

# Periodic Research

## Prospects of Women Employment through Boat Service in Varanasi



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### Abstract

Since Ganga river bank in Varanasi is the major tourist attraction, particularly for the heavy ornamentation of ghats and temples on the western bank of the river flowing in the reverse direction i.e., from south to north at this place, this of course depicts the base of the life & lifestyle of its people. Besides this, boats, boating and life and activities of the boatmen, form an integral part of this whole scenario. There have been some passing studies and observations on the activities of the boatmen in relation to tourism but little has been done with regard to some in depth understanding of its pattern as well as to the new features emerging in this sector. This paper intends to present a sketch of the life and activities of the boatmen as well as a new trend of participation of female children in catering to the boat cruise demands and selling of souvenirs on boat shops. Although being at a very elementary stage, this trend is quite comparable with very old and much known shikara market of Dal Lake in Kashmir. Approaching the study with personal observations, interviews with the stakeholders, comparative study and incorporation of futuristic policies and goals and other feasibilities, an attempt has been made to bring out the future prospects of this new tourism at the destination Varanasi.

**Keywords:** River Tourism, Varanasi Tourism, Women employment, Floating shops, boating.

### Introduction

The travel and tourism industry of India is expected to generate employment of over 40 million by 2019 as per the study conducted by the ASSOCHAM (Associated Chambers of Commerce and Industry of India) and Yes Bank. Through a capital investment of \$94.5 billion in the tourism sector by 2019 India shall be placed in the third position within next ten years from 2011 onwards with an 8.8% growth rate. India thus aims to spread tourism to both its urban and rural areas in next years and bring a drastic change in the economy through revenues and employment from tourism (Business News, n.d.). There is about 10% increase in the budgetary support for the tourism ministry than the previous year grant, as referred by the ex-tourism minister Subodh Kant Sahai with respect to the 12<sup>th</sup> five year plans which is expected to generate 2.5 crore jobs both direct and indirect, in tourism sector during the period (The Economic Times, 2012). Looking at the following prospective growth in the tourism sector in the coming decade that is expected to increase demands for both skilled and unskilled human resources in the sector. The present focus requires exploring, inventing more jobs so as to meet human resource requirement in the tourism sector and also to provide employment opportunities to all types of unemployed or underemployed masses. As we know, the employment generation in the tourism sector is much higher when compared to other industries due to its multiplier effect. Investment is comparatively lesser than its overall economic development. The tourist industry is a valuable source of employment to a large number of people both skilled and unskilled workers (Desai RN, 2011). There are many employment opportunities for young people and for people interested in part time or casual work. Moreover, the sector allows the retention of age old traditional occupations along with the modern concepts or either transformation of conventional practices with altogether different need to serve. For example, *kettuvallams* (Houseboats) of Kerala were originally used to transport rice across the backwaters are now converted into boatels (floating houses) to serve the tourists needs which not only became the most sought after attraction in Kerala but also created jobs opportunities for the locals.

The organisations like UNWTO and ILO have prompted the Governments of various countries of the world to provide and search for such employment areas where people with limited skills and

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resources could be employed and be made to earn their living on fair basis (ILO, 2009). This is generally considered with respect to women workers who usually face employment constraints and competition from the males or if employed are mostly underpaid. Countries such as India have made constant efforts with the guidance of United Nations and other group of organisations to employ women in a way which may utilise their inherited skills and simultaneously to revive their traditional art forms that would be advantageous to them as well as the tourism industry in their region. In fact, to bring in women in the core areas of tourism, Ministry of Tourism has launched 'Priyadarshini' a Women Empowerment Project in Tourism. Under this project, women in Delhi are provided with the licence to run tourist taxis in the city which is mainly a male dominated occupation. For this they have been provided training in self-defence, in driving commercial tourist taxis, vehicle repairs and some other areas so as to make them self-sufficient and by providing all possible support for self-employment in various areas of tourism. It may facilitate women to become main stakeholder in various fields of tourism (Press Information Bureau, 2005). Thus, this research study aims to find out the scope of employment in tourism area for unskilled or semi-skilled women. Varanasi, one of the most visited destinations in India, given its cultural, historical and religious significance is chosen as the area of study. The city being situated on the banks of the holy river Ganga, most of the tourist activity is seen in and around the Ghats of the Ganga. Here boating is most preferred recreation activity and hence the boats and the boatmen have a significant role to play in Varanasi's Tourism. The paper would discuss the impact of tourism on the lives of the Varanasi's boatmen community. Secondly, what space is now available or being created for the women employment through boat sailing in Varanasi with special thrust on river tourism.

## Problem Statement

Tourism in Varanasi is the second largest employer. People employed within tourism sector of Varanasi are mainly engaged in the operation of hotels, guest houses, restaurants, tourist guides, travel and tour operators, local sellers, airport management, airlines, car rentals, etc. Most of these services require formal education, specific skills, language knowledge, and some basic resources to get into the sector and that too is mainly available to male workforce. But this limits those entering into sector who do not fulfil such requirement and restricts them to earn a good living independently. However there are few occupations that may be benefitted through tourism with limited means. Here special mention could be made to the Boat rowers across and all along the river Ganga. Tourism has no doubt provided a means of employment to these boatmen of Varanasi that allow them to work independently despite of any formal education or tourism related skill. The paper aims to identify the scope of unskilled or semi-skilled women in this profession who do not have any other source of employment in tourism sector of Varanasi. For this the paper attempts to

answer the following questions with respect to boatmen and the boating as the tourist attraction:

- 1) What is the present scenario of boating along the Ghats of Varanasi?
- 2) How boating plays in the economic empowerment of these boatmen?
- 3) What is the feasibility of employment for women through boating business?
- 4) How women be engaged in this profession?

## Objectives

The research is done with the following objectives:

- 1) To understand the role of tourism in the economic empowerment of semi-skilled workers.
- 2) To explore new areas of employment with special thrust on women.
- 3) To identify the feasibility of employing women in boating business along the ghats of Varanasi.

## Research Design

The research is initially descriptive in nature as it tends to describe the life and order of people living at a destination where tourism is highly dependent on its associated water body say a river or a lake. The study is exploratory in the sense that it describes the new emerging phenomenon on the banks of river Ganga at Varanasi and further aims to test the feasibility of creating job opportunities in the areas of tourism linked with such phenomenon. For this the paper analyses three different tourism destinations associated with cruise tourism on the various water bodies. These are the backwaters of the Kerala, Dal Lake of Srinagar, Kashmir and the Venice Canals. These three cases have been analysed to determine the scope of employment for women through river tourism in Varanasi. The research is done analysing both the primary and secondary facts related with the Varanasi tourism, river tourism and boat cruise tourism. The primary facts were collected and analysed to understand the background of the boatmen community in Varanasi; and how boat rowing is becoming the attraction for the young girls at the ghats. For this, need for boat rowing, family and living conditions, personal and professional skills, other source of occupation, etc., were some of the parameters to understand this phenomenon at the Ghats of Varanasi. The secondary facts related to the case studies were analysed to understand how it could be a possible source of employment for the young girls and the women alike and also how it could add a new feature to the Varanasi's tourism. The paper is concluded with the research findings and the suggestive measures so as to make boating proper employment option for the women of Varanasi and secondly to develop the concept of Floating shops along the boat cruise on the river Ganga which would give a new dimension to the tourism in the city.

## Scenario of boating in Varanasi

The Ministry of Shipping has identified Inland Water Transport (IWT) as a thrust area. In this connection, three waterways have been notified as National Waterways (NW), namely, the Ganga as NW No.1 (1986), the Brahmaputra as NW No.2 (1988) and the west coast canal as NW No.3 (1993). All of these waterways have the potential of IWT infrastructure development. States like Uttar Pradesh,

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Bihar, West Bengal, Assam, Orissa, etc., have tremendous potential for IWT development. The Ministry has also stressed that these waterways can be developed as the passenger ferries, river cruises, water sports and tourism related activities. River cruises have been initiated on the river Ganges and the Hooghly River connecting West Bengal to Bihar and Varanasi in Uttar Pradesh within the collaboration of Department of Tourism, Government of India, State Governments of Uttar Pradesh, Bihar and West Bengal and IWA, Ministry of Shipping (Ministry of Tourism, 2005). Though these efforts made by the Government definitely tend to boost the river tourism in the Varanasi region but being at their preliminary stages have not yet sufficiently sought the attention of the tourist and the other tourism stakeholders alike. The holy river Ganga has an altogether different role to play in the lives of the people of Varanasi as well as the tourists coming here. River tourism across the course of Ganga in Varanasi needs to be developed in a way that could be associated with the significance of the river as well as the importance of Varanasi as a tourist destination.

Varanasi on the left banks of the river Ganga is among the top destinations in India visited by both Indian and Foreign tourists in large numbers. The river here is worshipped as a Goddess which flows south to north forming a crescent shape throughout its stretch. The river plays an important cultural, economic and social role in the lives of the people and the city's life and culture can be best seen at the Ghats leading to the river water. There are about eighty ghats adorned with magnificent historical buildings, palaces, ancient temples, mosques, etc. and the city's spiritual life revolves around these Ghats. Along the river front in Varanasi, numerous boats can be seen running in the holy water which gives the panoramic view of the city Ghats and its associated activities which form the core of the cultural & religious values, the city is famous for. The city's uniqueness is felt when the tourists find themselves in the midst of hundreds of people who come not only for their ritual bath in the holy water, but also to do meditation and yoga, catching fish, swimming, to wash clothes, bathing their buffaloes, to get a massage, to perform religious rites and to improve their Karma. The most popular recreational activity among the locals and the tourists alike, is the boating and sightseeing through the boat across the river. The boating provides a complete view of the Ghats, the surroundings and is the best way to watch the beautiful rising sun in the early morning and the mesmerizing Ganga Aarti (prayer) in the evening which gives a quintessential Varanasi's experience. Lighting of lotus flower candle and to set it afloat on the river water is one of the rituals popular through boat.

The boat owners belong to a particular community of India known as 'Mallah' (which is a male dominated profession) whose main occupation is to provide boat ride to the customers across the river. They also take the passengers on the other side of the river so that one can take bath in less polluted water of the Ganges. They provide sightseeing through boat and give information about the city Ghats to the

tourists. They allow tourists to view the cremation ceremony through the boat at the two Cremation Ghats, namely, HarishchandraGhat in the south and the ManikarnikaGhat in the north. These boats are usually manually oared which are made of local woods but there are also few larger motored boats for large group of tourists. These may be shared or hired privately. Some of the boatmen may allow tourist to row the boats. There is a practise to provide one hour ride from the main boarding point i.e., at DashaswamedhGhat to the south till HarishchandraGhat then to the north till ManikarnikaGhat and back including the stills during the evening aarti. Though Varanasi tourism commission has set fixed rates but in practice they depend on the dealings made directly with boatmen. On an average, the monthly income of a boatman may vary from Rs. 15000 to Rs. 30000.

This might increase on special occasions or festivals like DevDeepavali. On demand boat cruise could be extended up to the Ramnagar Fort which is a 10kms boat ride in the south for an extra charge. Every boatman has its fixed area of operation which could not be violated by other boatmen in any case. The boat rides could be fixed either personally or through the agents of the hotels or tour operators in case of organised tours. All these activities by the visitors on the Ghats become the source of employment and business for these boatmen community in particular and others in general and hence their livelihood.

However a very new feature has added to the boating and boat service in Varanasi. Now one can also find young girls selling local handmade items on boats. In the morning, they sell some of the brass utensils used for religious purposes and in the evening, flowers and lotus candles for offering to the holy Ganges to the tourists riding on boats. They buy these stuffs from the local mandis (market) like postcards, brass items or they even prepare diyas (earthen candles) on their own. This reminds us just the feature similar to that of Kashmiri girls on shikara in Dal Lake. This newly emerged feature is presently in a raw form, started off by just two young girls from a Mallah's family. These boats are licenced to their fathers who are engaged in the boating business in Varanasi. There are over 2500 boats which are operated between AssiGhat and Raj Ghat on the left bank of river Ganga and between Sujabad and Ramnagar on the opposite banks of the river.

From a cursory notice it has been found that livelihood of around 15000 boatmen and their families depend on boat sailing and fishing. Though income earned as per the prevailing rates is meagre and hence boatmen and family live a life of poverty. Usually, there are five to six members in a Mallah's family. With a single earning member (mostly male) it becomes hard to meet basic needs of the family (females and children) as in the case of these young girls. What happens in such cases that they are unable to complete even their basic education or to learn any other skill so as to earn income for their family from any other source and thereby to improve standard of living. On interviewing some of the boatmen it was found that, as per the culture of these

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communities, boat rowing could be passed on only to a son or other male member of the family. The boat making and boat rowing has been a family occupation since generation. Being born and raised on the Ghats and have been a part of boat culture since childhood these girls are of course not hesitant in taking to oars. The need of the family and the inborn interest in boat rowing has resulted in this altogether new phenomenon in Varanasi. Earlier small girls use to sell diyas on the Ghats to tourists and other local visitors. But now selling on the boat has become a matter of attraction and has also increased their sales.

But, one more curious aspect of this scenario is that it is not with any defined objective or plan or in any organized manner that they have been drawn to such activity rather such girls are just lured by the magic of the holy Ganga and the ecstasy of rowing boat across the river besides earning their livelihood. There is no such vision as to become self-sufficient due to the lack of proper education, language skill, importance of the products they sell or any other skill that would gain more attention so as to deal with the customers in a better way. Both these girls are doing their business through boat since past five years but lack of vision and favourable culture and required skills has restricted other girls or females to come into this business and hence failed to gain the need for recognition from the authorities.

## **River Tourism – a source of employment**

Since the concept of River Tourism has evolved it had a tremendous impact on the lives of the both kind of people; the one who are directly employed in the services to cater tourists and the one who work independently but are benefitted through tourism as it provides market for their business. These are part of such group of people who live on the banks of these rivers or other water bodies and their life and livelihood is dependent on the river and river resources. They can be fishermen community, farmers, boatmen community living in the villages or towns surrounded by various water bodies. In the absence of tourists market, such riverside village dwellers had to travel far off towns and cities to find market for their produce and this especially happens in the case of boat rowers who had to live with meagre incomes earn on the basis of boating provided to locals as a means of transport. This condition is improved when the tourism and tourists are attracted to such places with the abundance of natural resources and man-made attractions of which the life and culture of such riverside dwellers forms a part. This not only provides a source of employment for the residents but also better standard of living with increased level of income. How tourism plays a role in the economic empowerment of the locals living beside various water bodies and how they form the attraction for the tourists can better be judged by looking at three such destinations where river or cruise tourism has been a source of employment for the residents directly or indirectly.

## **Kerala Backwaters**

Kerala, the southernmost state in India lies between the Western Ghats on the east and surrounded by Arabian coast on the west. The state is famous for its ecological beauty and boast of its

brackish lagoons and large lakes lying parallel to the Arabian Sea coast. The Kerala Backwaters are a network of inter-connected canals, lakes, rivers and inlets which stretches more than 900kms of waterways. In the midst of this landscape there are number of towns and cities which serve as the starting and end points of backwater cruises. This also includes National Waterway No.3 that runs parallel to the coast line of southern Kerala for a distance of about 205kms, facilitating both cargo movement and backwater tourism. Kerala backwaters have been used for centuries by the local people for transportation, fishing and agriculture. It has supported the efforts of local people to earn a livelihood. Besides rice growing, boat making has been a traditional craft as well as the coir industry. Connected by artificial canals, the backwaters form an economical means of transport and a large local trade is carried on by inland navigation. For instance, fishing and fish curing is an important industry. The most sought after tourist attraction of Kerala is the backwater cruises on the traditional Kettuvallams (houseboats). The Kettuvallams were originally used as the grain barges to transport the rice harvested in the fields alongside the backwaters. This was later transformed into the houseboats or floating cottages to accommodate tourists. The backwater cruise has provided employment in the form of Houseboats drivers, Cooks, Boat attendants, travel agents directly and provided market on their doorsteps for the local fishermen, farmers associated with the coconut and coconut products and many others indirectly. Local fishermen sell their fresh fishes directly to the houseboats passing through their area or sometime even tourists prefer to buy fishes of their choice directly from these fishermen who bring it on their small boats. These fishes are then cooked and served on board with a taste of local cuisine. Narrow canals which are often inaccessible through these large houseboats are visited on small boats for the sightseeing of the local village lying on these backwaters. All this gives a complete glimpse of the local culture and the habitats in the midst of green ecosystem where tourists come to see the nature in its abundance, Kerala's traditional homes and cottages, a place of natural birds' paradise, boat races, canoe rides and a lot more offers a complete package for an idyllic holiday.

## **Dal Lake of Srinagar, Kashmir**

Dal lake of Srinagar nicknamed as the Jewel in the crown of Kashmir is an urban lake which forms an integral part of recreation and tourism in Kashmir. Dal Lake covers an area of 18sqkm and is a part of natural wetlands including its floating gardens. Fisheries and harvesting of food and fodder plants are an important source of commercial operation on Dal Lake. Boating, snow skiing and canoeing are amongst some of the water sports activities practised on the lake. Boat dwellers are an important class in the socio-economic life of the people of Kashmir. They live permanently in their floating houses with their families. These houseboats are moored in a permanent location. Its permanent location distinguishes it from the floating houses (hotels) of the rest of the world where such boats mostly tend to be

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mobile (Abrar M.S., Dr.Shabana Ali, 2012). These boatmen (Kashmiri Hanji) communities belong to different tribes engaged in specific occupation and have an excellent knowledge of boat craft (Rabbani G.M., 1986). Due to increase in touristic demands in the area, now some of these houseboats are also owned and operated by private hotel chains as tourist accommodation. A houseboat stay has always been a fascinating experience for the tourists and thereby turned out to be a unique selling proposition for the tourism industry in Kashmir (Abrar M.S., Dr.Shabana Ali, 2012). This feature has supported the Kashmiris to become entrepreneurs in the houseboat industry. Another popular feature is cruising along the lake in the colourful Shikaras. Each houseboat has an exclusive Shikara for ferrying guests to the shore. A Shikara is a small padded taxi boat, often about 15ft long and made of wood with a canopy and a spade shaped oar. It is the cultural symbol of Kashmir and is popular as the Gondola of Kashmir. Shikaras are also used for vending of fruits, vegetables and flowers and so are famous as floating shops. Rowing of shikara is not just limited to male hanjis (boatmen) but women and young girls are also seen with shikara in their local traditional attire. These young girls are seen engaged selling flowers and fruits on their floating shops. Also, shikaras are often navigated by two boatmen dressed in 'Phiron' (traditional dress) and carry 'Kangris' or portable heaters on the boats to provide warmth and comfort to passengers on cruise.

## Venice Canal Cruise

Tourism has been a part of the life of Venice for centuries. Tourism and its related activities generate the majority of Venetian income as well as employment. Major economic sectors in Venice such as commerce, transportation, food industry and entertainment are directly dependent upon business provided by the millions of tourists that visit the city every year. Venice has also now become the one of the world's most important cruise destination owing to its rich heritage in the midst of the lagoon ecosystem with a mix of sea and fresh water. Venice is the group of small islands on the Adriatic Sea connected with a network of canals and bridges. The streets of Venice are actually waterways for boat traffic which is the unique selling proposition of Venice. Of all the differing watercraft in Venice, the Gondola is the most well-known.

A Gondola is a traditional, flat bottomed Venetian rowing boat, well suited to the conditions of the Venetian Lagoons. These serve as the ferries and are the chief means of public transportation in the city. They are a popular attraction among tourists and the most romantic and fascinating way to explore Venice. For a Gondolier (person who rows a Gondola) the primary role is to provide Gondola rides across the canals and tourists are the main customers. The profession of a Gondolier provides employment to around hundreds of Venetian and is protected by the Institution for the Protection and Conservation of Gondolas and Gondoliers. This is particularly a male profession controlled by a guild, which issues a limited number of licences granted after a period of training and apprenticeship and a major comprehensive exam which tests the knowledge of Venetian history and

landmarks, foreign language, skills and practical skills in handling a gondola. Gondoliers are officially licensed with standard fares for a minimum of 40min ride. Each Gondola is painted in black and a every Gondolier must wear black pants, a striped shirt and closed dark shoes along with a special hat that sets them apart from the rest. This is a traditional business which is passed on from father to son and thus more or less remains closed to outsiders. But this trend was recently broken when a female named Georgia Boscolo, a daughter of a Gondolier became the first woman Gondolier after joining the all-male gondolier guild in August 2010. For this she had to go under a series of practical and written tests and after a yearlong training was granted official licence to row tourists through the city's narrow canals (BBC News, 2010). Another noticing change was seen when a German Woman, named Alexandra Hai joined the Venetian gondolier guild. According to the sources, this was initially resented by the guild dominated by Venetian males, on the grounds of breaking the centuries old legacy of Venetian profession. Later accepted in the profession, Alexandra Hai became the first German Gondolier, now owns her own Gondola and officially rows the tourist across the canals of Venice in a 18<sup>th</sup> C uniform which differentiates her identity from the rest of the Gondoliers (Moore M, 2007).

## Discussion

On the basis of above observation three broad points need to be addressed. Firstly, it is seen that River tourism in the form of any recreational activity whether it is luxury cruise stays on houseboats, water rafting, canoeing, kayaking or as simple as a quiet sightseeing while boating has proved to be beneficial to both the tourism industry and the residents of a destination. This has provided a new dimension to the tourism industry by emerging as a prime attraction of a destination and enhanced tourist experience those look for a combination of cultural heritage and natural tours. For the residents it has become chief means of employment (as in the case of Venice and Kashmir). Second most important feature is the prevalence of boating or boat cruise as one of the most desirable tourist activity at places which boast of such natural resources. Boat rowing and boat transport has been a major occupation for the riverside dwellers. Lastly, where boating business was believed to be exclusive male occupation is gradually becoming a women profession. As discussed earlier, regarding the recent developments in case of Venice Gondolas where female Gondoliers are now entering the profession despite the male dominance. Similarly, in Varanasi young girls are emerging with the floating shops on the banks of river Ganga.

In fact at some places around the world boating business was originally a female occupation. For example, Rower woman of Stockholm, Sweden who ran a form of early water taxi between 15<sup>th</sup> to 20<sup>th</sup> centuries. They were called as Roddamadam in Swedish and rowed people in water taxis in and around the islands of Stockholm. The Stockholm Rower women formed a special group within the Swedish ferrymen guild and handled most of the traffic over the waters of the capital. They could be

E: ISSN No. 2349-9435

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either married or unmarried and unlike the Venice Gondoliers tradition, they inherited their boats from mother to daughter or bought them from retired colleagues. This all ended up due to the changes in the laws and later replaced by the steam boats (Wikipedia).

Thus, this can be concluded that boat rowing and other related business could be a good employment option for women. This would be necessary to bring in women directly in the field of tourism who do not possess any formal education or equipped with specific skills required to cater the tourism related jobs. Secondly, this would help in economic empowerment of marginal women workers with a respectable job opportunity. This in turn would need attention and recognition of the Government and the associated stakeholders, so as to motivate women to take up this profession with ease. The necessary supportive measures would need to be devised such as the projects like 'Priyadarshini' in Delhi (as discussed above). Varanasi again has all the necessary resources that would require putting women ahead in the core services of tourism in the city. The tourist market which is increasing each year, the significance of the river Ganga, its associated life and culture, the increasing interest of young girls towards becoming self-sufficient, attaining knowledge and skills, to work independently and at last the drive to do something new. If provided attention and support structure, the concept of floating shops especially through the boat girls would not only provide scope of employment for the women but also boost up local handicrafts of Varanasi by putting them right in mid of the tourist market. With small efforts the concept of Floating shops of local handicraft items such as flowers, lotus flower candles (instead of plastic or paper candles to prevent river pollution), local handmade brass items, postcards, silk scarfs and stoles, and items for religious purposes. Also, local refreshments and beverage could be served on board while sailing like Banarasi Paan and Thandai. This might emerge as a new attraction at the Ghats of Varanasi.

## Conclusion and Suggestions

Varanasi tourism and its related resources could become an important means of employment for women of the region provided the necessary support and guidance from the Government and Varanasi Tourism Development Association. Women and young girls whether or not associated with the boatmen community of Varanasi could be engaged in the occupation of boat rowing and could be trained to cater the Indian and Foreign customers alike. To develop it as an altogether new feature at the Ghats of Ganga, girls like Naina and Barkha needs to be encouraged. For this these two girls could be taken as the pilot project to check it's after affects and also to drive the attention of other girls interested in similar occupation with similar backgrounds. The following could be employed as a supportive structure to induce women in boat rowing across the banks of Ganga in Varanasi.

- Programmes like 'earn while you learn' could be initiated so as to make them pursue some basic

education along with practical training in boat rowing, swimming, safety measures.

- They can be trained with some professional skills like learning of English as an additional language, some selling skills; education course might include knowledge and significance of the city Ghats, heritage buildings, about the local famous landmarks and tourist spots around the Ghats.
- After the training period of few months these girls or women must be provided official licence to row the boats of their own. The safety and hygiene must be made mandatory on boards. Over loading of passengers or absence of safety equipments per passenger could be fined.
- For their safety and protection of their rights, female boat rowers association could be allowed to form.
- Looking at present conditions of boat, must be improved by providing incentives to efficient boat rowers and to those who do not violate the rules and regulations meant for the safety of both the passengers and the boatmen/women.
- Local traditional wear must be encouraged and should be kept uniform. The rates and other rights must be kept equal and fair for both the boatmen and boat women.
- If needed boating education course should be made mandatory for all boat users that might be helpful in making them more equipped to carry out their service.

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