wba©vwiZ KvR-02

we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek ˆZwi‡Z e„nr cwim‡i I mxwgZ cwim‡i Kx Kx c`‡ÿc MÖnY cÖ‡qvRb hyw³mn eY©bv Kiæb|

†RÛvi n‡”Q bvix I cyiæ‡li mvgvwRK cwiPq hv GKB mv‡\_ mvgvwRKfv‡e bvix-cyiæ‡li m¤cK© I f‚wgKv‡K wb‡`©k K‡i| G‡Z bvix I cyiæ‡li mv‡\_ m¤cwK©Z gb¯vÍwZK¡, mvgvwRK I mvs¯‹…wZK †evawU cÖvavb¨ cvq †ewk| d‡j mgvR, cwi‡ek I ¯\_vb e`‡ji mv‡\_ mv‡\_ †RÛvi-aviYv cwiewZ©Z n‡Z cv‡i (Buckingham & Lievesley, 2006)|

* **wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡ek m„wói Dcvq**

Òbxj iO †Q‡j‡`i, Avi wcsK ev †Mvjvcx n‡”Q †g‡q‡`iÓ - GwU Avgv‡`i mgv‡Ri GKwU mvaviY PP©v| GB PP©vq Avgv‡`i gvbwmKZvq †RÛviwfwËK AvPi‡Yi cÖfve cwijwÿZ nq| ev¯ÍweK A‡\_© Avgv‡`i mgvR e¨e¯\_vq Ae‡PZbfv‡eB wkï R‡b¥i ciciB gvZvwcZv KZK…© †RÛviwfwËK (Gendered) AvPi‡Yi m~Pbv nq| GB AvPiY cieZx‡©Z †RÛvi cÿcvwZ‡Z¡i (Gender bias) Rb¥ †`q| G‡`‡ki cÖPwjZ mgvR KvVv‡gv‡Z mšÍvb jvjbcvj‡b gvZvwcZvi g‡a¨ AwaKvsk ‡ÿ‡Î †RÛvi cÿcvZg~jK AvPiY ‡`Lv hvq| wkï‡`i †Ljbv wK‡b †`evi ‡ÿ‡Î gvZvwcZv wj½‡f‡` c„\_K †Ljbv wbev©Pb K‡ib| †hgb Kb¨v wkï‡`i Rb¨ cyZzj ev ivbœvevbœv ev M„n¯\_vjxi †Ljbv| Avevi †Q‡j wkï‡`i Rb¨ ‡Nvov, e›`zK ev Mvwoi b¨vq †Ljbv wK‡b †`qv nq| Gfv‡e †RÛvi c„\_K †Ljbv e¨envi K‡i †QvU‡ejv †\_‡KB wkïi gvbwmKZvq cÿcvZc~Y© †RÛvi aviYv ‡Mu‡\_ hvq| cieZx‡©Z we`¨vj‡q hw` †RÛvi wbi‡cÿ cwi‡ek bv \_v‡K Zvn‡j G cÿcvZc~Y© AvPiY Av‡iv `„p nq, hv cieZx ©mg‡q ‡Q‡j †g‡qi mvgvwRK f~wgKv m¤ú‡K© GKwU evavaiv (Stereotype) aviYvi m„wó K‡i| Gi my`~icÖmvix djvdj¯^iƒc mgv‡R †RÛvi fvimvg¨nxbZvi m„wó nq| hv mvwe©Kfv‡e Avgv‡`i RvZxq AMÖMwZ‡K evavMÖ¯Í K‡i| ZvB wkïi weKv‡k ¸iæZ¡c~Y© Aa¨vq n‡”Q we`¨vj‡q AskMÖnY| cÖK…Zc‡ÿ we`¨vj‡qB wkïi Ávb, `ÿZv I `„wófw½i weKvk jvf K‡i| `vk©wbK Rb j‡Ki g‡Z, wkï R‡b¥i mgq A‡bKUv Lvwj †køU Gi b¨vq \_v‡K| cieZx‡©Z mgvR I cvwicvwk¦©K cwi‡ek wkïi AwfÁZvi Szwj‡K mg„× K‡i †Zv‡j, hvi g‡a¨ we`¨vj‡qi f~wgKv Acwimxg| cÖK…Zc‡ÿ we`¨vjqB wkï‡`i‡K Qvu‡P ‡d‡j fwel¨Z bvMwiK wn‡m‡e M‡o †Zv‡j| Avi mybvMwiK wn‡m‡e M‡o †Zvjvi GB cÖwµqvq, wkïi gvbmc‡U †RÛvi wel‡q GKwU my›`i wPÎcU †M‡u\_ †`evi Rb¨ we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek A‡bK ¸iæZ¡c~Y©| AwaKvsk ‡ÿ‡Î we`¨vjq KZ…©c‡ÿi mvgvb¨ m‡PZbvi gva¨‡g Lye mn‡RB ‡RÛvi wbi‡cÿ cwi‡ek •Zwi Kiv hvq| †RÛvi wbi‡cÿ cwi‡ek ‡RÛvi wbi‡cÿZv aviYvwU mvaviYZ wj½‡f‡` ˆelg¨ `~ixKi‡Y Ggb GKwU Ae¯\_v‡K eySvq †hLv‡b fvlv e¨envi, wbqg-bxwZ cÖYqb ev ev¯Íevqb, ev cÖvwZôvwbK KvVv‡gv‡Z ‡Kvb GKwU wj‡½i Dci Ab¨ †Kvb wj‡½i cÖvavb¨ ‡`qv nq bv| GLv‡b mKj wj‡½i gvbyl‡KB mg¸iæZ¡ w`‡q ÔgvbylÕ wn‡m‡e mgfv‡e wePvi Kiv nq, hv RvwZms‡Ni gvbevwaKvi m¤úwK©Z me©Rbxb †NvlYvq †NvwlZ ‰elg¨nxbZvi g~jbxwZÔi Dci cÖwZwôZ, ÒmKj gvbyl ¯^vaxbfv‡e Ges mgvb gh©v`v I AwaKvi wb‡q Rb¥MÖnY K‡i, ZvB †Kv‡bviƒc cv\_©‡K¨i wkKvi bv n‡q bvix cyiæl wbwe‡© k‡l mK‡jiB gvbyl wn‡m‡e mKj cÖKvi AwaKvi I ¯^vaxbZv †fvM Kivi Rb¥MZ AwaKvi i‡q‡Q|Ó ZvB ‡RÛvi wbi‡cÿ cwi‡ek n‡”Q wj½ ‰elg¨ ev cÿcvZ ewRZ© cwi‡ek, †hLv‡b wj‡½i wfwË‡Z †Kvb ‰elg¨ Kiv nq bv|

†RÛvi wbi‡cÿ cwi‡ek ‰Zwi †h †Kvb Kg©cÖwZôv‡b AZ¨šÍ Riæix, M‡elYvq †`Lv hvq †h, †RÛvi wbi‡cÿ cwi‡ek ‰Zwi Ki‡Z cvi‡j Kv‡Ri gvb I djvdj (AvDUcyU) fv‡jv nq| †hgb Eisenhart (1994) Zvi M‡elYvq cÖvwZôvwbK `„wó‡KvY †\_‡K †RÛvi wbi‡cÿ cwi‡ek •Zwii ¸iæ‡Z¡i K\_v e‡j‡Qb| wZwb Av‡gwiKvi GKwU AjvfRbK cÖwZôv‡bi gwnjv weÁvbx‡`i wb‡q 18 gvm wbweo b„Kzjwe`¨v (Ethnographic) M‡elYv K‡i †`‡L‡Qb †h, cÖwZôvb Zvi mybv‡gi w`K †\_‡K gwnjv‡`i Rb¨ GKwU fv‡jv Kg©cwi‡ek wbwðZ Ki‡jI, A‡bK ‡ÿ‡ÎcÖwZôv‡bi Av`k©MZ gvb`Û/bg©mg~n †hb cyiæl‡`i cÖvav‡b¨i aviYv ‡\_‡K m„ó| wKš‘ AwaKvsk ‡ÿ‡Î GB cyiæl‡Kw›`ªK cÖvwZôvwbK ‰ewkó¨mg~n †RÛvi wbi‡cÿZvi †gvo‡K XvKv \_v‡K| Kg©‡ÿ‡Î †RÛvi wbi‡cÿZvi cwie¨vwß wbf©i K‡i Kg©iZ gwnjv‡`i `ÿZvi Dci| hw` gwnjv Kgx©iv wb‡R ¯^xq AwaKvi m¤ú‡K© m‡PZb bv nq Zvn‡j cÖwZôv‡bi cwi‡ek †RÛvi wbi‡cÿZv nviv‡Z cv‡i| †RÛvi wbi‡cÿ cwi‡e‡ki Av`k©MZ gvb`Û/bg©mg~n gwnjv‡`i Rb¨ Ggb wKQz Kv‡Ri my‡hvM m„wó K‡i, hv mgv‡R MZvbyMwZKfv‡e ïaygvÎ cyiælivB K‡i Avm‡Q| D`vniY¯^iƒc ejv hvq: UªvwdK cywj‡ki K\_v Avm‡jB A‡b‡Ki gvbmc‡U cyiæ‡li Qwe dz‡U D‡V| wKš‘ mv¤úªwZK miKvwi wewfbœ PvKzix ev †ckvi bxwZgvjv ‡RÛvi wbi‡cÿZvi Av‡jv‡K cwiewZ©Z nevi Kvi‡Y GLb cÖvq mKj †ckvqB bvix‡`i †`Lv hv‡”Q|

AvwfavwbK A\_© AvwfavwbKfv‡e †RÛvi wbi‡cÿ kãwUi Bs‡iwR cwifvlv n‡”Q -gender-neutral`| Bs‡iwR A·‡dvW© wjwfs wWK‡kbvix (2017) Gi cÖ`Ë msÁvbyhvqx genderneutral, Suitable for, applicable to, or common to both male and female genders; A\_evDenoting a word or expression that cannot be taken to refer to one gender only



Fig: 6.1

6.1bs wPÎwU XvKv kn‡ii ivRc‡\_ `vwqZ¡cvjbKvjxb mg‡q GKRb bvix UªvwdK cywjk‡K †`Lv hv‡”Q| bvixi Giƒc `vwqZ ¡cvjb Avgv‡`i gv\_vq †Mu‡\_ \_vKv †RÛviwfwËK †ckv ev mvgvwRK f~wgKv †\_‡K †ei n‡Z mvnvh¨ K‡i| me©‡ÿ‡Î mgvb my‡hvMm„wó Ges bvix‡K cyiæ‡li cvkvcvwk Kv‡Ri my‡hvM`vb mgv‡R cÖPwjZ †RÛviW aviYvi cwieZ©b NUv‡Z cv‡i, hv me©‡ÿ‡Î †RÛvi wbi‡cÿ cwi‡ek m„wó‡Z mnvqK n‡e|

* **‡RÛvi wbi‡cÿ cwi‡e‡ki ‰ewkó¨**

‡h †Kvb cwi‡ek‡K †RÛvi wbi‡cÿ n‡Z n‡j KZ¸‡jv ‰ewkó¨ \_vK‡Z nq|

‡RÛvi wbi‡cÿ cwi‡e‡ki cÖ\_g ‰ewkó¨ n‡”Q bvix-cyiæ‡li Rb¨ mg-cÖ‡ekMg¨Zv (Equal accessibility)| GB mgcÖ‡ekMÖg¨Zv †fŠZ cwi‡e‡k cÖ\_g wbwðZ Ki‡Z nq| mvaviYZ we`¨vjq fe‡bi cwiKíbvi mgq mKj ai‡bi gvby‡li K\_v gv\_vq ‡i‡L cwiKíbv Ki‡Z nq| bvix‡`i Dc‡hvMx Uq‡jU, we‡bv`b e¨e¯\_v, Avjv`v wekÖvgvMvi BZ¨vw`i e¨e¯\_v ivL‡Z n‡e, hv‡Z bvixiv ‡Kvb ‡ÿ‡ÎB evavMÖ¯Í bv nq| wkÿv e¨e¯\_vq bvixi cÖ‡ekMg¨Zv wbwðZ Ki‡Z mKj‡K m‡PZb n‡Z n‡e| cÖ‡ekMg¨Zvi ‡ÿ‡Î me‡P‡q evavi m¤§yLxb nq cÖwZeÜx ‡g‡qiv| wmGmAvBwW bvgK GKwUcÖwZôv‡bi 2002 mv‡j m¤úvw`Z cÖwZeÜx bvix‡`i Dci GK M‡elYvq ‡`Lv hvq, cÖwZeÜx bvixiv Avgv‡`i ‡`‡k `yBai‡bi cÖwZeÜKZv ‡gvKv‡ejv K‡i: cÖ\_gZ bvix wn‡m‡e, wØZxqZcÖwZeÜx wn‡m‡e| GRb¨ wkÿv cÖwZôv‡b cÖwZeÜx bvix‡`i cÖ‡ekvwaKvi wbwðZ Ki‡Z n‡e Ges jÿ¨ ivL‡Z n‡e Zv‡`i AwaKvi hv‡Z weNœ bv nq| D`vniY¯^i~c: evK-kÖeYcÖwZeÜx bvix‡`i fvlv ‡evSvi Rb¨ †kÖwYK‡ÿ Bkviv fvlvi e¨envi, eyw× cÖwZeÜx ‡g‡q‡`i cÖwZ bgbxqZv, m¤ú~Y© `…wó cÖwZeÜx/‡g‡q‡`i Rb¨ PjvP‡ji c\_ wbwe©Nœ Kiv, A\_v©r cÖwZeÜx bvix‡`i AwaKvi m¤ú‡K© mswkó KZ…c‡ÿi Am‡PZbZvi Kvi‡Y cÖ‡ekMg¨Zv evavMÖ¯Í n‡Z cv‡i|

‡RÛvi wbi‡cÿ cwi‡ek wj½‡f‡` mK‡ji Rb¨ ¯^v”Q›`¨`vqK nq| G‡Z bvix-cyiæl wbwe‡©k‡l mevB ¯^v”Q›`¨ †eva K‡i Ges †Kvb cÖ‡qvRbxq KvR Ki‡Z wM‡q wj½ wPšÍv K‡i j¾vq c‡o bv| ‡RÛvi wbi‡cÿ cwi‡e‡k †RÛvi fvimvg¨ eRvq ivLv nq| A\_v©r wbw`©ó †Kvb wj‡½i cÖwZ ¸iæZ¡ bv w`‡q bvix cyiæl Dfq‡KB mg¸iæZ¡ cÖ`vb Kiv nq| Aciw`‡K †RÛvi wbi‡cÿ cwi‡ek nq mK‡ji Rb¨ wbivc`, †hLv‡b wj‡½i wfwË‡Z Kv‡iv †hvM¨Zv ev ¸iæZ¡ wbavi©Y Kiv nq bv| ¯^v”Q‡›`¨i ‡hgb `yBwU w`K \_v‡K (kvixwiKI gvbwmK ¯^v”Q›`¨), †Zgwb wbivcËvi †ÿ‡ÎI kvixwiK ev gvbwmK `yBwU \_v‡K| A\_v©r ‡RÛvi wbi‡cÿ cwi‡e‡k bvix‡`i †Kvbiƒc kvixwiK ev gvbwmK mwnsmZvi wkKvi n‡Z nq bv| ‡RÛvi wbi‡cÿ cwi‡e‡k cyiæl I gwnjv Dfq wj‡½i Rb¨B mgmy‡hvM \_v‡K, GKB mv‡\_ cÖZ¨vwkZ †fŠZ I mvgvwRK myweavw` \_v‡K| ‡RÛvi wbi‡cÿ cwi‡ek G mvaviYZ †RÛvi m‡PZbZv (Gender-sensitive) we`¨gvb \_v‡K, †hLv‡b bvix‡`i‡K wj½wfwËK evavi m¤§yLxb n‡Z nq bv| A\_v©r †RÛvi wbi‡cÿZv †h †Kvb cwi‡e‡k gwnjv‡`i mgm¨vmg~n wPwýZ K‡i `~i Kivi e¨vcv‡i m‡Pó \_v‡K| GLv‡b GK wj½ Av‡iK wj‡½i gvbyl‡`i gZvg‡Zi cÖwZ mgvb cÖ`k©b K‡i, A\_v©r GKwU cvi¯úwiK kª×v‡ev‡ai wfwË‡Z GKwU Kg© cwi‡ek M‡o I‡V|

we`¨vj‡q GKwU ‡RÛvi wbi‡cÿ BwZevPK cwi‡ek eRvq ivLv m¤¢e n‡j Zv mK‡ji AvZ¥-k„•Ljv‡eva‡K DrmvwnZ K‡i Ges k…•Ljv mgm¨v cÖwZ‡iva Ki‡Z mvnvh¨ K‡i| GwU wkÿv\_x©‡`i mej(healthy) Dbœq‡b Ges wkL‡b ‡cÖlYv m„wó‡Z cÖ‡qvRbxq AZ¨vek¨Kxq kZ©vejx wbwðZ K‡i| G cwi‡ek n‡q I‡V mK‡ji Rb¨ hZœkxj (caring), mK‡ji Rb¨ mnvqK (supportive)| Aciw`‡K myôz cwi‡ek wkÿK I wkÿv\_x©‡`i ¯úó cÖZ¨vkv (clear expectations) ‰Zwi K‡i Ges GB cÖZ¨vkv c~i‡Yi Rb¨ wb‡`©kbv (guidance) cÖ`vb K‡i|

* **‡RÛvi wbi‡cÿ cwi‡ekÕ GKwU ms¯‹…wZi ms‡e`bkxj cÖZ¨q**

†RÛvi wbi‡cÿ cwi‡ek Gi GKwU eo •ewkó¨ n‡”Q GwU ms¯‹…wZi cÖwZ ms‡e`bkxj (Culturally Responsive) | A\_v©r †h ‡Kvb †`k, RvwZ ev mgv‡Ri g~j¨‡eva Abyhvqx ‡RÛvi wbi‡cÿ cwi‡ek •Zwi Kiv nq| D`vniY¯i^ƒc ejv hvq, evsjv‡`‡ki we`¨vjq¸‡jv‡Z †Q‡j I †g‡q‡`i Rb¨ c„\_K Uq‡j‡Ui e¨e¯ v, †Kbbv G‡Z †g‡qiv AwaK ¯^v”Q›`¨ †eva K‡i| Aciw`‡K mv¤úªwZK mg‡q cwðgv‡`k¸‡jv‡Z ‡RÛvi wbi‡cÿ cwi‡ek wn‡m‡e bi-bvix wbwe‡©k‡l e¨envh© BDwb‡m· Uq‡jU wbg©vY Kiv n‡”Q| Avevi we`¨vjq ev wkÿv cÖwZôv‡b wkÿv\_x©‡`i evm¯\_vb ev †nv‡÷j wbgv©‡Y Avgv‡`i †`‡k †Q‡j †g‡q‡`i Rb¨ c„\_K feb ‰Zwi Kiv nq, †Kbbv cwiev‡ii evB‡i †nv‡÷‡j Ae¯\_v‡bi †ÿ‡Î †g‡qiv Ges Zv‡`i cwievi c„\_K †nv‡÷j‡KB ¯^v”Q›`¨c~Y© g‡b K‡i| Aciw`‡K cwðgvwe‡k¦ †RÛvi wbi‡cÿ wn‡m‡e †Q‡j †g‡q‡`i GKB †nv‡÷‡j emev‡mi Dci ¸iæZ¡ cÖ`vb K‡i|

ms¯‹…wZ I †f․‡MvwjK cwigÛ‡ji cv\_©‡K¨i Kvi‡Y GK †`‡ki mv‡\_ Av‡iK †`‡ki, GgbwK GKB †`‡ki wewfbœ cÖwZôv‡bi g‡a¨ ‡RÛvi wbi‡cÿ cwi‡e‡ki ‣ewk‡ó¨i g‡a¨ cv\_©K¨ cwijwÿZ nq| †hgb mv¤úªwZK Kv‡j cwðgv‡`kmg~n we‡klZ BD‡ivc I Av‡gwiKvq ‡RÛvi wbi‡cÿ cwi‡e‡ki aviYvwU AwZ D`vi (Neo-liberal) `„wófw½ †\_‡K we‡ewPZ n‡”Q| mv¤úªwZK mg‡q D”P wkÿv cÖwZôvb¸‡jv‡Z ZvB MZvbyMwZK aviYvq wj½‡f‡` Avjv`v †Kvb KvVv‡gv •Zwi bv K‡i mK‡ji Rb¨ GKK KvVv‡gv ‰Zwi Kiv n‡”Q| ÔmK‡j mgvbÔ GB `„wófw½ †\_‡K mK‡ji (†hgb mgKvgx, bvix, cyiæl I Z…Zxq wj½; lesbian, gay, bisexual, and transgender students) (Chave, 2014) Pvwn`vc~iY K‡i eZ©gv‡b Ggb KvVv‡gv ˆZwi Kiv n‡”Q| Gi wcQ‡b D`viZvwš¿K `„wófw½i evB‡iI Avw\_©K e¨q Kgv‡bvi be¨-D`viev` bxwZi (Neo-Liberal Policy) cÖfve †`Lv hvq| D`vniY¯^iƒc Av‡gwiKvq D”P wkÿvcÖwZôvbmg~‡n ‡RÛvi wbi‡cÿ Avevm¯ j (Gender neutral housing) Gi aviYvq (see Willoughby, Larsen, & Carroll, 2012)GKB fe‡b ev GKB K‡ÿ GKB mv‡\_ wewfbœ wj‡½i gvbyl/wkÿv\_x© emevm K‡i| M‡elK Chave (2014) Zvui wcGBPwW M‡elYvq ‡`wL‡q‡Qb †h, Av‡gwiKvi D”P wkÿvcÖwZôv‡bi K¨v¤úv‡m ‡RÛvi wbi‡cÿ cwi‡ek Avevm¯\_j aviYvwU µgvš^‡q RbwcÖq n‡”Q| Ges Zv mvwe©Kfv‡e ‡RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z ¸iæZ¡c~Y© f~wgKv ivL‡Q| Zvi g‡Z GB ‡RÛvi wbi‡cÿ Avevm¯\_j ev †nv‡÷j myweavw` wkÿv\_x©‡`i †RÛvi I †h․bZv m¤ú‡K© åvšÍ aviYv `~i Ki‡Z mnvqZv Ki‡Q, Zv‡`i g‡a¨ AKcUZvi (Openness) ixwZ ˆZwi Ki‡Q| Ggb Kx wkÿv\_x©‡`i cov‡jLvq ev djvd‡jI Gi BwZevPK cÖfve jÿ¨ Kiv †M‡Q|

Aciw`‡K Avgv‡`i ‡`‡k ms¯‹…wZ I g~j¨‡eva cwðgv ‡`kmg~n †\_‡K c„\_K| Avgv‡`i †`‡k agx©q D`vi msiÿYev‡`i Av‡jv‡K wkÿv cÖwZôv‡b ‡RÛvi wbi‡cÿ cwi‡e‡ki aviYvwU‡K we‡ePbv Kiv nq| GLv‡b ‡RÛvi wbi‡cÿ cwi‡ek aviYvwUi g~j G‡RÛv n‡”Q wj½‡f‡` mK‡ji Rb¨ ¯^v”Q›`¨gq I wbivc` cwi‡ek wbwðZ Kiv| Ges mv‡g¨i wfwË‡Z mK‡ji Rb¨ mgmy‡hvM m„wó Kiv| GRb¨ †`Lv hvq, Avgv‡`i †`‡k †g‡q‡`i Rb¨ c„\_K Uq‡jU ¯\_vcb ev c„\_K Avevm¯\_j wbg©vY ‡RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z Lye ¸iæZ¡c~Y© e‡j we‡ewPZ| †Kbbv GL‡bv Avgv‡`i †`‡ki ms¯‹…wZ‡Z bvix cyiæ‡li Aeva †gjv‡gkv‡K wkÿv cÖwZôv‡bi k„s•Ljv cwicwš’ wn‡m‡e we‡ePbv Kiv nq| wkÿv gšY¿vjq KZK…© ev¯ÍevwqZ gwnjv wkÿK‡`i cÖ‡gvU cÖK‡í MÖvgxY gwnjv wkÿKmn wkÿv cÖkvmK, e¨e¯\_vcbv KwgwUi cÖwZwbwa, ¯\_vbxq cÖwZwbwamn me©¯‡Íii gvby‡li mv‡\_ gZwewbgq I Kg©kvjvq ‡`L‡Z †c‡q‡Q gwnjv wkwÿKv‡`i Rb¨ Dc‡Rjv ch©v‡q c„\_K Avevm¯\_j bv \_vKv MÖvgxY gwnjv wkÿK†`i †ckvMZ `vwqZ¡ cvj‡b GKwU eo evav wn‡m‡e KvR Ki‡Q| †Kbbv cwiev‡ii evB‡i gwnjviv c„\_K Avevm¯\_j bv n‡j DwØMœ \_v‡Kb ev wbivcËvnxbZvq fz‡Mb| G mgm¨v mgvav‡b cÖ‡gvU cÖKí Dc‡Rjv ch©v‡q gwnjv‡`i Rb¨ Dc‡Rjv gwnjv wkÿK †nv‡÷j wbg©vY K‡i| AwaKvsk gwnjv wkÿ‡Ki `„wófw½ wQj G‡Z Zviv ¯^v”Q‡›`¨ I wbivc‡` evm Ki‡Z cv‡ib (m~Î: PROMOTE, 2005)|

* **wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡e‡ki cÖfve**

AvaywbK wkÿv M‡elYvq ‡`Lv ‡M‡Q wkÿv\_x©iv Zv‡`i Rxe‡bi GKwU ¸iæZ¡c~Y© mgq †kÖwYK‡ÿ KvUvq| †hgb Çengel Ges Türkoglu (2016) Zv‡u`i M‡elYvq †`wL‡q‡Qb †h, GKRb wkÿv\_x© cÖv\_wgK wkÿv m¤úbœ Ki‡Z M‡o cÖvq 4500 N›Uv †kÖwYK‡ÿ AwZevwnZ K‡i| Aciw`‡K GKRb wkÿv\_x©‡K gva¨wgK ¯Íi m¤úbœ Ki‡Z cÖvq 13,500 N›Uv Ges D”P we`¨vjq (high school) †kl Ki‡Z cÖvq 18,000 N›Uv †kÖwYK‡ÿ KvUv‡Z nq| wkÿv\_x©‡`i mvgvwRK I GKv‡WwgK wkLb GB †kÖwYK‡ÿB P~ovšÍ iƒc jvf K‡i| ZvB D”Pwe`¨vjq wkÿv m¤úbœKvix ev we`¨vj‡q MgbKvix †Kvb e¨w³i cvwicvwk¦©KZvi mscÖZ¨ÿY, mvgvwRK g~j¨‡eva I •bwZKZv †kÖwYK‡ÿi cwi‡ek Øviv cÖfvweZ nq|

wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡ek †Q‡j †g‡q‡`i g‡a¨ ‡RÛvi m‡PZbZv ˆZwi K‡i| ‡RÛvi wbi‡cÿ cwi‡ek mK‡ji we‡kl K‡i †g‡q‡`i kvixwiK I gvbwmK ¯^v‡¯\_¨i h\_vh\_ weKv‡k mnvqK nq| Avgv‡`i †`‡k †RÛvi we‡ePbvq wZb ai‡bi we`¨vj‡qi Aw¯ÍZ¡ †`Lv hvq| †hgb: evjK we`¨vjq, evwjKv we`¨vjq, Ges mnwkÿv we`¨vjq (†hLv‡b evjK evwjKviv GKB mv‡\_ covïbv K‡i)| Avevi †Kvb †Kvb Wvej wkdU we`¨vj‡q †Q‡j †g‡q‡`i Avjv`v wkd‡U cov‡bv nq| GLb cÖk œRvM‡Z cv‡i, †RÛvi wbi‡cÿ cwi‡ek wK ïay †mBme we`¨vj‡qi Rb¨ †hme we`¨vj‡q mnwkÿv i‡q‡Q| Gi DËi n‡”Q:ÒbvÓ| †RÛvi wbi‡cÿ cwi‡ek m„wó mKj we`¨vj‡qi Rb¨B mgvb ¸iæZ¡c~Y©, †Kbbv G‡Z wkÿv\_x©iv †RÛvi m¤ú‡K© GKwU fvimvg¨g~jK aviYv jvf K‡i, Ges †RÛvi wel‡q BwZevPK `„wófw½ MV‡b Zv mnvqK nq|

Av‡gwiKvi IwnI †÷U BDwbfvwm©wUi 1996 mv‡ji M‡elYvq †`Lv †M‡Q, we`¨vj‡q ‡RÛvi wbi‡cÿ cwi‡ek bv \_vK‡j †RÛvi fvimvg¨nxb Ae¯’vi D™¢e nq| Avi †RÛvi fvimvg¨ bv \_vK‡j †RÛviwfwËK mwnsmZv e„w× †c‡Z \_v‡K| Avi GB †RÛviwfwËK mwnmsZvi d‡j wkÿv\_x©‡`i g‡a¨ we‡kl K‡i †g‡q‡`i g‡a¨ cvuP ai‡bi cÖfvi †`Lv hvq| h\_v:

1. cov‡jLv Kg nIqv (diminished education);

2. wew”QbœZv e„w× (increased isolation);

3. AvZ¥gh©v`vi nv«m (loss of self-esteem);

4. Kv‡Ri †ÿ‡Î AmnvqZ¡‡eva (vulnerability at work); Ges

5. `xN‡©gqv`x cÖRb¥MZ cÖfve (generational impact)|

RvwZms‡Ni bvixi cÖwZ mKj •elg¨ we‡jvc mb` (wmWI)-Aby‡”Q`/aviv 2 (O) †Z ejv n‡q‡Q, Ò‡Kvb e¨w³, msMVb ev cÖwZôvb hv‡Z bvixi cÖwZ •elg¨g~jK AvPiY Ki‡Z bv cv‡i Zv wbwðZ Kivi D‡Ï‡k¨ mKj Dchy³ c`‡ÿc MÖnY KivÓ| GB Dchy³ c`‡ÿc we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek m„wó‡Z mnvqK n‡e| Aciw`‡K mevi Rb¨ wkÿv (1990) †NvlYvbyhvqx †RÛvi wbi‡cÿ cwi‡ek wj½‡f‡` mK‡ji we‡kl K‡i †g‡q‡`i wkÿv‡ÿ‡Î Kvh©Ki AskMÖnY‡K Z¡ivwš^Z Ki‡e Ges wkÿv‡ÿ‡Î †h †Kvb ai‡bi MZvbyMwZK †RÛvi cÿcvwZZ¡g~jK fvebv `~ixf~ZKi‡Y mnvqK n‡e| 2000 mv‡ji WvKvi bxwZKvVv‡gvq D‡Ïk¨ 5 I †K․kj 6 Abyhvqx Ô†RÛvi wbi‡cÿ cwi‡ekÕ m„wó ‡RÛvi wel‡q mvgwMÖK `„wófw½ I AvPi‡Yi Dbœqb NUv‡Z mnvqK n‡e| †RÛvi wbi‡cÿ cwi‡ek †h †Kvb ai‡bi GgbwK c‡ivÿfv‡e †RÛvi cÿcvZ gy³ n‡e Ges †Q‡j I †g‡q wkï‡`i Rb¨ wkL‡bi AbyK~j cwi‡ek wbwðZ Ki‡e| GB †NvlYv Abyhvqx †RÛvi wbi‡cÿ cwi‡ek wkÿv cÖwZôv‡b mvg¨ I AwaKvi/gh©v`v AR©‡b mnvqK I Drmvng~jK n‡e|

**wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z KiYxq**

ev¯ÍweK A‡\_© wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡ek •Zwi Ki‡Z n‡j GKB mv‡\_ e„nr cwim‡i Ges mxwgZ cwim‡i A\_v©r RvZxq I cÖvwZôvwbK ch©v‡q wewfbœ †K․kj cÖ‡qvM Ki‡Z n‡e| GB `yB ch©v‡q mgwš^Z D‡`¨v‡Mi gva¨‡gB we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek ‰Zwi Kiv m¤¢e| †Kbbv GKwU ch©v‡qi mv‡\_ Ab¨ ch©v‡qi Kv‡h©i AvšÍ:m¤úK© i‡q‡Q| e„nr cwim‡ii †Kvb †K․kjMZ cwieZ©b †hgb cÖwZôvb ch©v‡qi cwi‡ek‡K cwieZ©b K‡i w`‡Z cv‡i, †Zgwb †kÖwYK‡ÿi †Kvb cwieZ©bI RvZxq ch©v‡q bxwZi cwieZ©b NUv‡Z cv‡i| e„nr cwim‡ii †K․kjmg~‡ni g‡a¨ g~jZ RvZxq ch©v‡q †K›`ªxqfv‡e M„nxZ †h †Kvb e¨e¯\_v (†hgb: bxwZ/AvBb/cvV¨µg) †K eySvq| Avevi mxwgZ cwim‡ii †K․kjmg~‡ni g‡a¨ we`¨vjq ev †kÖwYK‡ÿ M„nxZ †Kvb c`‡ÿc‡K eySvq| wb‡¤œi wP‡Î wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡ek ¸iæZ¡c~Y© †K․kjmg~n †`Lv‡bv n‡q‡Q|

* **we`¨vjq cwi‡ek (School environment) I †RÛvi wbi‡cÿZv**

we`¨vj‡qi cwi‡ek‡K †RÛvi wbi‡cÿ Ki‡Z n‡j cÖ\_‡gB we`¨vj‡q cwi‡ek ej‡Z Kx eySvq †m m¤ú‡K© mg¨K aviYv \_vK‡Z n‡e| Av‡gwiKv hy³iv‡óªi wkÿv wefv‡Mi Aaxb American Institutes for Research (AIR)(2017) cÖ`Ë we`¨vjq cwi‡e‡ki msÁvq ejv n‡q‡QÑ

A school environment is broadly characterized by its facilities, classrooms, school-based health supports, and disciplinary policies and practices. … A positive school environment is defined as a school having appropriate facilities, well-managed classrooms, available schoolbased health (service) supports, and a clear, fair disciplinary policy.

Dchy©³ msÁvbyhvqx †gvUv `v‡M we`¨vj‡qi cwi‡ek ej‡Z eySvqwe`¨vj‡q we`¨gvb myweavw`, we`¨vjqwfwËK ¯^v¯’¨ mnvqZv, Ges we`¨vj‡qi k„•LjvwfwËK bxwZ Ges cÖPwjZ PP©vmg~‡ni mgwó| Aciw`‡K BwZevPK we`¨vjq cwi‡ek n‡”Q we`¨vj‡q Dch ©y³ myweavw`, mymw¾Z †kÖwYKÿ, we`¨vjqwfwËK we`¨gvb ‡mev (¯^v¯’¨) I cÖ‡qvRbxq mnvqZvi cÖvc¨Zv, Ges GKwU cwi®‹vi I ¯^”Q k„•Ljv bxwZ|

AvaywbK wkÿv M‡elYvq †`Lv †M‡Q, we`¨vj‡qmnvqK cwi‡ek wkÿv\_x©‡`i cov‡jLvq AvMÖnx K‡i †Zv‡j, cixÿvq †ewk b¤^i †c‡Z mvnvh¨ K‡i, wbqwgZ wkÿv\_x© nvwRiv e„w× K‡i| mvwe©Kfv‡e wkÿv\_x©‡`i djvd‡ji Dci we`¨vjq cwi‡ek BwZevPK cÖfve †d‡j| we`¨vj‡qi cwi‡ek BwZevPK n‡j, wkÿv\_x©iv GK Ac‡ii KvQ †\_‡K mnvqZv jvf K‡i| †Kbbv GLv‡b Avš:Ícvi¯úwiK m¤úK© fv‡jv nq| Aciw`‡K M‡elYvq cÖgvwYZ n‡q‡Q †h, we`¨vj‡qi `ye©j cwi‡e‡ki (poor school environment) mv‡\_ `ye©j cixÿvi b¤^i, cv‡mi nvi n«vm cvIqv, wb¤œ Dcw¯’wZi nvi, Ges wkÿv\_x©‡`i cvV n‡Z AwaK wew”QbœZvÕi kw³kvjx mnm¤úK© i‡q‡Q|

wb¤œgv‡bi we`¨vjq cwi‡e‡ki m~PKmg~n (Indicators of poor school environment) n‡jv: wkÿ‡Ki mšyÍwói wb¤œgvÎv, wb¤œgvÎvi GKv‡WwgK cÖZ¨vkv, Ges Aweb¨¯Í, A¯^v¯’¨Ki I Awbivc` †f․Z cwi‡ek| GB †bwZevPK we`¨vjq cwi‡ek we`¨vj‡q ïaygvÎ wkÿv\_x©‡`i mvdj¨‡KB evavMÖ¯ÍK‡i bv, eis wkÿv\_x©‡`i S‡i covi nvi e¨vcKfv‡e e„w× K‡i (m~Î: Boccanfuso & Kuhfeld, 2011; Bryk, 2010; Rumberger, 1995; Osher, Bear, Sprague, &Doyle,2010; Nelson, Martella, & Marchand-Martella, 2002)|

* **we`¨vj‡qi wkÿv`v‡bi cwi‡ek**

we`¨vj‡qi cwi‡ek msMV‡bi g~j D‡Ïk¨ \_v‡K wkLb-†kLv‡bv‡K Z¡ivwš^Z Kiv ev cÖfvweZ Kiv| ZvB we`¨vj‡qi cwi‡e‡ki msMVb I web¨¯ÍKiY mvaviYZ wkÿY-wb‡`©kbvi cwi‡ek†K (instructional environment) †K›`ª K‡i n‡q \_v‡K| we`¨vj‡qi wkÿv`v‡bi cwi‡e‡k †hgb e¯‘MZ welqvejx AšÍf©~³ \_v‡K, †Zgwb Ae¯\_vMZ ev gvbem¤ú`I Gi AšÍfy©³| mvaviYfv‡e we`¨vj‡qi wkÿv`v‡bi cwi‡ek‡K `yBfv‡M fvM Kiv hvq, hv wb‡¤œi wP‡Î †`Lv‡bv n‡jv:

AvaywbKKv‡j AmsL¨ M‡elYv wkÿv`v‡bi cwi‡e‡ki mv‡\_ wkÿv\_x‡©`i mvdj¨ I GKv‡WwgK AMÖMwZi GKwU BwZevPK m¤úK© Lyu‡R †c‡q‡Q| wkÿv`v‡bi cwi‡ek hw` BwZevPK nq, Zvn‡j wkÿv\_x©‡`i gv‡S BwZevPK gvbwmKZv M‡o I‡V, hv mvwe©Kfv‡e †RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z f~wgKv iv‡L| AvaywbK wkÿv M‡elYv mvwnZ¨ Abyhvqx BwZevPK wkÿv`v‡bi cwi‡ek Gi †h †h ‰ewkó¨ \_vKv cÖ‡qvRb Zv n‡”Q:

1. ¸YMZ gv‡bi †kÖwY cvV`vb;

2. D”P cÖZ¨vkv;

3. wkÿv\_x©, mncvVx I wkÿK‡`i gv‡S eÜzZ¡c~Y© m¤úK©;

Ges 4. wkÿv\_x©‡`i Rb¨ evavnxb wkLb-evÜe cwi‡ek |

GQvov BwZevPK wkÿv`v‡bi cwi‡e‡k mKj‡K mvdj¨ AR©‡bi Rb¨ mnvqZv Kiv nq, we‡klZ wb¤œ †gavi wkÿv\_x© hviv †kÖwYi Zzjbvq wcwQ‡q c‡o Zv‡`i Rb¨ wbivgqg~jK e¨e¯\_v MÖnY Kiv nq|

**‡fŠZ cwi‡ek ev we`¨vjq feb Ges †RÛvi wbi‡cÿ cwi‡ek**

we`¨vj‡qi †fŠZ cwi‡e‡ki g~j Dcv`vb n‡jv we`¨vjq feb| GQvov we`¨vjq AvwObv, †Ljvi gvV ev mswkøó myweavw` †fŠZ cwi‡e‡ki AšÍfz³©| GKwU Av`k© we`¨vj‡qi †fŠZ cwi‡ek n‡e †RÛvi ms‡e`bkxj Ges G‡Z wb‡¤œi ‰ewkó¨mg~n \_vKv evÄYxq:

(1) cwi‡eóbKvix cwi‡ek n‡e cwi”Qbœ;

(2) m¤ú~Y© we`¨vjq feb I AvwObv n‡e cwi®‥vi cwi”Qbœ;

(3) bv›`wbK `„wó‡KvY †\_‡K n‡e ¯^v¯’¨Ki;

(4) evB‡ii k‡ãi †Kvjvnj ‡\_‡K \_vK‡e gy³;

(5) mKj wkÿv\_x©i Kv‡Q n‡e wbivc`;

(6) M„nga¨¯\_Zv ch©vß Av‡jv I evZv‡mi e¨e¯’v \_vK‡e;

(7) we`¨vj‡qi fe‡b mnbxq Zvcxq Ae¯’v weivR Ki‡e;

(8) cÖ‡qvRbxq my‡cq cvwbi mieivn \_vK‡e;

(9) mK‡ji Rb¨ we‡kl K‡i †g‡q‡`i Rb¨ Dchy³ Uq‡j‡Ui e¨e¯\_v \_vK‡e;

Ges (10) m‡e©vcwi Gi Ae¯\_vb n‡e mgv‡Ri g‡a¨|

we`¨vj‡qi cwi‡ek †RÛvi wbi‡cÿ Ki‡Z n‡j Gi †fŠZ cwi‡e‡k bvix‡`i Rb¨ cÖ‡qvRbxq myweavw` wbwðZ Ki‡Z n‡e| we‡kl K‡i gwnjv wkÿK‡`i emvi ¯’vb, gwnjv wkÿK I QvÎx‡`i Rb¨ Avjv`v †kŠPvMvi, gwnjv wkÿK I QvÎx‡`i Rb¨ Avjv`v Kgbiæg ev wekÖv‡gi ¯’vb I cÖv\_©bvi ¯’vb \_vK‡Z n‡e| Aciw`‡K †g‡q‡`i FZzKvjxb mg‡q ¯^v¯’¨†mev cvIqvi my‡hvM \_vK‡Z n‡e| GQvovI we`¨vj‡qi Pviw`‡K DuPz †`qvj \_vK‡e, hv‡Z ewnivMZiv AhvwPZfv‡e cÖ‡ek K‡i †Kvb fxwZKi cwi‡ek •Zwi bv Ki‡Z cv‡i| we`¨vj‡qi †fŠZ cwi‡ek‡K †RÛvi wbi‡cÿ Kivi Rb¨ we`¨vjq e¨e¯’vcbv KwgwU D‡`¨vM MÖnY Ki‡Z cv‡i| cÖ‡qvR‡b G Kv‡R ¯’vbxq KwgDwbwU‡K AšÍfz³© Kiv †h‡Z cv‡i|

* **†kÖwYK‡ÿ mvgvwRK cwi‡ek Ges cwi‡ek KvVv‡gvi †RÛvi wbi‡cÿZv**

we`¨vj‡q †kÖwYK‡ÿi cwi‡ek (classroom climate) AZ¨šÍ ‰ewPÎ¨c~Y© I eûgvwÎK n‡q \_v‡K| wkÿv\_x©i †h †Kvb wel‡q wek¦vm ¯\_vcb, `„wófw½ MVb I g~j¨‡eva ‰Zwi‡Z †kÖwYKÿ Acwimxg ¸iæZ¡c~Y© f~wgKv iv‡L| ZvB †RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z †kÖwYK‡ÿi cwi‡ek‡K we‡kl ¸iæ‡Z¡i mv‡\_ we‡ePbv Ki‡Z n‡e|

‡jLwPÎ 6.3 Abyhvqx †kÖwYK‡ÿi cwi‡e‡ki KvVv‡gv‡Z †f․Z cwi‡ek I mvgvwRK cwi‡ek AšÍfz³© \_v‡K| Doll, Spies, LeClair, Kurien Ges Foley (2010) Zv‡`i M‡elYvq †kÖwYK‡ÿi mvgvwRK cwi‡e‡ki PviwU ¸iæZ¡c~Y© Dcv`vb wPwýZ K‡i‡Qb| h\_v:

1. mncvVx/mgeqmx‡`i ga¨Kvi m¤úK© (peer relations);

2. wkÿK-wkÿv\_x© m¤úK©;

3. †kÖwYKÿ cwi‡e‡k GKv‡WwgK‡ÿ‡Î wkÿv\_x©i A‡Z¥vcjwä ev AvZ¥we‡ePbv;

4. †kÖwYKÿ cwi‡ek I wkÿv\_x©i mšw‧ói gvÎv |

wewfbœ M‡elYvq cvIqv ‡M‡Q †h, †kÖwYK‡ÿ mgeqmx‡`i ga¨Kvi Avš:Ím¤úK© †kÖwYK‡ÿi cwi‡e‡ki GKwU AZ¨šÍ ¸iæZ¡c~Y© (Hinshaw, 2001; Wentzel, 1998) Dcv`vb, hv mKj eqmx I meai‡bi Av\_©-mvgvwRK Ae¯’v †\_‡K AvMZ wkï‡`i GKv‡WwgK I mvgvwRK Dbœqb‡K cÖfvweZ K‡i|

†kÖwYK‡ÿ †RÛvi cÿcvZ I jyKvwqZ KvwiKzjvg †kÖwYK‡ÿ †RÛvi cÿcv‡Zi Dci Frawley(2005) m¤úvw`Z GKwU M‡elYvq †kÖwYK‡ÿ †RÛvi cÿcvZ †iv‡a wkÿK‡`i f~wgKvi K\_v e‡j‡Qb| wZwb wkÿv\_x©‡`i Kvh©Ki wkL‡bi Rb¨ †kÖwYK‡ÿ ‡RÛvi wbi‡cÿ cwi‡ek ‰Zwii ¸iæZ¡ Zz‡j a‡i‡Qb| wkÿK hw` GKv‡R e¨\_© nb, Zvn‡j †g‡q wkï‡`i wkLb evavMÖ¯Í n‡Z cv‡i, GgbwK †g‡q wkÿv\_x©‡`i fwel¨Z cÖZ¨vkv K‡g †h‡Z cv‡i Ges wkÿvq ¯^xq m¤¢vebv m¤ú‡K© nxb¤§b¨Zvq fzM‡Z cv‡i| ZvB †kÖwYK‡ÿ wkÿK‡`i Aek¨B †RÛvi cÿcvwZ‡Z¡i Dcv`vbmg~n wPwýZ K‡i `~i Kivi †Póv Ki‡Z n‡e, †Kbbv A‡bK mgq GKRb wkÿK wb‡Ri ARv‡šÍB †RÛvi cÿcvwZ‡Z¡i AvPiY K‡i †dj‡Z cv‡ib| Avi †g‡q‡`i Dci wkÿK‡Ki †RÛvi cÿcvZ AvPi‡Yi m¤¢ve¨ wZbwU ÿwZKi cÖfve †`Lv hvq| h\_v:

1. wb¤œ AvZ¥-gh©v`v (Low self-esteem);

2. wb¤œ AvZ¥wek¦vm (Lowself-confidence); Ges

3. wb¤œ djvdj ev ARb© (Lowachievement)|

we`¨vj‡q A‡bK mgq wkÿK‡`i ej‡Z †`Lv hvq, GB KvRUv Agy‡K cvi‡e, ev Agy‡K cvi‡e bv| hLb GB Ôcvi‡e ev cvi‡e bvÕ Gi gvb`Û wkÿv\_x©‡`i †RÛv‡ii wfwË‡Z Kiv nq, ZLb wkÿv\_x©iv evwn¨Kfv‡e Ô†RÛvi cÿcvZÕ cÖZ¨ÿY K‡i| Z‡e wkÿv\_x©‡`i Ô†RÛvi f~wgKvÔ m¤ú‡K© Dcjwä ïaygvÎ evwn¨Kfv‡e Ô†RÛvi cÿcvZÕ cÖZ¨ÿ‡Yi ØvivB bq, A‡bK mgq jyKvwqZ wkÿvµg (hidden curriculum) ØvivI n‡q \_v‡K| jyKvwqZ wkÿvµ‡gi msÁv w`‡Z wM‡q Alsubaie (2015)e‡j‡Qb,A hidden curriculum refers to the unspoken or implicit values, behaviors, procedures, and norms that exist in the educational setting... it is conveyed indirectly by words and actions that are parts of the life of everyone in a society (c„-125)| A\_v©r jyKvwqZ wkÿvµ‡gi Øviv wkÿv\_x©iv Ggbme cvV wk‡L \_v‡K hv cÖK…Z wkÿvµ‡g cwiKwíZ bq, †hgb wek¦vm, g~j¨‡eva, I cvk^©-cÖwZwµqv wn‡m‡e wPwýZ K‡i‡Qb| Myles, Trautman, Ges Shelvan (2004) Zv‡`i M‡elYvq †c‡q‡Qb †h, †kÖwYK‡ÿwkÿv\_x©‡`i we‡kl K‡i we‡kl Pvwn`vm¤úbœ wkï‡`i mvgvwRK `ÿZv (Social Skills) wkLv‡bvi ‡ÿ‡Î jyKvwqZ KvwiKzjvg me‡P‡q Kvh©Ki wn‡m‡e we‡ewPZ| ZvB wkÿK‡`i Dchy³ cÖwkÿY w`‡Z n‡e, hv‡Z wkÿv\_x©‡`i mvgvwRK ¸Yvejx I `ÿZv weKv‡k wkÿK cÖwZw`b AšÍZ GKevi K‡i jyKvwqZ KvwiKzjv‡gi wbw`©ó wbqg (Rule) wkLv‡eb| †h‡nZz †RÛvi GKwU mvgvwRK welq, Ges we`¨vj‡qi wkÿv‡ÿ‡Î cÖwZwU wel‡q †RÛvi aviYv Bw›Uª‡MÖ‡UW n‡q‡Q, Dn¨ ev jyKvwqZ i‡q‡Q| hw` wkÿK mwVKfv‡e cv‡Vi mgq †RÛvi aviYv we‡ePbv bv K‡ib, Z‡e wkÿv\_x©‡`i gv‡S cv‡Vi cvk¦©¦©-cÖwZwµqv (evB cÖWv±) wn‡m‡e †bwZevPK aviYv •Zwi n‡Z cv‡i| ZvB †kÖwYK‡ÿ †RÛvi wbi‡cÿ cwi‡ek •Zwi ev wkÿv\_x©‡`i gvbwmKZvq †RÛvi fvimvg¨ •Zwii me‡P‡q cÖK…ó Dcvq n‡”Q cÖwZw`b mv`v Kv‡jv PK-†ev‡W© ‡RÛvi m¤úwK©Z GKwU K‡i jyKvwqZ KvwiKzjv‡gi wbqg wj‡L †`qv Ges wkÿv\_x©‡`i Abykxjb Kiv‡bv| †kÖwYK‡ÿ Aímgq cv‡Vi mv‡\_ m¤úwK©Z K‡i †RÛvi mgZv wb‡q Av‡jvPbvI †RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z Kvh©Ki n‡Z cv‡i| Alsubaie (2015) jyKvwqZ KvwiKzjvg‡K eZ©gvbKv‡ji GKwU weZKg©~jK KvwiKzjvg Bmy¨ wn‡m‡e wPwýZ K‡i‡Qb| †Kbbv cÖK…Z KvwiKzjv‡gi Aax‡b wkLb-†kLv‡bv Kvh©vejxi DcRvZ ev evB-cÖWv± wn‡m‡e jyKvwqZ KvwiKzjv‡gi Kvi‡Y A‡bK mgq AcÖZ¨vwkZ wkLb n‡q \_v‡K, hv wbqš¿Y Kiv hvq bv| hw`I jyKvwqZ KvwiKzjv‡gi wel‡q m‡PZbZv eZ©gv‡b we‡ewPZ n‡”Q, hvi BZevPK I †bwZevPK DfqcÖKvi cÖfveB i‡q‡Q| Kxfv‡e jyKvwqZ KvwiKzjv‡gi Kvi‡Y †RÛvi cÿcvZ cwi‡e‡ki •Zwi n‡Z cv‡i, GKwU D`vniY w`‡j Zv eySv hv‡e| GKwU K¬v‡k wkÿK evsjv‡`‡ki ms¯‥…wZ m¤ú‡K© cov‡”Qb| GLv‡b jyKvwqZ KvwiKzjv‡gi KvR n‡”Q wkÿv\_x©‡`i g‡a¨ wbR †`‡ki ms¯‥…wZ m¤ú‡K© Ggb GKwU BwZevPK aviYv •Zwi, hv‡Z †m Me© Ki‡Z cvi‡e| GLv‡b cov‡Z wM‡q wkÿK cov‡jb, ÒAvgv‡`i †`‡k K…lK A‡bK †fv‡i D‡V| Zviv cwikÖg K‡i K…wlKvR K‡i, Avgv‡`i Rb¨ Abœ †RvMvq| `ycyi †ejv K…l‡Ki eD ev †g‡q †ÿ‡Z Lvevi wb‡q Av‡m|Ó

GB cov‡bv‡Z jyKvwqZ KvwiKzjv‡gi Øviv A‡bK wkÿv\_x© gv‡S cyiælZvwš¿K gvbwmKZv `„p n‡e| Zviv g‡b Ki‡e, cyiælivB mK‡ji Rb¨ Abœ †RvMvq| Avi gwnjv‡`i KvR n‡”Q evwo‡Z ivbœv N‡i mK‡ji Rb¨ Lvevi ivbœv Kiv Ges cyiæl‡K LvIqv‡bv| wkÿ‡Ki ARv‡šBÍ Zvi cv‡Vi d‡j jyKvwqZ KvwiKzjv‡gi †bwZevPK cÖfve wkÿv\_x©i Dci co‡e| wkÿK‡`i AmZ©KZvq jyKvwqZ KvwiKzjvg wkÿY-wkL‡b GKwU Bmy¨ n‡q DV‡Z cv‡i Ges wkÿv\_x©‡`i gv‡S †bwZevPK cÖfve †dj‡Z cv‡i|

* **†kÖwYK‡ÿ wkLb-†kLv‡bv‡Z †RÛvi wbi‡cÿZv**

‡RÛvi wbi‡cÿ cwi‡ek m„wó‡Z wkLb-†kLv‡bv G †RÛvi wbi‡cÿZv AZ¨šÍ ¸iæZ¡c~Y©| wkLb-†kLv‡bv G e¨eüZ wkÿY mvgMÖx Ges wkÿY c×wZ I †K․kj e¨env‡i †RÛvi fvimvg¨ \_vKv `iKvi| †hgb †kÖwY‡Z wkÿK hLb cÖkœ K‡ib hw` mnwkÿv nq Zvn‡j wZwb mgvb msL¨K ‡Q‡j I †g‡q †K cÖk œKi‡Z cv‡ib| wkÿY mvgMÖx‡Z †Kvb Qwe e¨envi Ki‡j †RÛvi fvimvg¨ i‡q‡Q wKbv Zv jÿ¨ Ki‡Z n‡e| Avevi †Kvb D`vniY ev DcKiY bvix‡`i MZvbyMwZK mvgvwRK f~wgKv‡K cÖwZwôZ K‡i wKbv Zv jÿ¨ Ki‡Z n‡e| †kÖwYK‡ÿ wkLb-†kLv‡bv G †RÛvi wbi‡cÿZv ˆZwi‡Z wkÿK‡K wb‡¤œi D‡`¨vM¸‡jv ev¯Íevqb Ki‡Z n‡e| †kÖwYK‡ÿ ‡RÛvi wbi‡cÿ fvlv e¨envi A‡bK ‡ÿ‡Î wkÿK wb‡Ri ARv‡š ÍA‡bK †RÛvi cÿcvZ`yó kã e¨envi K‡i \_v‡Kb, hv ‡RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z evavwn‡m‡e KvR K‡i| Avevi A‡bK kã i‡q‡Q hv Dfq †RÛvi‡KB eywS‡q \_v‡K| A‡bK mgq we‡`kx fvlv wkÿvi cvV¨cy¯Í‡K ‡g‡q‡`i‡K cwiev‡ii Kv‡Ri mv‡\_ m¤úwK©Z K‡i †djv nq| gwnjv‡`i cwiP‡qi †ÿ‡Î ÒMrs.” e¨envi Kiv nq, hvi gv‡b n‡”Q †m Zvi wbR bv‡g cwiwPZ bq| A‡bK mgq †jLK wb‡Ri ARv‡šBÍ GB Ôwg‡mmÕ Gi b¨vq †RÛvi cÿcvZ`yó kã e¨envi K‡i †d‡jb| ‡hgb K‡qKwU ‡RÛvi cÿcvwZZ¡ kã n‡”Q †Pqvig¨vb (†RÛvi wbi‡cÿ †Pqvicvm©b); mankind-humankind; BZ¨vw`|

* **†kÖwYK‡ÿ ‡RÛvi wbi‡cÿ fvlv Ges e¨env‡i wb‡`k©bv**

‡RÛvi wbi‡cÿ fvlv n‡”Q †gŠwLK †hvMv‡hvM ev K\_v ejvi Ggb GKwU Dcvq hvi d‡j ‡RÛvi ev wj½, ‡hŠb cwiPq, ev gvby‡li ˆRweK ‡hŠbZv m¤ú‡K© Abygvb‡K Kwg‡q †`q| A\_v©r gy‡Li fvlvq †Kvb wj‡½i cÖwZ cÿcvZ dz‡U D‡V bv|

* **†kÖwYK‡ÿ ‡Kb wj½ wbi‡cÿ fvlv e¨envi Kiv `iKvi?**

1. wj½ wbi‡cÿ fvlv Kv‡iv ‡Pnvivi Dci wfwË K‡i Zvi wj½ cwiPq ev ‡h․b Awf‡hvRb m¤ú‡K© Abygvb cwinvi K‡i;

2. GUv wj½wfwËK cwiPq‡K ev` w`‡q e¨w³i •ewPÎ¨gq cwiPq‡K m¤§vb †`Lvq;

3. wj½-wbw`©ó fvlv e¨envi mvaviYZ cyiæ‡li cÖwZ cÿcvwZZ¡g~jK nq, hv wj½wfwËK kw³i fvimvg¨nxbZv •Zwi K‡i;

4. wkïiv ‡RÛvi cÿcvZg~jK wbw`©ó wKQz kã ï‡b Zv‡`i g‡a¨ †RÛvi cÿcvwZ‡Z¡i Rb¥ n‡Z cv‡i, we‡kl K‡i GB †RÛvi cÿcvwZ‡Z¡i cÖfve Zv‡`i gv‡S †RÛviwfwËK wKQz K¨vwiqvi ev KvR ev AvMÖ‡ni Dc‡hvwMZv ‰Zwi K‡i;

5. wj½wfwËK fvlv e¨envi wkÿv\_x©‡`i g‡a¨ HwZn¨MZ wj½wfwËK f~wgKv Ges cÖZ¨vkv¸‡jv‡K kw³kvjx Ki‡Z cv‡i|

* **Kxfv‡e GKwU †kÖwY‡Z †RÛvi GKxf~Z (gender inclusive) c×wZ‡Z wkLv‡bv hvq?**

1. KLbB †kÖwY‡Z wkÿv\_x©‡`i wj½ Øviv fvM bv Kiv, A\_ev Ggb‡Kvb m‡¤^vab ev wee…wZ bv Kiv hv ïaygvÎ GKwU wj‡½i gvbyl ev wkÿv\_x©‡K eySv‡e, ‡hgb ÒGB ‡Q‡jiv, AsKwU Ki......" Ggb fvlv bv ejv|

2. hLb †ckv ev K¨vwiqvi wb‡q Av‡jvPbv Kiv n‡e, ZLb KL‡bvB†RÛviwfwËK kã e¨envi bv Kiv| †hgb: †Pqvig¨vb (chairman), dvqvig¨vb (fireman), wegvbevjv (stewardess)| KviY GB kã¸‡jv †RÛvi wbw`©ó A\_© enb K‡i| G‡ÿ‡Î †RÛvi wbi‡cÿ kã wn‡m‡e ‡Pqvcvmb© ev †Pqvi, dvqvidvBUvi (firefighter), ev d¬vBUG¨v‡Ub‡W›U kã¸‡jv e¨envi Kiv †h‡Z cv‡i|

3. †kÖwYi Kv‡R wkÿv\_x©‡`i HwZnvwmKfv‡e ¯^xK…Z wj½wfwËK †Kvb f~wgKv‡Z wb‡qvwRZ Kiv †\_‡K weiZ \_vK‡Z n‡e| †hgb: Ô†Q‡jiv †eÂ-‡Uwej¸‡jv GKUz movI, †g‡qiv †g‡S cwi®‹vi K‡ivÕ| G wb‡`©kbvmg~n †RÛvi cÿcvZ`yó| ZvB Gme†ÿ‡Î †RÛvi wbi‡cÿ fvlv wn‡m‡e ej‡Z n‡e, Ôwkÿv\_xi©v †Zvgiv mevB wg‡j KvR¸‡jv KiÕ|

4. wj½wfwËK HwZnvwmK f~wgKvi Dci wfwË K‡i †kÖwYKÿ ev ¯Ky‡j KvR cÖ`vb Kiv Gwo‡q Pj‡Z n‡e|

5. Z…Zxq wj‡½i †KD \_vK‡j Zvi KvQ †\_‡K †R‡b wb‡Z n‡e †m Kxfv‡e cwiwPZ n‡Z Pvq|

6. †kÖwYKÿ Ges cvV¨µ‡gi g‡a¨ hZUv m¤¢e Qwe ev m¤¢ve¨ mvgvwRK f~wgKv wb‡`©‡k bvix‡`i Ggbfv‡e AšÍfz³© Ki‡Z n‡e hv bb-cÖ\_vMZ Dcv‡q wPwÎZ|

‡Ljvi mgq ev Aemi wcwiq‡W †RÛvi wbi‡cÿ †Ljv ev Kg©KvÛ cÖeZ©b †RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z †Ljva~jvq ev Aemi wcwiq‡W †RÛvi wbi‡cÿ †Ljv ev Kg©Kv‡Û wkÿv\_x©‡`i wb‡qvwRZ K‡i we‡kl djjvf m¤¢e nq e‡j mv¤úªwZK GK M‡elYvq †`Lv †M‡Q (Granger, Hanish, Kornienko & Bradley, 2016)| ZvB MZvbyMwZK avivq †Q‡jiv gv‡V dzUej †Lj‡e, Avi †g‡qiv Ave× N‡i jyWz ev evB‡i KzZKzZ †Lj‡e GB aviYv †\_‡K †ei n‡q Avmv `iKvi| †Q‡j I †g‡q‡`i GKB ai‡bi †Ljvi PP©vq wb‡q Avm‡Z n‡e| ‡RÛvi wbi‡cÿ cwi‡ek m„wó Ges wkÿv e¨e¯v ‡K †RÛvi ms‡e`bkxj Kiv ‡RÛvi wbi‡cÿ cwi‡ek m„wói Rb¨ wkÿv e¨e¯ v‡K Ki‡Z n‡e †RÛvi ms‡e`bkxj| RvwZms‡Ni †UKmB Dbœq‡bi †NvlYvcÎ Abyhvqx 2030 mv‡ji g‡a¨ wba©vwiZ Dbœqb jÿ¨gvÎv AR©‡b ‡RÛvi mgZv Ges evwjKv I bvixi ÿgZvq‡bi ¸iæ‡Z¡i K\_v ejv n‡q‡Q (‡UKmB Dbœqb Afxó jÿ¨ bs-5)| RvwZms‡Ni ‡UKmB Dbœq‡bi jÿ¨ (2015) we‡kølY Ki‡j cÖZ¨vwkZ †RÛvi ms‡e`bkxj wkÿvi GKwU iƒc‡iLv cvIqv hvq, hv wb‡¤œi 6.4 bs †jLwP‡Î †`Lv‡bv n‡q‡Q|

RvZxq I AvšÍR©vwZK wewfbœ †NvlYvc‡Î †RÛvi wbi‡cÿ cwi‡e‡ki Rb¨ †RÛvi ms‡e`bkxj wkÿvi iƒc‡iLv Z\_v ¯^iƒc †`L‡Z cvIqv hvq| RvwZms‡Ni ‡UKmB Dbœq‡bi Afxó jÿ¨ bs 4 (mK‡ji Rb¨ GKxf~Z I b¨vqm½Z ¸YMZ wkÿv wbwðZKiY Ges Rxebe¨vcx wkL‡bi my‡hv‡Mi cÖmvi NUv‡bv) Gi 4.K Aby‡”Q‡` mK‡ji Rb¨ wbivc`, Awnsm, GKxf~Z Ges djcÖm~ wkLb cwi‡ek wbwðZKi‡Y wkï, cÖwZeÜx I †RÛvi ms‡e`bkxj wkÿv myweavw` wbg©vY ev we`¨gvb myweavw`i Avc‡MÖ‡Wkb ev Dbœq‡bi Dci †Rvi †`qv n‡q‡Q| RvwZms‡Ni ‡UKmB Dbœq‡bi 5bs jÿ¨ (†RÛvi mgZv AR©b Ges mKj bvix I †g‡qi ÿgZvqb) Gi 5.1, 5.2, Ges 5.3 Aby‡”Q` Abyhvqx †RÛvi wbi‡cÿ cwi‡ek n‡e, Ôbvixi Rb¨ •elg¨nxb, wbivc` A\_v©r bvixi cÖwZ †Kvbiƒc wns¯ªZv (violence) \_vK‡e bvGes bvixi Rb¨ mKjai‡bi ÿwZKiPP©v (harmful practices) gy³ \_vK‡eÕ| GQvov mKj bvixi ÿgZvq‡b mwµq cÖhyw³ (enabling technology) Z\_v Z\_¨ I †hvM‡hvM cÖhyw³i e¨envi cÖPj‡bi K\_v ejv n‡q‡Q| Aciw`‡K 5.M Aby‡”Q‡` †RÛvi mvg¨cÖwZóvq Ges bvixi ÿgZvqb wbwðZK‡í cwi®‹vi I h‡\_vchy³ bxwZgvjv I AvB‡bi h\_vh\_ cÖ‡qvM wbwðZ Kivi K\_v ejv n‡q‡Q| wbivc` wkÿv cwi‡e‡ki iƒc‡iLv RvZxq wkï bxwZ 2011 †Z †`Lv hvq| GB bxwZgvjvi Aby‡”Q` 8 (‡g‡q wkïi weKvk) Gi 8.4 avivq ejv n‡q‡Q, cÖwZôv‡b cÖ‡qvRbxq e¨e¯’v MÖnY Ki‡Z n‡e hv‡Z †Kvb Kb¨v wkï wewfbœ cwiw¯’wZ‡Z we‡kl K‡i Zv‡`i wkÿv cÖwZôv‡bi wfZ‡i †Kvbiƒc †hŠb wbcxob, kvixwiK I gvbwmK wbh©vZ‡bi wkKvi bv nq| Aciw`‡K 8.5 aviv Abyhvqx wkÿv cÖwZôv‡b †g‡q‡`i Rb¨ wbivc` I ¸YMZ we‡bv`b, †Ljva~jv I mvs¯‹…wZK PP©vi myweavw` wbwðZ Ki‡Z n‡e|

**†RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z †RÛvi wbi‡cÿ cvV¨eB I wkÿvµg**

GKwU KvbvwWqvb M‡elYvq †`Lv ‡M‡Q, cÖ‡Z¨K wkÿK M‡o 70 †\_‡K 90 fvM †kÖwY-mg‡q (classroom time) cvV¨eB e¨envi K‡ib (Baldwin & Baldwin 1992)| ZvB we`¨vj‡q ev †kÖwYK‡ÿ cÖv\_wgK I gva¨wgK ch©v‡q cvV¨cy¯Í‡Ki ¸iæZ¡ Acwimxg| BD‡b‡¯‹vi 2008 mv‡ji mevi Rb¨ wkÿvi ‰ewk¦K gwbUwis cÖwZ‡e`b cÖYq‡b2007 mv‡j cÖL¨vZ wkÿvwe` Blumberg GKwU M‡elYv cÖeÜ ‰Zwi K‡ib, hv‡Z wZwb cvV¨cy¯Í‡K †RÛvi cÿcvwZZ¡ (Gender bias)Kxfv‡ewkÿv e¨e¯\_vq †RÛvi fvimvg¨nxb cwiw¯’wZi m„wó Ki‡Q Zv †`wL‡q‡Qb| wZwb †RÛvi cÿcvwZZ¡‡Kwkÿv‡ÿ‡Î mvg¨ AR©‡bi c‡\_ GKwU jyKvwqZ evav wn‡m‡e wPwýZ K‡i‡Qb| Zvui g‡Z cvV¨cy¯Í‡K †RÛvi cÿcvZ \_vK‡jwkÿv cÖwZôvbmg~‡n we`¨gvb †RÛvi cv\_©K¨ (gender gap) †f․‡MvwjKfv‡e A‡bK we¯Í…wZ cvq| DbœZ wek¦ wKsev Dbœqbkxj †`kB †nvK bv †Kb, mvaviYZ cvV¨ eB‡qi †U·‡U †RÛvi cÿcvwZ‡Z¡i LyeB mvaviY wb`k©b ev c¨vUvb© †`Lv hvq| AwaKvsk ‡ÿ‡Î †U·‡U bvix‡`i Kg cÖwZwbwaZ¡ \_v‡K, bvixiv Aí cwim‡i Dc¯’vwcZ nq| Ab¨w`‡K bvix I cyiæl Df‡qiB eY©bv mvaviYZ evavaiv †RÛviwfwËK MZvbyMwZKfv‡e (gender-stereotyped ways) Dc¯’vcb Kiv nq, †hb †Q‡j Ges †g‡q‡`i mvgvwRK f~wgKv me`©vB wbw`©ó| Gi mv‡\_ m¤úwK©Z Av‡iKwU welq n‡”Q AvbyôvwbK cvV¨µ‡g †RÛvi cÿcvZ, hvi d‡j A‡bK ‡`‡k ‡g‡q‡`i MwYZ Ges weÁvb wel‡q wbiærmvwnZ Kiv nq| Aciw`‡K ‡Q‡jiv cVb (reading)Ges fvlv `ÿZv wel‡q Amnvq †eva K‡i| wZwb wewfbœ ‡`‡ki cvV¨cy¯Í‡K †RÛvi cÖwZwbwaZ¡ AbymÜv‡b K‡›U›U ev welqe¯‘ we‡kølY Ki‡Qb Ges DbœZ cwðgvwe‡k¦i †`kmg~‡ni †ÿ‡Î cÖwZeQi cvV¨cy¯Í‡K wk‡ivbvgmg~‡n cyiæl mswkøó i‡q‡Q M‡o 36.5% Ges gvÎ 17.5% ‡ÿ‡Î wk‡ivbv‡g gwnjv‡`i K\_v D‡jøL Kiv n‡q‡Q| Aciw`‡K †h †Kvb †jLvq †K›`ªxq Pwi‡Îi †ÿ‡Î M‡o 57% n‡”Q cyiæl Ges gvÎ 31% †K›`ªxq Pwi‡Î gwnjv‡`i †`Lv hvq| eB‡qi †U·‡U cïcvwLi †ÿ‡Î 23% cyiæl cÖvYx cÖavb PwiÎ, gvÎ 7.5% †ÿ‡Î bvix cïcvwL‡K cÖavb PwiÎ wn‡m‡e Dc¯\_vcb Kiv n‡q‡Q| bvix cyiæ‡li cÖwZwbwa‡Z¡i cv\_©¨‡K¨i GB nvi Dbœqbkxj †`‡k A‡bK ‡ekx, A\_v©r bvixi Dcw¯\_wZ cvV¨cy¯Í‡Ki †jLvq A‡bK Kg| A‡cÿvK…Z Kg DbœZ †`k¸‡jv‡Z cyiæ‡li GB cÖwZwbwa‡Z¡i nvi M‡o cÖvq 80% (†U·U I Qwe wgwj‡q)|ZvB wZwb wkï‡`i g‡a¨ †RÛvi m¤ú‡K©fvimvg¨c~Y© ev e¨vj¨vÝW aviYv MV‡b Z\_v †RÛvi wbi‡cÿ cvV¨cy¯ÍK cÖYq‡b wZbai‡bi †RÛvi cÿcvZ‡K `~ixf~Z Kivi K\_v e‡j‡Qb| h\_v:

(1) Kg Dc¯’vcb (underrepresentation);

(2) ‡RÛv‡ii eY©bv Kivi †ÿ‡Î MZvbyMwZK evavaiv f~wgKvq, †ckvq ev •ewk‡ó¨i Dc¯\_vcb (stereotyped depictions of gender roles, occupations and attributes); Ges

(3) †RÛv‡ii BwZevPK I AbyKiYxq `„óvšÍÍ wn‡m‡e Dc¯ vcb (presentation of positive gender content and role models)|

cvV¨cy¯Í‡Ki KvVv‡gv‡Z A\_ev †U·‡U wewfbœ cÖKv‡i wewfbœiƒ‡c †RÛvi cÿcvZ \_vK‡Z cv‡i| KgbI‡qj\_ mwPevjq KZK…© 1995 mv‡j cÖKvwkZ eB Gender bias in school textbooks kxl©K M‡elYvi Av‡jv‡K cvV¨cy¯Í‡K †RÛvi cÿcvZ Gi ¯^iƒc D`NvUb K‡i ejv n‡q‡Q, mvaviYfv‡e cvV¨cy¯ÍK wkÿv\_x©‡`i gv‡S Ggb GKwU aviYv ‣Zwi K‡i hv Zvi c„w\_ex m¤ú‡K©`„wófw½ (World View) MV‡b cÖfve we¯Ívi K‡i| cvV¨cy¯Í‡K welqe¯‧i Dc¯ vc‡b cyiæ‡li Kg©KvÛ ev cyiæl Pwi‡Îi cÖvavb¨ Ges gwnjv‡`i Kg©KvÛ ev PwiÎ Aíwe¯Íi Dc¯ vcb wkÿv\_x©‡`i Ae‡PZb g‡b mgv‡R cyiæl gvbylB cÖv\_wgKfv‡e ¸iæZ¡c~Y© e‡j RvqMv K‡i †bq| Aciw`‡K gwnjv‡`i m¤ú‡K©cyiæl‡`i Aaxb¯ Íe‡j nxb Abygvb M‡o I‡V| ZvB RvwZms‡Ni bvixi cÖwZ mKj •elg¨ we‡jvc mb` (wmWI) Gi aviv 10 G wkÿv‡ÿ‡Î bvixi cÖwZ •elg¨ `~ixKi‡Yi gva¨‡g mg-AwaKvicÖwZôvq h\_vh\_ e¨e¯ v MÖn‡Yi KwgU‡g›U Kiv n‡q‡Q| GB KwgU‡g›U AR©‡b we¯ÍvwiZ Kg©cšv q Òwkÿvi mKj ¯Í‡i Ges mKj †ÿ‡Î bvix I cyiæ‡li mgv‡R f~wgKv m¤ú‡K© ‡h‡Kvb evavaiv aviYvÓ cwinvi Kivi Rb¨ ejv n‡q‡Q (RvwZmsN, 1979)| GRb¨ †K․kj wn‡m‡e mywbw`©ófv‡e cvV¨cy¯ÍK wiwfkb, ¯‹zj Kg©m~Px g~j¨vqb Ges †RÛvi wbi‡cÿ wkÿY c×wZ MÖnY Kivi Dci ¸iæZ¡ Av‡ivc Kiv n‡q‡Q|

Mattu Ges Hussain (2003) cvÄv‡ei cvV¨eBmg~n ch©v‡jvPbv I m~² we‡kølY K‡i †`‡L‡Qb †h, KvwiKzjvg cwjwm MvBWjvB‡b bvixi mg-AwaKvi, bvixi cÖwZwbwaZ¡ BZ¨vw` Av`k© evK¨ AšÍfz©³ i‡q‡Q| wKš‘ we`¨vjq †U·UeB‡q gwnjv‡`i Kxfv‡e Ges KZUzKz Dc¯ vcb Ki‡Z n‡e †m m¤ú‡K© †Kvb mywbw`©ó MvBWjvBb †bB| AZ¨šÍ ¸iæZ¡c~Y© djvdj †hUv Zviv †c‡q‡Qb Zv n‡”Q †jL‡Kiv bvix cyiæ‡li MZvbyMwZK mvgvwRK f~wgKv‡KB mg\_©b K‡ib Ges cvV¨cy¯Í‡K GKB aviYvi AšÍfz³© K‡ib| Gi wcQ‡b KviY wn‡m‡e Zviv e‡j‡Qb eQ‡ii ci eQiGfv‡eB eB cÖKvwkZ n‡”Q, G‡Z Zv‡`i (†jLK‡`i) Kg©fvi K‡g hv‡”Q| Zvuiv D`vniY¯i^ ƒc GKwU fvlv wkÿvi cvV¨cy¯Í‡Ki GKwU Qwei D‡jøL K‡i‡Qb, ‡hLv‡b‡`Lv‡bv n‡q‡Q GKwU †g‡q Zvi gv‡K evmvi Kv‡R mvnvh¨ Ki‡Q| ¯^vfvweK `„wó‡KvY †\_‡K QwewUi g‡a¨ †Kvb mgm¨v bvB, wKš ‧GKUz Mfx‡i wPšÍv Ki‡j †`Lv hvq †h, M„n¯ vjxi KvR ïaygvÎ †g‡q‡`iB| †Q‡jiv evmvi Kv‡R gv‡K mvnvh¨ K‡i bv| Gfv‡e m~²fv‡e cvV¨cy¯Í‡K †RÛvi cÿcvZ we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek m„wó‡Z evav •Zwi Ki‡Q|G‡ÿ‡Î Zviv e‡j‡Qb, ÒHowever state rhetoric regards women’s rights and the need to provide women with equal educational and job opportunities, state-sponsored textbooks continue to reinforce gender-biased stereotypesÓ (Mattu &Hussain, 2003, p.91)| AZGe †RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z cvV¨cy¯Í‡K GB stereotype †RÛvi cÿcvZ `~i Ki‡Z n‡e|

**we`¨vjq ch©v‡q †RÛvi wbi‡cÿ cwi‡ek m„wó‡Z ‡RÛvi wbi‡cÿ cwjwm ev bxwZ cÖYqb**

wkÿv cÖwZôv‡b †RÛvi wbi‡cÿ cwi‡ek m„wó‡Z ¸iæZ¡c~Y© avcwU n‡”Q we`¨vj‡qi mKj cÖvwZôvwbK I GKv‡WwgK bxwZgvjv ‡RÛvi wbi‡cÿ Kiv| bxwZgvjv Kivi †ÿ‡Î jÿ¨ ivL‡Z n‡e †hb, GB bxwZgvjvi Kvi‡Y †Kvb wj‡½i wkÿv\_x© ev wkÿK wj½MZ Kvi‡Y Amyweav †eva bv K‡ib| Zv Qvov cyiæl ev bvix Dfq wj½B †hb mgmy‡hvM jv‡fi AwaKvix nq| Aciw`‡K we`¨vjq cwjwm‡Z fvlvi e¨env‡i †RÛvi wbi‡cÿ kãvejxi e¨envi wbwðZ Kiv evÄbxq Ges Zv †hb nq †RÛvi fvimvg¨c~Y©| gva¨wgK ¯Í‡i welq wbev©P‡bi †ÿ‡Î A‡bK mgq †RÛvi cÿcvZ †`Lv hvq| 2008 mv‡j myB‡W‡b 1300 gva¨wgK ¯Í‡ii wkÿv\_x©i Dci cwiPvwjZ GKwU M‡elYvq †`Lv †M‡Q, ¯^vfvweKfv‡e wkÿv\_x©iv MwYZ welqwU‡K cÖZxKx A‡\_© cyiæl‡`i Aa¨q‡bi †ÿÎ (male domain) wn‡m‡e wPwýZ K‡i‡Q, Ges MwY‡Zi †ÿ‡Î †g‡q‡`i †bwZevPK g‡bvfve †`Lv †M‡Q| Gi wcQ‡b Aek¨B Avgv‡`i mvgvwRK fvebv I wkÿY c×wZ `vqx| ZvB G aviYv †\_‡K †ei n‡q Avm‡Z n‡e| mKj wel‡qB bvix cyiæl Df‡qB fv‡jv Ki‡Z cv‡i, GB wek¦vm `„p Ki‡Z n‡e|

* **wkÿv‡ÿ‡Î ‡RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z RvZxq wkÿvbxwZ 2010 Gi mycvwikmg~n**

we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek m„wó‡Z 2010 mv‡ji RvZxq wkÿvbxwZi wewfbœ mycvwik I wb‡`©kbv AbymiY Kiv †h‡Z cv‡i, †Kbbv wkÿv‡ÿ‡Î ‡RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z RvZxq wkÿvbxwZ 2010 we‡kl ¸iæZ¡ cÖ`vb K‡i‡Q| GB wkÿvbxwZ‡Z bvix wkÿvi cÖmv‡i wewfbœ Kvh©µg MÖn‡Yi we¯ÍvwiZ mycvwik Zz‡j aivi mv‡\_ mv‡\_ wkÿvcÖwZôv‡b‡RÛvi wbi‡cÿ cwi‡ek ‰Zwii iƒc‡iLv cÖ`vb Kiv n‡q‡Q| wkÿvbxwZÔi 16 b¤^i Aa¨vqwU‡Z bvix wkÿvi Ae¯ v Ges Dbœq‡bi †K․kjmg~n Dc¯ vwcZ n‡q‡Q| GB †K․kjmg~‡ni g‡a¨ ‡RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z ¸iæZ¡c~Y© K‡qKwU cÖ¯Ívebv wb‡¤œ D‡jøL Kiv n‡jv|

* **†RÛvi wbi‡cÿ cwi‡ek ‰Zwi‡Z mgwš^Z †K․kj ev¯Íevqb**

2000 mv‡ji WvKvi †NvlYvi Kvh©-KvVv‡gvq †RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z mgwš^Z †K․kj ev¯Íevqb Kivi Dci ¸iæZ¡ cÖ`vb Kiv n‡q‡Q| G Rb¨ m‡PZbZvg~jK Kg©m~Px MÖnY Kiv †h‡Z cv‡i| Aciw`‡K †RÛvi we‡køl‡Yi gva¨‡g ‡RÛvi wel‡q mvgwMÖK `„wófw½ I AvPiY wbY©q K‡i Zv cwieZ©‡bi Rb¨ e¨e¯ v MÖnYAZ¨šÍ ¸iæZ¡c~Y© e‡j we‡ewPZ n‡q‡Q| we`¨vj‡q †RÛvi wbi‡cÿZvi †ÿÎmg~n (wkÿvi welqe¯‧, wkÿ‡Yi c×wZ Ges wkÿvi †cÖÿvcU) Aek¨B †RÛvi cÿcvZgy³ n‡Z n‡e| GB †ÿÎmg~n cvi¯úwiK m¤úK©hy³ Ges wkÿK‡`i `ÿZv I `„wófw½i Dci wbf©ikxj| ZvB wkÿK‡`i `„wófw½ I AvPiY n‡Z n‡e †RÛvi wbi‡cÿ| GRb¨ wkÿK‡`i cÖwkÿ‡Y †RÛvi wbi‡cÿZvi welqwUAšÍf©z³ Ki‡Z n‡e| Aciw`‡K cvV¨cy¯ÍK I cvV¨µ‡g †RÛvi fvimv‡g¨i bxwZ eRvq ivL‡Z n‡e| m‡e©vcwi wkÿv\_x©‡`i cvi¯úwiK wg‡\_vw¯…qvq (Interaction) †RÛvi mvg¨ wbwðZ Ki‡Z n‡e| GRb¨ wbivc` †kÖwYKÿ, wkÿ‡Ki AvPiY, wkLb c×wZ, cvV¨cy¯ÍK Ges wkÿvµg †\_‡K †RÛvi •elg¨`~i Ki‡Z n‡e| we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek •Zwi‡Z mswkøó mK‡ji g~j¨‡eva, `„wófw½ I AvPiYMZ cwieZ©b Avb‡Z n‡e| GQvov ivR‣bwZK mw`”Qvi mv‡\_ mv‡\_ †RÛvievÜeAeKvVv‡gv Dbœq‡b cÖ‡qvRbxq A\_©eivÏ w`‡Z n‡e| cÖ‡qvR‡b RvZxq I AvÂwjK ch©v‡q wewfbœ wel‡q †RÛviwfwËK (bvix-cyiælwfwËK Avjv`v Z\_¨) wewfbœ Z\_¨ msMÖn, msKjb I we‡køl‡Yi gva¨‡g cwiw¯w Z hvPvB I cÖ‡qvRbxq c`‡ÿc MÖnY Kiv †h‡Z cv‡i|

M‡elK Girard (2015) †kÖwYKÿ‡K †RÛvi wbi‡cÿ Ki‡Z mgwš^Z D‡`¨v‡Mi Ask wn‡m‡ePviwU Dcv‡qi K\_v e‡j‡Qb| h\_v: (1) †kÖwYKv‡R wkÿv\_x©‡`i wef³Ki‡Y ev m‡¤^va‡b †RÛvi cwinvi Kiv (Avoid Using Gender to Divide and Address Students);

(2) ‡RÛvi wel‡q m‡PZbZv •Zwi‡Z m¤¢ve¨ wkLv‡bvi gyû‡Z©i Rb¨ cÖ¯Z‧ \_vKv (Prepare for Teachable Moments) - memgq †RÛvi welqwU mvg‡b Av‡m bv, A\_ev mKj mgq wkïiv mgvbfv‡e wk‡L bv| ZvB hLbB Ggb †Kvb cwiw¯w Z mvg‡b Avm‡e hv †\_‡K wkÿv\_x©iv ‡RÛvi welq wkL‡Z cvi‡e e‡j g‡b n‡e, ZLbB H welq wkLv‡Z n‡e;

(3) Lye cÖ‡qvRb bv n‡j wkÿv\_x©‡`‡K ¯¯^^ wj½ wPwýZ Ki‡Z ev wjL‡Z bv †`qv;

(4) we¯Í…Z †RÛvi cwi‡ek ‰Zwi (Develop a Gender Expansive Environment): ‡Kvb Kv‡Ri Rb¨ ïaygvÎ wbw`©ó †RÛv‡ii wkÿv\_x©‡`i AvnŸvb bv K‡i mK‡ji Rb¨ Db¥y³ ivLv| †hgb GKwU K¬v‡m †`Lv †Mj, wkÿK GKwU mvs¯‹…wZK Abyôv‡bi b„Z¨ B‡f‡›Ui winvm©v‡ji Rb¨ ïaygvÎ †g‡q wkÿv\_x©‡`i AvnŸvb Rvbv‡jb| GwU †RÛvi we¯Í…Z cwi‡ek •Zwi‡Z evav¯^iƒc| G‡ÿ‡Î wkÿK †Q‡j‡`imn mKj wkÿv\_x©‡K bv‡Pi winvm©v‡ji Rb¨ Avnevb Rvbv‡Z cv‡ib| Avevi Qwe †`Lv‡bvi †ÿ‡Î mvaviYZ bvm© †ckvwUi Qwe †`Lv‡j †g‡q‡`i Qwe †`Lv‡bv nq| G‡ÿ‡Î wkÿv\_x©‡`i wbi‡cÿ Qwe †`Lv‡Z n‡e, hv‡Z Zv‡`i g‡b ‡Kvb åvšÍ aviYv e×g~j n‡q bv hvq †h bvm© †ckvwU ïaygvÎ bvix‡`i Rb¨ wba©vwiZ| G‡ÿ‡Î wZwb bvix bv‡m©i mv‡\_ mv‡\_ cyiæl bv‡m©i QweI †`Lv‡Z cv‡ib|

Av‡gwiKvi IwnI †÷U BDwbfvwm©wUi 1996 mv‡ji GK M‡elYvq †`Lv †M‡Q wkÿvcÖwZôv‡b†RÛviwfwËK mwnsmZv e„w× cv‡”Q, Ges AwaKvsk ‡ÿ‡Î †g‡qivB Gi wkKvi n‡”Q| we`¨vjqwfwËK wkÿv we‡kølY K‡i M‡elYvwU‡Z Gi KviY wn‡m‡e ‡Q‡j‡`i AvMÖvmx AvPiY/ÿgZv/cÖvavb¨ (male aggressiveness/ power/ dominance) Ges †g‡q‡`i bxie \_vKv/`ye©jZv/eva¨KZv (female passivity/ weakness/ submissiveness) ‡K wPwýZ K‡i‡Q|

M‡elYvq †`Lv †M‡Q mvaviYZ †Q‡jiv †g‡q‡`i †\_‡K †ekx AvMÖvmx g‡bvfve m¤úbœ nq, Avi †g‡qiv wKQzUv big g‡bi nq Ges Zv‡`i gv‡S mewKQz †g‡b †bqv ev •ewi cwiw¯\_wZi mv‡\_ wb‡R‡K gvwb‡q †bIqvi cÖeYZv †`Lv hvq| GB †RÛviwfwËK AvMÖvmb \_vgv‡bvi Dcvq wn‡m‡e M‡elYvq we`¨vj‡q †RÛvi wbi‡cÿ cwi‡ek m„wói ¸iæZ¡ Zz‡j aiv n‡q‡Q| GRb¨ we`¨vj‡q mgwš^Z Kvh©µg MÖnY Ki‡Z n‡e| Gi g‡a¨ wkÿv\_x©‡`i gv‡S m‡PZbZvg~jK Kvq©µg MÖnY Ges wkÿK I Kg©Pvix‡`i Rb¨ †RÛvi wel‡q cÖwkÿY Av‡qvRb Ab¨Zg| GQvov we`¨vjq wb‡¤œi KvR¸‡jv Kiv †h‡Z cv‡i|

(1) cÖ\_‡gB cvi¯úwiK k×Övkxj Awnsm AvPiY‡K DrmvwnZ Kivi D‡`¨vM MÖnY;

(2) †RÛvi wbi‡cÿ kã e¨envi;

(3) †RÛvi wbi‡cÿ A‡h․b (non-sexist instructional materials) wkÿY DcKiY e¨envi;

4) wj‡½i mv‡\_ m¤úwK©Z wel‡q Awc©Z KvR ev `vwqZ¡ cÖ`v‡b mZ©KZv Aej¤^b;

(5) wkÿv\_x©‡`i mv‡\_ †RÛviwfwËK mwnsmZv wb‡q Av‡jvPbv; Ges

(6) wkÿv\_x©‡`i Rb¨ †Mvcbxq wek¦¯Í cwi‡ek •Zwi Kiv hv‡Z Zviv we`¨vj‡q wb‡Ri wPšÍv fvebv wewbgq ev †kqvi Ki‡Z cv‡i|

cwi‡k‡l ejv hvq †h, h‡\_vchy³ wkÿvi cÖmv‡i †RÛvi ‰elg¨ wbi‡cÿ nIqv evÃbxq|