

The recommended size of an original research paper is under 15,000 words and review papers under 7,000 words. Research articles should be less than 10,000 words. Research papers are usually longer than review papers. Review papers are reports of significant research (typically less than 7,000 words, including tables, figures, and references)

A research paper must include:

a) A title which should be relevant to the theme of the paper.
b) A summary, known as an abstract (less than 150 words), containing the major results and conclusions.
c) Up to 10 keywords that precisely identify the paper's subject, purpose, and focus.
d) An introduction, giving fundamental background objectives.
e) Resources and techniques with sufficient complete experimental details (wherever possible by reference) to permit repetition, sources of information must be given, and numerical methods must be specified by reference.
f) Results which should be presented concisely by well-designed tables and figures.
g) Suitable statistical data should also be given.
h) All data must have been gathered with attention to numerical detail in the planning stage.

Design has been recognized to be essential to experiments for a considerable time, and the editor has decided that any paper that appears not to have adequate numerical treatments of the data will be returned unrefereed.

i) Discussion should cover implications and consequences and not just recapitulate the results; conclusions should also be summarized.
j) There should be brief acknowledgments.
k) There ought to be references in the conventional format. Global Journals recommends APA format.

Authors should carefully consider the preparation of papers to ensure that they communicate effectively. Papers are much more likely to be accepted if they are carefully designed and laid out, contain few or no errors, are summarizing, and follow instructions. They will also be published with much fewer delays than those that require much technical and editorial correction.

The Editorial Board reserves the right to make literary corrections and suggestions to improve brevity.



Format Structure

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The title page must carry an informative title that reflects the content, a running title (less than 45 characters together with spaces), names of the authors and co-authors, and the place(s) where the work was carried out.

Author details

The full postal address of any related author(s) must be specified.

Abstract

The abstract is the foundation of the research paper. It should be clear and concise and must contain the objective of the paper and inferences drawn. It is advised to not include big mathematical equations or complicated jargon.

Many researchers searching for information online will use search engines such as Google, Yahoo or others. By optimizing your paper for search engines, you will amplify the chance of someone finding it. In turn, this will make it more likely to be viewed and cited in further works. Global Journals has compiled these guidelines to facilitate you to maximize the web-friendliness of the most public part of your paper.

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A major lynchpin of research work for the writing of research papers is the keyword search, which one will employ to find both library and internet resources. Up to eleven keywords or very brief phrases have to be given to help data retrieval, mining, and indexing.

One must be persistent and creative in using keywords. An effective keyword search requires a strategy: planning of a list of possible keywords and phrases to try.

Choice of the main keywords is the first tool of writing a research paper. Research paper writing is an art. Keyword search should be as strategic as possible.

One should start brainstorming lists of potential keywords before even beginning searching. Think about the most important concepts related to research work. Ask, “What words would a source have to include to be truly valuable in a research paper?” Then consider synonyms for the important words.

It may take the discovery of only one important paper to steer in the right keyword direction because, in most databases, the keywords under which a research paper is abstracted are listed with the paper.

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Numerical methods used should be transparent and, where appropriate, supported by references.

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Authors must list all the abbreviations used in the paper at the end of the paper or in a separate table before using them.

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Authors are advised to submit any mathematical equation using either MathJax, KaTeX, or LaTeX, or in a very high-quality image.

Tables, Figures, and Figure Legends

Tables: Tables should be cautiously designed, uncrowned, and include only essential data. Each must have an Arabic number, e.g., Table 4, a self-explanatory caption, and be on a separate sheet. Authors must submit tables in an editable format and not as images. References to these tables (if any) must be mentioned accurately.

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Figures are supposed to be submitted as separate files. Always include a citation in the text for each figure using Arabic numbers, e.g., Fig. 4. Artwork must be submitted online in vector electronic form or by emailing it.

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Although low-quality images are sufficient for review purposes, print publication requires high-quality images to prevent the final product being blurred or fuzzy. Submit (possibly by e-mail) EPS (line art) or TIFF (halftone/ photographs) files only. MS PowerPoint and Word Graphics are unsuitable for printed pictures. Avoid using pixel-oriented software. Scans (TIFF only) should have a resolution of at least 350 dpi (halftone) or 700 to 1100 dpi (line drawings). Please give the data for figures in black and white or submit a Color Work Agreement form. EPS files must be saved with fonts embedded (and with a TIFF preview, if possible).

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Tips for writing a good quality Social Science Research Paper

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1. Choosing the topic: In most cases, the topic is selected by the interests of the author, but it can also be suggested by the guides. You can have several topics, and then judge which you are most comfortable with. This may be done by asking several questions of yourself, like "Will I be able to carry out a search in this area? Will I find all necessary resources to accomplish the search? Will I be able to find all information in this field area?" If the answer to this type of question is "yes," then you ought to choose that topic. In most cases, you may have to conduct surveys and visit several places. Also, you might have to do a lot of work to find all the rises and falls of the various data on that subject. Sometimes, detailed information plays a vital role, instead of short information. Evaluators are human: The first thing to remember is that evaluators are also human beings. They are not only meant for rejecting a paper. They are here to evaluate your paper. So present your best aspect.

2. Think like evaluators: If you are in confusion or getting demotivated because your paper may not be accepted by the evaluators, then think, and try to evaluate your paper like an evaluator. Try to understand what an evaluator wants in your research paper, and you will automatically have your answer. Make blueprints of paper: The outline is the plan or framework that will help you to arrange your thoughts. It will make your paper logical. But remember that all points of your outline must be related to the topic you have chosen.

3. Ask your guides: If you are having any difficulty with your research, then do not hesitate to share your difficulty with your guide (if you have one). They will surely help you out and resolve your doubts. If you can't clarify what exactly you require for your work, then ask your supervisor to help you with an alternative. He or she might also provide you with a list of essential readings.

4. Use of computer is recommended: As you are doing research in the field of homan social science then this point is quite obvious. Use right software: Always use good quality software packages. If you are not capable of judging good software, then you can lose the quality of your paper unknowingly. There are various programs available to help you which you can get through the internet.

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7. Revise what you wrote: When you write anything, always read it, summarize it, and then finalize it.

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9. Produce good diagrams of your own: Always try to include good charts or diagrams in your paper to improve quality. Using several unnecessary diagrams will degrade the quality of your paper by creating a hodgepodge. So always try to include diagrams which were made by you to improve the readability of your paper. Use of direct quotes: When you do research relevant to literature, history, or current affairs, then use of quotes becomes essential, but if the study is relevant to science, use of quotes is not preferable.

10. Use proper verb tense: Use proper verb tenses in your paper. Use past tense to present those events that have happened. Use present tense to indicate events that are going on. Use future tense to indicate events that will happen in the future. Use of wrong tenses will confuse the evaluator. Avoid sentences that are incomplete.

11. Pick a good study spot: Always try to pick a spot for your research which is quiet. Not every spot is good for studying.

12. Know what you know: Always try to know what you know by making objectives, otherwise you will be confused and unable to achieve your target.

13. Use good grammar: Always use good grammar and words that will have a positive impact on the evaluator; use of good vocabulary does not mean using tough words which the evaluator has to find in a dictionary. Do not fragment sentences. Eliminate one-word sentences. Do not ever use a big word when a smaller one would suffice.

Verbs have to be in agreement with their subjects. In a research paper, do not start sentences with conjunctions or finish them with prepositions. When writing formally, it is advisable to never split an infinitive because someone will (wrongly) complain. Avoid clichés like a disease. Always shun irritating alliteration. Use language which is simple and straightforward. Put together a neat summary.

14. Arrangement of information: Each section of the main body should start with an opening sentence, and there should be a changeover at the end of the section. Give only valid and powerful arguments for your topic. You may also maintain your arguments with records.

15. Never start at the last minute: Always allow enough time for research work. Leaving everything to the last minute will degrade your paper and spoil your work.

16. Multitasking in research is not good: Doing several things at the same time is a bad habit in the case of research activity. Research is an area where everything has a particular time slot. Divide your research work into parts, and do a particular part in a particular time slot.

17. Never copy others' work: Never copy others' work and give it your name because if the evaluator has seen it anywhere, you will be in trouble. Take proper rest and food: No matter how many hours you spend on your research activity, if you are not taking care of your health, then all your efforts will have been in vain. For quality research, take proper rest and food.

18. Go to seminars: Attend seminars if the topic is relevant to your research area. Utilize all your resources.
Refresh your mind after intervals: Try to give your mind a rest by listening to soft music or sleeping in intervals. This will also improve your memory. Acquire colleagues: Always try to acquire colleagues. No matter how sharp you are, if you acquire colleagues, they can give you ideas which will be helpful to your research.

19. Think technically: Always think technically. If anything happens, search for its reasons, benefits, and demerits. Think and then print: When you go to print your paper, check that tables are not split, headings are not detached from their descriptions, and page sequence is maintained.

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21. Report concluded results: Use concluded results. From raw data, filter the results, and then conclude your studies based on measurements and observations taken. An appropriate number of decimal places should be used. Parenthetical remarks are prohibited here. Proofread carefully at the final stage. At the end, give an outline to your arguments. Spot perspectives of further study of the subject. Justify your conclusion at the bottom sufficiently, which will probably include examples.

22. Upon conclusion: Once you have concluded your research, the next most important step is to present your findings. Presentation is extremely important as it is the definite medium though which your research is going to be in print for the rest of the crowd. Care should be taken to categorize your thoughts well and present them in a logical and neat manner. A good quality research paper format is essential because it serves to highlight your research paper and bring to light all necessary aspects of your research.

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Informal Guidelines of Research Paper Writing

Key points to remember:

- Submit all work in its final form.
- Write your paper in the form which is presented in the guidelines using the template.
- Please note the criteria peer reviewers will use for grading the final paper.

Final points:

One purpose of organizing a research paper is to let people interpret your efforts selectively. The journal requires the following sections, submitted in the order listed, with each section starting on a new page:

The introduction: This will be compiled from reference matter and reflect the design processes or outline of basis that directed you to make a study. As you carry out the process of study, the method and process section will be constructed like that. The results segment will show related statistics in nearly sequential order and direct reviewers to similar intellectual paths throughout the data that you gathered to carry out your study.

The discussion section:

This will provide understanding of the data and projections as to the implications of the results. The use of good quality references throughout the paper will give the effort trustworthiness by representing an alertness to prior workings.

Writing a research paper is not an easy job, no matter how trouble-free the actual research or concept. Practice, excellent preparation, and controlled record-keeping are the only means to make straightforward progression.

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To make a paper clear: Adhere to recommended page limits.



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- Submitting a manuscript with pages out of sequence.
- In every section of your document, use standard writing style, including articles ("a" and "the").
- Keep paying attention to the topic of the paper.
- Use paragraphs to split each significant point (excluding the abstract).
- Align the primary line of each section.
- Present your points in sound order.
- Use present tense to report well-accepted matters.
- Use past tense to describe specific results.
- Do not use familiar wording; don't address the reviewer directly. Don't use slang or superlatives.
- Avoid use of extra pictures—include only those figures essential to presenting results.

Title page:

Choose a revealing title. It should be short and include the name(s) and address(es) of all authors. It should not have acronyms or abbreviations or exceed two printed lines.

Abstract: This summary should be two hundred words or less. It should clearly and briefly explain the key findings reported in the manuscript and must have precise statistics. It should not have acronyms or abbreviations. It should be logical in itself. Do not cite references at this point.

An abstract is a brief, distinct paragraph summary of finished work or work in development. In a minute or less, a reviewer can be taught the foundation behind the study, common approaches to the problem, relevant results, and significant conclusions or new questions.

Write your summary when your paper is completed because how can you write the summary of anything which is not yet written? Wealth of terminology is very essential in abstract. Use comprehensive sentences, and do not sacrifice readability for brevity; you can maintain it succinctly by phrasing sentences so that they provide more than a lone rationale. The author can at this moment go straight to shortening the outcome. Sum up the study with the subsequent elements in any summary. Try to limit the initial two items to no more than one line each.

Reason for writing the article—theory, overall issue, purpose.

- Fundamental goal.
- To-the-point depiction of the research.
- Consequences, including definite statistics—if the consequences are quantitative in nature, account for this; results of any numerical analysis should be reported. Significant conclusions or questions that emerge from the research.

Approach:

- Single section and succinct.
- An outline of the job done is always written in past tense.
- Concentrate on shortening results—limit background information to a verdict or two.
- Exact spelling, clarity of sentences and phrases, and appropriate reporting of quantities (proper units, important statistics) are just as significant in an abstract as they are anywhere else.

Introduction:

The introduction should "introduce" the manuscript. The reviewer should be presented with sufficient background information to be capable of comprehending and calculating the purpose of your study without having to refer to other works. The basis for the study should be offered. Give the most important references, but avoid making a comprehensive appraisal of the topic. Describe the problem visibly. If the problem is not acknowledged in a logical, reasonable way, the reviewer will give no attention to your results. Speak in common terms about techniques used to explain the problem, if needed, but do not present any particulars about the protocols here.

The following approach can create a valuable beginning:

- Explain the value (significance) of the study.
- Defend the model—why did you employ this particular system or method? What is its compensation? Remark upon its appropriateness from an abstract point of view as well as pointing out sensible reasons for using it.
- Present a justification. State your particular theory(-ies) or aim(s), and describe the logic that led you to choose them.
- Briefly explain the study's tentative purpose and how it meets the declared objectives.

Approach:

Use past tense except for when referring to recognized facts. After all, the manuscript will be submitted after the entire job is done. Sort out your thoughts; manufacture one key point for every section. If you make the four points listed above, you will need at least four paragraphs. Present surrounding information only when it is necessary to support a situation. The reviewer does not desire to read everything you know about a topic. Shape the theory specifically—do not take a broad view.

As always, give awareness to spelling, simplicity, and correctness of sentences and phrases.

Procedures (methods and materials):

This part is supposed to be the easiest to carve if you have good skills. A soundly written procedures segment allows a capable scientist to replicate your results. Present precise information about your supplies. The suppliers and clarity of reagents can be helpful bits of information. Present methods in sequential order, but linked methodologies can be grouped as a segment. Be concise when relating the protocols. Attempt to give the least amount of information that would permit another capable scientist to replicate your outcome, but be cautious that vital information is integrated. The use of subheadings is suggested and ought to be synchronized with the results section.

When a technique is used that has been well-described in another section, mention the specific item describing the way, but draw the basic principle while stating the situation. The purpose is to show all particular resources and broad procedures so that another person may use some or all of the methods in one more study or referee the scientific value of your work. It is not to be a step-by-step report of the whole thing you did, nor is a methods section a set of orders.

Materials:

Materials may be reported in part of a section or else they may be recognized along with your measures.

Methods:

- Report the method and not the particulars of each process that engaged the same methodology.
- Describe the method entirely.
- To be succinct, present methods under headings dedicated to specific dealings or groups of measures.
- Simplify—detail how procedures were completed, not how they were performed on a particular day.
- If well-known procedures were used, account for the procedure by name, possibly with a reference, and that's all.

Approach:

It is embarrassing to use vigorous voice when documenting methods without using first person, which would focus the reviewer's interest on the researcher rather than the job. As a result, when writing up the methods, most authors use third person passive voice.

Use standard style in this and every other part of the paper—avoid familiar lists, and use full sentences.

What to keep away from:

- Resources and methods are not a set of information.
- Skip all descriptive information and surroundings—save it for the argument.
- Leave out information that is immaterial to a third party.



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Results:

The principle of a results segment is to present and demonstrate your conclusion. Create this part as entirely objective details of the outcome, and save all understanding for the discussion.

The page length of this segment is set by the sum and types of data to be reported. Use statistics and tables, if suitable, to present consequences most efficiently.

You must clearly differentiate material which would usually be incorporated in a study editorial from any unprocessed data or additional appendix matter that would not be available. In fact, such matters should not be submitted at all except if requested by the instructor.

Content:

- Sum up your conclusions in text and demonstrate them, if suitable, with figures and tables.
- In the manuscript, explain each of your consequences, and point the reader to remarks that are most appropriate.
- Present a background, such as by describing the question that was addressed by creation of an exacting study.
- Explain results of control experiments and give remarks that are not accessible in a prescribed figure or table, if appropriate.
- Examine your data, then prepare the analyzed (transformed) data in the form of a figure (graph), table, or manuscript.

What to stay away from:

- Do not discuss or infer your outcome, report surrounding information, or try to explain anything.
- Do not include raw data or intermediate calculations in a research manuscript.
- Do not present similar data more than once.
- A manuscript should complement any figures or tables, not duplicate information.
- Never confuse figures with tables—there is a difference.

Approach:

As always, use past tense when you submit your results, and put the whole thing in a reasonable order.

Put figures and tables, appropriately numbered, in order at the end of the report.

If you desire, you may place your figures and tables properly within the text of your results section.

Figures and tables:

If you put figures and tables at the end of some details, make certain that they are visibly distinguished from any attached appendix materials, such as raw facts. Whatever the position, each table must be titled, numbered one after the other, and include a heading. All figures and tables must be divided from the text.

Discussion:

The discussion is expected to be the trickiest segment to write. A lot of papers submitted to the journal are discarded based on problems with the discussion. There is no rule for how long an argument should be.

Position your understanding of the outcome visibly to lead the reviewer through your conclusions, and then finish the paper with a summing up of the implications of the study. The purpose here is to offer an understanding of your results and support all of your conclusions, using facts from your research and generally accepted information, if suitable. The implication of results should be fully described.

Infer your data in the conversation in suitable depth. This means that when you clarify an observable fact, you must explain mechanisms that may account for the observation. If your results vary from your prospect, make clear why that may have happened. If your results agree, then explain the theory that the proof supported. It is never suitable to just state that the data approved the prospect, and let it drop at that. Make a decision as to whether each premise is supported or discarded or if you cannot make a conclusion with assurance. Do not just dismiss a study or part of a study as "uncertain."

Research papers are not acknowledged if the work is imperfect. Draw what conclusions you can based upon the results that you have, and take care of the study as a finished work.

- You may propose future guidelines, such as how an experiment might be personalized to accomplish a new idea.
- Give details of all of your remarks as much as possible, focusing on mechanisms.
- Make a decision as to whether the tentative design sufficiently addressed the theory and whether or not it was correctly restricted. Try to present substitute explanations if they are sensible alternatives.
- One piece of research will not counter an overall question, so maintain the large picture in mind. Where do you go next? The best studies unlock new avenues of study. What questions remain?
- Recommendations for detailed papers will offer supplementary suggestions.

Approach:

When you refer to information, differentiate data generated by your own studies from other available information. Present work done by specific persons (including you) in past tense.

Describe generally acknowledged facts and main beliefs in present tense.

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Introduction	Containing all background details with clear goal and appropriate details, flow specification, no grammar and spelling mistake, well organized sentence and paragraph, reference cited	Unclear and confusing data, appropriate format, grammar and spelling errors with unorganized matter	Out of place depth and content, hazy format
Methods and Procedures	Clear and to the point with well arranged paragraph, precision and accuracy of facts and figures, well organized subheads	Difficult to comprehend with embarrassed text, too much explanation but completed	Incorrect and unorganized structure with hazy meaning
Result	Well organized, Clear and specific, Correct units with precision, correct data, well structuring of paragraph, no grammar and spelling mistake	Complete and embarrassed text, difficult to comprehend	Irregular format with wrong facts and figures
Discussion	Well organized, meaningful specification, sound conclusion, logical and concise explanation, highly structured paragraph reference cited	Wordy, unclear conclusion, spurious	Conclusion is not cited, unorganized, difficult to comprehend
References	Complete and correct format, well organized	Beside the point, Incomplete	Wrong format and structuring

Index

A

Adjatekpor · 18
Ayamapor · 15, 16

C

Colloquium · 18

H

Hispanics · 9

K

Konstantinakos · 1, 2, 3

L

Ligbolekukame · 16

O

Olurunfemi · 16
Oxulosu · 14

P

Prolong · 1

S

Stigma · 4, 5, 7
Schermbeck · 20
Szczypka · 20



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