

Gender and Development: An Overview

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Abstract

The importance of women in the development process of a country is being realized lately. The concept of women in development (WID) was developed in early 1970s. Later the approach changed to gender and development (GAD). The basic difference between these two concepts is the perception of the problems of women in terms of gender (by the social relationship between men and women) rather than looking into the problems in terms of sexes. This paper discusses about gender analysis matrix (GAM) for incorporating gender in planning procedures. For this purpose, three GAMs are also shown in this paper.

Women and Gender

The importance of women in the development process of the country and the need for their advancement has been growing in many nations especially in recent decades of years. This especially back to the United Nations decade for women (1976-85), which played a crucial part in highlighting the important but often previously invisible role of women in the in the social and economic development of the (specially) third world countries. During this decade there were considerable shifts in approaches both by academic researchers and by policy makers. Researchers moved away from the preoccupation with the role of women within the family and women's reproductive responsibilities, towards an understanding of the complexities of the women's employment and their productive activities.

To clarify the concept of "Women and Gender" the term "Women in Development" comes first. This was coined in the early 1970s by the Women's Committee of the Washington DC Chapter of the Society for International Development (Moser, 1993: 2). The term was very rapidly adopted by the USAID (United States Agency for International Development) in their so-called Women in Development (WID) approach. The very rationale behind WID was that women are untapped resources who can provide an economic contribution to the development. So, historically USAID is the major advocate of the WID approach. Harvard Institute also played a vital role to increase the popularity of the concept (ibid., 2).

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The concept of gender is more than WID and it is a new phenomenon in the development literature. It is a further shift in approach that of focusing on women in isolation and has drawn attention to the need instead to look at "Gender and Development" (GAD). The basic difference between them is the approach regarding how problems of women should be perceived in terms gender, i.e. their social relationship between men and women, in which women have been systematically subordinated; instead of looking into the problems in terms of their sex-namely their biological differences from men. So focus on gender rather than women makes it critical to look not only at the category 'women' but at women, in relation to men, and the way in which relation between these categories are socially constructed. In other way it can be further elaborated as men and women play different roles in society with their gender differences shaped by ideological, historical, religious, ethnic, economic, and cultural determinants.

WID and GAD

Principally there is vast difference between the concepts of Women in Development (WID) and Gender and Development (GAD). They differ fundamentally in terms of their focus, with important implications for both their policies and planning process.

WID is based on the fact that development would much proceed better if women were fully incorporated into the development processes. In other words, it focuses mainly on women in isolation, promoting measures such as access to credit and employment as the means by which women can be better integrated into the development process. In contrast GAD insisted that women cannot be viewed in isolation. Because viewing in isolation is to ignore the real problem. It emphasizes a focus on gender relations, when designing measures to help women in the development process, i.e. women in relation to men. Now-a-days, Gender Development Index (GDI) is also calculated to measure the Human Development Index of a particular country. The concept is further elaborated as Gender Empowerment Measure (GEM), which is calculated by measuring the percentage share of women and men in administrative, managerial, and other professional occupation, which reflects their economic participation and decision making power.

Conceptual clarity to planning practice

Now-a-days, role that women play in third world development processes is widely recognized, the conceptual clarity has not necessarily resulted in their translation into planning practice (Moser: 1993). In many third world countries, indeed, the lack of adequate gender planning methodology has been the most problematic aspect of their work for many practitioners involved in different aspects and levels of development planning.

Though gender has gained its importance in these days, the focus in many countries is still on women in development (WID), i.e. focusing in isolation. In other part, in a context where so many policies failed to become translated into practice, the fundamental preoccupation remain to need to develop a far more rigorous planning framework than that of currently exists. Only then gender concerns will be integrated into development practices.

Generally the problems that have contributed to the failure to develop a gender planning framework can be regarded as:

1. Lack of conceptual clearance in terms of gender and women.
2. Reluctance to recognize gender as an important planning issue.
3. No formal training in the planning technique and procedures. The common tendency is recruit women and rely on their good common sense.
4. Only highlight the complexities of gender relations and division of labor in specific socio economic context and not concern with how such complexities might be simplified into methodological tools to translate gender awareness into practice.

Sometimes, there seems some confusions regarding policy, planning, and implementation and are used interchangeably too. But there should be differentiation regarding these and careful note is necessary before planning.

1. Policy refers what to do.
2. Planning is about how to do.
3. Implementation is what is actually done i.e. a complete product.

Gender Planning also follows the same procedures.

The Role of Women

The development of the gender planning as a planning tradition in its own rights is the consequence of the inappropriateness of current planning practices. This relates to the structure of low income households (HHs), to divisions of labour within them, and to power and control over resource allocations between different members in such HHs. Despite the common rhetoric of "planning for people", in much of current policy and practice, based on western planning theory there is an almost universal tendency to make three broad generalized assumptions, despite the empirical reality of particularly planning context

1. that the HH consists of a nuclear family of husband, wife, and one or two children
2. Within HH there is equal control over resources and power of decision making
3. That within the HH there is a clear division of labour based on gender, that is the man as a 'Breadwinner' is primarily involved in productive work outside the home, while the woman as the housewife and 'homemaker' takes overall responsibilities for the reproductive and domestic work involved in the organization of the HH.

However, there is no dilemma that these assumptions, such an abstract stereotype model of society have severe limitations when applied to most third world contexts.

Among the above-mentioned three points, it is granted that the former two assumptions are not also applicable to almost all third world countries, the most problematic is the third one. Because, generally it is accepted that third world HH women have triple role to play, namely reproductive role, productive role and community managing role. (ibid., 29)

The reproductive role comprises the childbearing responsibilities and domestic tasks undertaken by women, required to guarantee the maintenance and reproduction of labour force. This is regarded generally as a natural role of women since she bears the children.

The Productive role comprises work done by both women and men for payment in cash or kind. It includes both market production with an exchange value and subsistence with an actual use value, but also a potential exchange value.

The community managing role comprises activities undertaken primarily by women at the community level, as an extension of their reproductive role. This is to ensure the provision and maintenance of scarce resources of collective consumption such as water healthcare and education.

Gender needs and the planning

It is a well-recognized fact that planning for low income people in the third world or of elsewhere is based on their interest or can be said in terms of their prioritized concerns. If we talk about the gender interests then there generally come the two types of women interest. One is practical gender interests and another is strategic gender interest. From the planning perspective, Moser has translated the interest into the prioritized concern, i.e. NEED which is the "means by which concerns are satisfied".

Strategic Gender Needs (SGNs)

Strategic gender needs are the needs women identify because of their subordinate position in the society. They vary according to particular context, related to gender division of labour, power and control and may include issues such as legal rights, domestic violence, sexual abuse, equal wages, and women's control over their bodies. So by its nature SGNs assist women to achieve greater equality and change existing roles, thereby challenging women's subordinate position.

Practical Gender Needs (PGNs)

Practical gender needs are the needs women identify in their socially accepted roles in their society. PGNs do not challenge, although they arise out of, gender divisions of labour and women's subordinate positions in the society. PGNs are the response to immediate perceived necessity, identified within a specific context. They are practical in nature and often concern inadequacies in living conditions such as water provision, health care and employment.

Towards Gender Planning

Gender planning includes several critical characteristics. First, it is both political and technical in nature. Secondly, it assumes conflict in the planning process. Thirdly, it involves transformative process. Fourthly it characterises planning itself as a debate.

Thus, if we concentrate in the tradition of gender planning it defines the objective of the gender planning. As a new planning tradition the focus of gender planning is obviously on gender, i.e. social relations of inequality between men and women. So the objective of this planning tradition is to achieve both practical and strategic gender needs. Its goal is to emancipate women from their subordination and to embrace equality, equity and empowerment. Its agenda is the specific strategic needs of women, which relate contextually to social relations such as class, ethnicity, race, religion and location. We here should not be in confusion in the fact that agenda of gender planning is not solely concerned with achieving practical gender needs.

The focus of gender planning on social transformation means that its procedures relate to processes of negotiation and debate. These are concerned with the redistribution of power and resources within the households, civil society, and the global system. For reasons like these the gender planning process does not consist of a logical sequence of stages in a priory defined process. It consists of an iterative process made up of a number of procedures, which constitute steps that are ongoing and overlapping. Each of these procedures utilizes and incorporates a number of methodological tools deriving out of a gender planning principles. Thus, we can say that gender planning tools, gender planning procedures and components of gender planning practice in total constitute the gender planning framework.

Methodological tools

As described earlier, in gender planning as a planning tradition many of the technical tools easily identified in physical planning tradition do not exist. Consequently, many of these tools are essentially thus, are performance indicators, designed to measure changing processes rather than technical interventions. Generally the development practitioners have identified some principles in this discussion and their corresponding methodological tools:

Gender Roles and Gender Roles Identification: Gender role identification is a tool that makes visible previously invisible work. Most women live in a situation in which only their productive work, by virtue of its exchange value, is valued as work. Reproductive and community managing work, because they are both seen as natural and not productive, are not valued. This has a serious consequence for women.

Gender needs and gender needs assessment: The second principle is gender needs and the planning tool for this is the gender needs assessment. Its purpose is to recognize women as active participants in development (practical gender needs) and also recognize that women do not participate in development on equal terms with men because of their subordinate position (strategic gender needs). Thus, gender needs assessment classifies planning interventions in terms of those that meet practical gender needs and strategic gender needs.

Intra Household Resource allocation and disaggregated data at the Household level: The third principle concerns intra-household resource allocation in terms of ensuring equal control over resources and power of decision making between men and women within the household.

The necessary planning tools here are the disaggregated data at intra-household level. Its purpose is to ensure that planning equally benefits all members of the household by

allowing women access to and control over resource allocation. It will, therefore, ensure that planning interventions benefit women by reaching their practical gender needs.

Balancing roles and Intersectoral linked Planning: The fourth principle relates to the balancing of roles, which derives from gender roles identification. For women, this relates to the coordination to their triple roles. For women the key problem is the relationship between wage, agricultural, child care, or community managing work. The fact that the burden of simultaneously balancing these roles severely constrained women is ignored.

Thus, the intersect oral linked planning that links different activities and scales of planning, such as home and transport or workplace and environment is needed as a planning tool. This will probably ensure that the goods and services provided can be utilised by women to balance their tasks better within the existing gender divisions of labour.

Apart from these WID/GAD policy matrix is also used as a performance indicator to measure the extent to which different planning interventions transform the subordinate position of women by meeting both practical and strategic gender needs.

The sixth principle relates to equality between men and women in the planning process. While the participation in local women in the planning process may result in greater control over the allocation of special resources, it may not reduce intra-household inequalities. An example is in gender analysis matrix analysis. The planning tool for this purpose is the incorporation of women, gender aware organisations and planners into planning.

These methodological tools are the fundamental inputs for incorporation into planning procedures specific to the gender planning framework. These planning procedures may be identified as gender diagnosis, gender objectives, gender monitoring, gender consultation and participation, and gender entry strategy. As discussed earlier, these procedures are not the stages in a logical planning framework, but are iterative overlapping procedures that can be incorporated at any stage of the planning process.

Thus, the theoretical discussions regarding the gender, development, and gender planning is easy to discuss and a lot of conclusions can be drawn with its implications, the practical implementation is really a difficult task. Intra household decision making, extent of intervention of the state within the household matters is a very complicated one. But experts have discovered some techniques through which the gender analysis for the gender planning can be made a little bit easier and practical for application. One of the tools among them is the gender analysis matrix (GAM) of Rani Parker, which can be applied for gender analysis of the certain development projects under implementation. This will be helpful for the academician and the development worker working in the field too. So a brief description of GAM has been made here.

GAM for Gender Planning

Gender analysis matrix (GAM) is intended to serve as a supplementary tool for designing, monitoring, and evaluating projects at the community level in terms of gender perspective. In a GAM, the matrix consists of four levels of analyses and four categories of analysis. The four levels of analyses are women, men, household, and the community and the four

categories of analysrs are the potential changes in labour, time, resources, and socio-cultural factors for each level of analysis. The expected interaction between each level of analysis and each category of analysis generates the gender analysis.

Ideally, a field representative or community worker along with members of the community (men and women) would review the matrix and fill out each combination based on their expectations on the potential impact. After the matrix has been completely filled out, the group reviews the potential effects in each box of the matrix and assigns each item a plus (+) sign if it is consistent with programme goals, a minus (-) sign if it is contrary to programme goals, and a question mark (?) if the analyzing group is uncertain. These signs will help to assess the potential gender impact of the intervention in the context of programme goals.

Two of the key determinants for the successful application of the GAM are the participation of both men and women in the process and repetition of GAM over time.

An illustration of the application of GAM as described by Rani Parker herself is given here.

The project is one of the income generating projects of Casidia, one of the poorest countries of the world, with low literacy rate and high infant mortality rate. Most of the people of Casidia are Muslims as Islam is the national religion. Men in Casidia are usually skilled in construction, business, professional work, and do the planting, water management, and harvesting. Women have almost exclusive responsibility for raising their children, cooking, cleaning, and doing other household works. Women also operate varieties of small project.

In that community, women are engaged in sewing and doing embroidery for many generations. Traditionally, they sell some of their products from their homes, but generally the men take most of it to the market to sell. Private Voluntary Organisation PVO), an international organization, came to this community and identified their embroidery work as a productive activity that they might support.

The women were introduced to a small machine that could help them to do the type of embroidery they did at a faster rate than they could do by hand. The PVO promised to train them to use them a machine, and to let them buy it on credit. With the machine they would be able to produce much more right at home. Increased production from the use of the machine was expected to enable the women to repay their loans within one year. The people here had never a problem of selling their products and were reassured by the PVO's feasibility studies, which showed that there would be a market for their product for their goods.

The GAM before the project and during the first two months of implementation are shown in Gender Analysis Matrices A, B and C, respectively.

Definitions:

Women: Women who are in the target group if the target group includes women, or all women in the community.

Men: Men who are in the target group if the target group includes men or all men in the community.

Household: All women, men and children are residing together even if they are not a part of one nuclear family.

Community: Everyone within the project area as a whole.

Labour: Changes in tasks, level of skills required and labour capacity etc

Time: Changes in amount in time, it takes to carry out the labour associated with the project or activity.

Resources: Physical resources i.e. changes in capital (income, land, access to credit, health etc) as a consequence of the project, and the extent of control over the changes in resources for each level of analysis.

Culture: Socio-cultural factors, i.e. changes in socio aspects of the participants lives (Changes in gender roles, relationships or status) as a result of the project.

Gender Analysis Matrix A

Project Objective: Support increases in income for women through existing productive activity with training to use new technology to do embroidery faster. Provide credit to women to purchase technology.

	Labour	Time	Resources	Culture
Women	- Need to learn to use new machine + New skill acquired	+ less time to produce same output - need time to learn	+ Likely increase in income - May not control income - Uneasy about debt	- men wont like it
Men	+ More items to sell	+ No changes in Time use	+ receive more income from selling more	+ Good for women to produce more
Household	+ Women are more skilled	+ Better childcare and household management because women at home more	+ More income for the family	?
Community	+ More skilled people in the community + Potential employments gains as businesses expand	?	+ greater cash flow in the community	?or Loss of traditional skill

After the matrix is filled out certain questions are to be discussed so that the future course of action can be made more effectively. The question may be as:

- Are the effects listed above desirable? Are they consistent with programme goals?
- How these activities affect those who do not participate?
- Unexpected results if any.

Gender Analysis Matrix B

Objective: Increase women's income by supporting existing productive activity with training to use new technology to do embroidery faster. Provide credit to women to purchase technology.

	Labour	Time	Resources	Culture
Women	+ New skill acquired	+ Less time to produce more output	+ Producing much more - No visible increase in income for family	- Greater confidence because of new skill
Men	- Transportation of more goods difficult	- Takes more time to sell more and to purchase more inputs	+ More income generated	? uneasy about women acquiring new skills
Household	+ Women work more easily + Men work more	? Men at home less ? Women have more time	- Disagreement in changing in household income	? womens status changing - family instability
Community	+ More skilled people - No employment gains observed	Men have less time for community politics	+ Greater cash flow in community	+ Women more self confident

Here, it is clear to see that with respect to income the effect is positive but the problems are womens access to income and men's frustrations. The unexpected results like greater time and labour required for men, family instability and uncertainty of whether income goes to household or not, are encountered.

Gender Analysis Matrix C

Objective: Increase women's income by supporting existing productive active with training to use new technology to do embroidery faster. Provide credit to women to purchase technology.

Gender	Labour	Time	Resources	Culture
Women	+ New skills acquired	+ Less time to produce more output	- Producing much more but no increases in income to repay the loan	+ Greater self esteem _ Change of status because of new skill
Men	- Transportation and sale of more goods more difficult	- Takes more time and energy to sell more and purchase more inputs	- Little additional income left after purchasing supplies + Deserve that income for extra work	- New technology brought better life for women, but more and harder work for men
Household	+ Women work more easily - Men work more and harder	+ Women have more time for childcare and household management - Men have less time	- No benefits to household income	- family instability - suspicion of women
Community	+ More skilled people - No employment gains observed	- men have less time for community politics + but women may participate more	+ Greater cash flow in community	- possible breakdown of old social structures leading to alcoholism, violence against women etc.

Thus at last it is clear that income increase is small, women do not have access to it, men are unhappy and families break down. Unexpected results such as:

1. Increase income doesn't go to the family
2. Men are bitter and may take their anger out on women and children
3. Womens project with strong negative impacts for men.

The above three matrices at different stages can be analysed in terms of socio-economic impact too. Initially men were encouraged to the use of the new technology, but their own assumption about its impact came into question later as women became more confident. Women produce more, but the men's ability to keep up with their responsibilities did not keep pace, which resulted instability in the family.

Verification of GAM

The GAM analysis should be repeated depending upon the nature of the activity at least once a month at first, and every quarter after the first three months. Every single combination on the matrix must be verified or reassessed each time. More changes are likely to appear in the earlier analysis with fewer, but more significant changes would appear later.

The process of working through the matrix is an important strength of matrix. However, it is also its weakness. Carelessness and simply being too busy can prevent the group from returning to a particular analysis, especially if they are convinced that they did a thorough job of it the first few times. Where the analysis is not repeated, a reinforcement of false assumptions about gender roles is possible.

Gender and Status of Women

Whenever we talk about gender, there always comes the issue of women's status. The status of women refers to the extent to which women have control over their own lives and have access to knowledge, economic resources, decision making, political power, etc. There is no single index to the status of women, which can reflect its entire dimension and it also varies on the social practice and culture (Regmi, 2001).

Thus, measuring women's status is always a difficult task and there is no universal rule or methodology regarding its measurement. But general practice to analyse the women's status, it has been defined in terms of three sets of capabilities.

- The degree of autonomy with which women can live their lives.
- The ability to control decision making within the family
- Their relative access to household resources such as food, education, health care etc.

In order to carry out this assessment, it is necessary to have a theoretical framework regarding intra-household decision making. The latest and globally practiced framework for this is the bargaining model of a household as extended by Sen (Osmani, 1995). According to this model, the relative well-being of men and women depends on their relative bargaining power, which in turn depends upon three factors: their breakdown position, their perceived contribution to the family, and their perceived self interest.

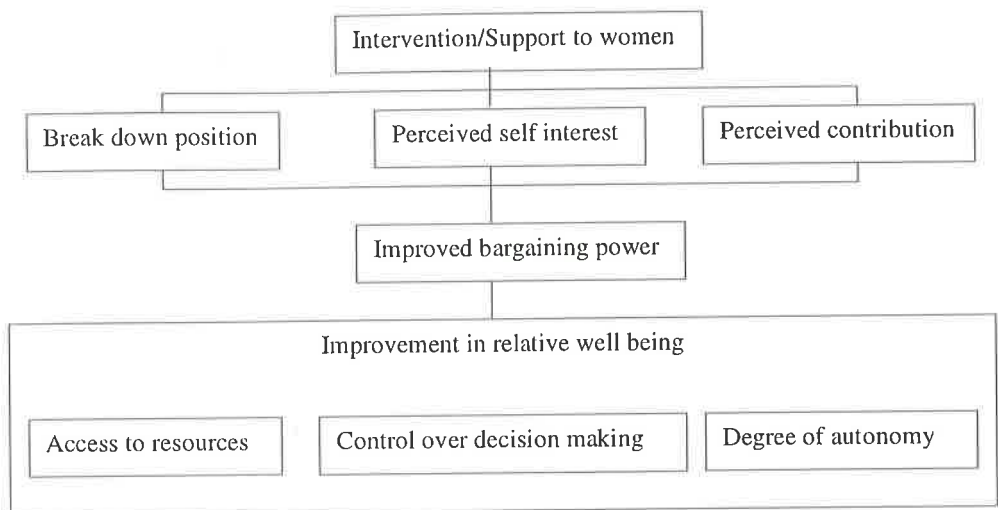
Own position represents the welfare of individuals in the event of breakdown of cooperation. The stronger the breakdown position of an individual is, the stronger is her bargaining power and hence the better is her welfare outcome. In the usual bargaining model, breakdown position is taken to be the sole determinant of bargaining outcome. Amartya Sen, however, argues that in the context of traditional households, the outcomes will also depend upon the individual's perceived contribution to the households and their perceived self interest.

Though women work harder and longer hours, they are not perceived to be making much contribution since much of their work does not make direct financial contribution to

the family. This perception may be unjustified, but so long as the perception exists, women will find themselves in a weak bargaining position and end up with a lower level of well being. Similarly, their bargaining position is also weakened by their distorted perception of self interest.

Women do not take their self interest seriously because in the process of socialisation within the patriarchal culture, they themselves come to internalise the norms of discrimination against them.

From this model one follows that any intervention that improves the breakdown position of women or increases their perceived contribution to the household or enhance their self interest will strengthen their bargaining power and thus improves their well being.



Flow Chart

Conclusions

The development of gender planning as a planning tradition is of critical importance for a number of reasons. Probably of great importance is the urgent need to reform policy through the formulation of gender policy at the national and international level as well as integration with sectoral planning. Additionally, it is needed to ensure the development of more appropriate—that is gender aware planning procedures.

Need and importance of gender planning as a rigorous planning discipline also lies in the fact that the end of the WID concept is to streamline women in the development process. But practically it is really very difficult to practice gender planning and at the same time severe problems have been experienced in operationalising gender issues such as ensuring that formulated policies become implemented practice. So what the developing countries

are required to do is the conceptual clarity at the policy level first and immediate start to implement in the field level by comparatively easier tools to analyse gender issues such as GAM and regular monitoring the women's status by the proper measures.

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Book Review

A P J Abdul Kalam with Y S Rajan (1998). *India 2020: A Vision for the New Millennium*. First published in Viking by Penguin Books India 1998, Published in Penguin Books 2002, xvi + 324 pp. Price: IRS. 250. ISBN 0-14-027833-8.

During the second half of the last decade of the twentieth century, many nations and international organizations were enthusiastically involved in shaping their own visions for the next 15 to 20 years. Objectives were set, targets were fixed, strategies were carved, and policies were designed to lead the country/organization to an envisioned situation by time deadline. Nepal and India are also included in the list. When Nepal was formulating its perspective plan for the next 20 years in 1996/97, India was exercising for the same in the name of Technology Vision 2020 through Technology Information and Assessment Council (TIFIC) of which Abdul Kalam, now President of India, was working as Chairperson. The authors of the book under review, drawing extensively from this report, wrote this book for wide range of public.

The book is divided into twelve chapters. The first chapter attempts to answer the question: Can India Become a Developed Country? In this chapter, the authors have defined a 'developed India' as one of the largest economies of the world, where the countrymen live well above the poverty line, their education and health is of high standard, national security reasonably assured, and the core competence in the major areas gets enhanced. The authors think that this can happen when a billion Indians want to achieve it.

Answer to the question "What Other Countries Envision for themselves?" is the second chapter. The authors in this chapter say that USA with the strength of technology attempts to dominate the world in politics, culture, and trade, and in almost every sector. UK, France, and other European countries aspire to develop areas such as military, aerospace, electronics, and biotechnology and agro-food sectors. Chinese vision is to become mid-level developed nations by the middle of the twenty-first century.

The third chapter is "Evolution of Technology Vision 2020: India's Core Competencies". Here the authors note that for India technology must be the vision for the future because technology can help transform multiple areas such as education and trainings, agriculture and food processing, strategic industries and infrastructures. Similarly, human resource base, non-renewable and renewable natural resource base are considered as core areas of competencies. Similarly, "Food, Agriculture and Processing" makes the fourth chapter for this book. Under this title, various issues and actions for short term, medium term and long term have been identified and presented in order to make India a major player in the world in the agriculture sector.

The fifth chapter is entitled as "Materials and the Future". The authors are of the view that India should capitalize on its vast mineral wealth to emerge as a major techno-industrial global power in various advanced and commercial materials. "Chemical Industries and Biological Wealth" is the sixth chapter. The authors in this chapter say that Indian chemical industry should be transformed into a global technological innovator in clean processes and specially chemicals, and new drugs and pharmaceuticals.

The seventh chapter, "Manufacturing for the Future", presents a vision of a highly sophisticated software-based manufacturing industries and engineering services for the development of the key competencies of India including the modernization of agriculture and food processing sector. Likewise, the eighth chapter, "Services as People's Wealth", deals with the services sectors. The vision in the services sector is that India should emerge as a global leader in the services sector with its vast and skilled human resources base as its core strength.

The authors opine that India should include food security, economic security, defense, and space program, and nuclear programs in its strategic industries. Chapter Nine, "Strategic Industries", mentions that strategic industries of today will help bridge the past gaps and thus enables future generation conquer the world. The authors strongly believe in the saying that strength respects strength.

Chapter Ten, "Health for All", gives directions to change the current situation of lack of access to health facilities to majority of the people and suggests taking short-term rapid action so that India could emerge as a nation with excellent health service cover. Chapter Eleven, "The Enabling Infrastructure", proposes more investment in infrastructures such as electricity, waters, and rural connectivity. They are considered crucial to make happen the economic and social activities in the areas targeted by the planners.

The last chapter, "Realizing the Vision", notes that if the leaders are successful to ignite the minds of Indian youth and motivate them to do what they think is the best, the vision can be realized. Public service units should be competitive and innovative. Private industries should get a jump-start on vision related projects with both imported and national technologies. Multi-national companies can work in India but they should help India to become developed. The academics and research and development laboratories should furnish knowledge and technology. Government should create enabling environment, ensure law and order and conduct activities of public good like education and health. Media should play important role in realizing the visions because it can mould public opinion for positive action. The authors conclude by saying, "Let the young minds blossom-full of thoughts, the thoughts of prosperity."

In short, the book is informative, analytical, honest, and dedicated to the development of India. It has brought a lot of optimism by adopting an approach of forward looking. The authors honor the tradition and respect the glories of the past but at the same time they do not hesitate to suggest departure from old practices and thinking in order to make a developed India before 2020. They have stressed on technology, creativity and innovations with freedom.

While reviewed critically, the second chapter seems comparatively weaker as it attempts to present the vision of major countries in a nutshell. Sometimes, the readers may find the book technology and strategic industries biased. The missing part in the book seems about the vision about the human relations, social values, norms and the spiritualism. Over emphasis has been placed on technology and materialistic welfare.

The objective of this review is to create interest of wide range of readers in this book rather than to analyze whether the Vision 2020 is realistic or not. Policy makers can get lot of inputs from this book.

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