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ANALYSATION OF DIFFERENT SECTOR FOR DEVELOPING WOMAN EMPOWERMENT

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ABSTRACT:

This paper attempts to analyze the status of Women Empowerment in India and highlights the Issues and Challenges of Women Empowerment. Today the strengthening of ladies has turned out to be a standout amongst the most critical But for all intents and purposes ladies strengthening is as yet a figment of reality. We see in our everyday life how ladies end up plainly defrauded by different social shades of malice. Ladies Empowerment is the indispensable instrument to extend ladies' capacity to have assets and to settle on key life decisions. Empowerment of women is essentially the process of upliftment of economic, social and political status of women, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. The study is based on purely from secondary sources. The study reveals that women of India are relatively disempowered and they enjoy somewhat lower status than that of men in spite of many efforts undertaken by Government. It is found that acceptance of unequal gender norms by women are still prevailing in the society. The study concludes by an observation that access to Education, Employment and Change in Social Structure are only the enabling factors to Women Empowerment.

Key Words: Women Empowerment, Education, Health, Socio-Economic Status. Crimes against women, Policy implications

1.0 Introduction:

Women empowerment refers to increasing the spiritual, political, social, educational, gender or economic strength of individuals and communities of women. Women's empowerment in India is heavily dependent on many different variables that include geographical location (urban / rural) educational status social status (caste and class) and age. Policies on Women's empowerment exist at the national, state and local (Panchayat) levels in many sectors, including health, education, economic opportunities, gender based violence and political participation. However there are significant gap between policy advancements and actual practice at the community level. Empowerment of women is

essentially the process of upliftment of economic, social and political status of women, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. Women empowerment involves the building up of a society, a political environment, wherein women can breathe without the fear of oppression, exploitation, apprehension, discrimination and the general feeling of persecution which goes with being a woman in a traditionally male dominated structure. Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned,

they are not treated as equal to men in all the places. In the Western societies, the women have got equal right and status with men in all walks of life.

APPROACHES TO EMPOWERMENT:

We know well that in general terms, the position of women in society is still low compared to their counterparts. Particularly in developing countries women have to face “the glass ceiling”. The major reason being the discrimination between man and woman on the basis of sex has created various types of gender biases. Hence, efforts were made to remove discrimination against females and to establish equality has become the part of the global movement emphasized in all the four World Conferences on Women including the Beijing Conference in 1995. The World Bank has identified empowerment as one of the key constituent elements of poverty reduction and as a primary development assistance goal. The promotion of women’s empowerment as a development goal is based on the dual argument that social justice is an important aspect of human welfare. The Policy Research Report of the World Bank has also identified gender equality both as a development objective and as a means to promote growth, reduce poverty and promote better governance presented women’s empowerment as a key strategy for development and stated that “women’s full participation on the basis of equality in all spheres of society, including participation in the decision making process and access to power are fundamental for the achievement of equality, development and peace. Another line of thought in development literature has promoted „social inclusion“ in the institutions as the key pathway to empowerment of individuals and capitalism top-down approaches to development and /or poverty itself are seen as sources of

disempowerment. This process of social inclusion was viewed as a process that removes the institutional barriers and the enhancement of incentives to increase the access of diverse individuals and groups to assets and development opportunities. The growth of civil society and participatory development methods at both macro and micro levels of society were also proposed as the mechanisms by which empowerment could take place. This approach to empowerment focuses on State and Civil Society institutions and interpersonal gender dynamics within the household as a part of the equation of social exclusion and in need of directed efforts at change.

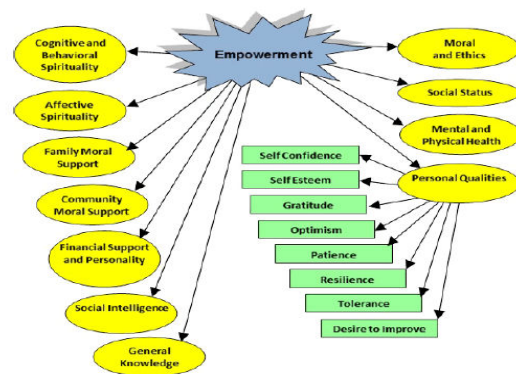


Figure: Model generated for empowerment

Decision making:

Develop strategies to support women entrepreneurs and women-owned businesses, including by improving women’s equal access to finance and expanding trade opportunities for women producers. Enforce core labour standards and antidiscrimination laws for decent work, including ensuring minimum wage legislation and equal pay for work of equal value. Ensure women’s equal rights, access and opportunities for leadership and decision-making in all sectors. Decision making autonomously motivates the employees to be aware of his rights in an organization. It favors the employee to maintain a higher degree of constancy between their ideas and

works. By relating the motivational process and career exploration Employees are influenced by both internal and external forces, but the impact of these forces depends a great deal on their own levels of internal and external locus of control.

- To know the need of Women Empowerment.
- To assess the Awareness of Women Empowerment in India.
- To analyze the Factors influencing the Economic Empowerment of Women.
- To study the Government Schemes For Women Empowerment.

2.0 Literature review:

[1] England Paula (2000) compares women education in India at present and Past. Author highlighted that there has a good progress in overall enrolment of girl students in schools. The term empower means to give lawful power or authority to act. It is the process of acquiring some activities of women has highlighted that health of women members of SHG have certainly taken a turn to better. It clearly shows that health of women members discuss among themselves about health related problems of other members and their children and make them aware of various Government provisions specially meant for them.

[2] Beteta S Hanny (2006) Does Female Empowerment Promote Economic Development? This study is an empirical analysis suggesting that money in the hands of mothers benefits children. This study developed a series of non cooperative family bargaining models to understand what kind of frictions can give rise to the observed empirical relationship.

[3] Sandhya Rani Das,(2006) health, empowerment and labour market participation). The Human Development observed that human development is a participatory and dynamic process and people are the real wealth of a nation and the process has three important components viz., well-being, empowerment and agency and justice (equality). Particularly it was stressed that empowerment requires both agency and supportive institutional structures and empowerment is about people as individuals and acting in groups. The World Development that greater gender equality enhances productivity, improves development outcomes for the next generation and make institutions more representative. The United Nation that “gender inequality holds back economic growth of individuals, development of countries and the evolution of societies and economic growth and social equality should go hand in hand. The World Economic Forum has been publishing

[4] Pankaj Kumar Baro1 & Rahul Sarania(2005) Promote and enact legislative and administrative reforms to ensure women’s equal rights to economic and productive resources, including to inheritance and access to, control over and/or ownership of land and other property, credit and other financial services, information and communication technologies and other forms of technology and capacity building to utilize and maximize the potential of these services/assets Develop strategies to support women entrepreneurs and women-owned businesses, including by improving women’s equal access to finance and expanding trade opportunities for women producers Enforce core labour standards and antidiscrimination laws for decent work,

including ensuring minimum wage legislation and equal pay for work of equal value Ensure women's equal rights, access and opportunities for leadership and decision-making in all sectors.

3.0 Methodology:

4.0

The Human Development Reports have been emphasizing on thinking about equality in terms of capabilities because inequalities in outcomes are largely the product of unequal access to capabilities. The Human Development Reports have introduced "Gender Related Development Index (GDI) (to measure average achievements in long and healthy life, knowledge and a decent standard of living which account for inequalities between men and women) , Gender Empowerment Measure (GEM) (which measures gender inequality) and Gender Inequality Index (GII- Human Development Report-2010)(which measures the losses due to gender inequalities in reproductive health, empowerment and labour market participation). The Human Development Report -2010 observed that human development is a participatory and dynamic process and people are the real wealth of a nation and the process has three important components viz., well-being, empowerment and agency and justice (equality). Particularly it was stressed that empowerment requires both agency and supportive institutional structures and empowerment is about people as individuals and acting in groups. The World Development Report-2012 observed that greater gender equality enhances productivity, improves development outcomes for the next generation and make institutions more representative.

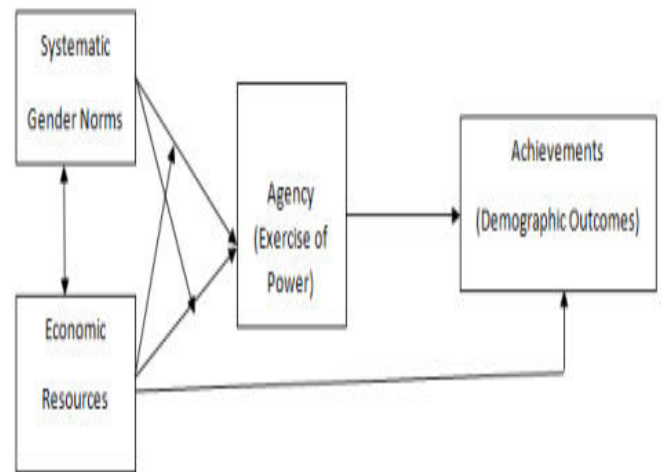


Figure: Conceptual Model of Gender and Women Empowerment

Empowerment of Women in India:

According to Census-2011, India has reached the population of 1210 million, as against 301 million in (48.5 %) were females. The population of India accounted for 17.5% of the total world population and occupied second place. The sex ratio was 930 in 1971 and it has increased to 940 according to 2011 Census. The female literacy also increased from 18.3% in 1961 to 74.0% in 2011 and a decrease in male-female literacy gap from 26.6% in 1981 to 16.7 per cent in 2011. Women empowerment in India is heavily dependent on many different variables that include geographical location (rural/urban), educational status, social status (caste and class) and age. Policies on women empowerment exist at national, state and local levels in many sectors including health, education, economic opportunities, gender based violence and political participation. The scope and coverage of the schemes launched has been expanding that include initiatives for economic and social empowerment of women and for securing gender equality. The following schemes at present are aiming at women empowerment and gender equality in India

Women empowerment demographics:

was expected that due to better living standards, more education, better health facilities and other factors women empowerment would be more in urban areas. Contrarily it was seen that women in rural areas were slightly more empowered as compared to urban women. There were 47.4% 'not empowered' women in urban area while rest of 52.6% women were either partially empowered or empowered. While in rural areas 59.5% of women were partially or fully empowered and only 40.5% were not empowered. Does this 'observed' empowerment difference in our sample indicate population association between area and empowerment? To answer this question Chi-Square test was applied. Results showed evidence of such association with Chi-Square value of 11.1 at a significance of $P=0.004$. Likelihood ratio test also supported

Table: Labor force Participation of Females and Males in India by Usual Principal and Subsidiary Status

Sector	Male		Female	
	(2010-2012)	(2014-2016)	(2010-2012)	(2014-2016)
rural	87.6	82.5	49.0	64.4
urban	80.1	76.3	37.6	34.8

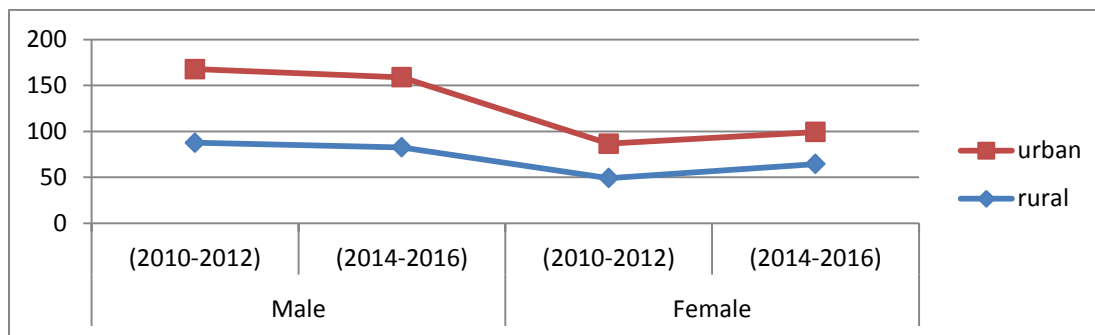
The low labour force participation rates may be due to the reason that women's work is statistically less visible, non-monetized and relegated to subsistence production and domestic side and estimation reveal that this proportion accounts for 60.0% of unpaid work and 98% of domestic work. The India Human Development Report-201 observed that poor access to education was one of the reasons for higher labor force participation rate in rural areas particularly for females. Further, there is

this conclusion. Age in cross tabulation with empowerment illustrated cyclical stages of empowerment. Contrary to discussion in literature age does not show a linear or simple relation with empowerment. It is seen that females in early age especially when still with their own parents are slightly more empowered than during early years of their married life. As the age advances and their children grow up plus the initial pressures of married life decrease their empowerment increases while it decreases again if a female's married life is disrupted.

4.0 Results and Discussions:

Women's participation in labor force is seen as a signal of declining discrimination and increasing empowerment of women. It is thought that feminization of the workforce is also a sign of improvement of women's opportunities and position in society. In India

huge gender disparity in both rural and urban areas for females with reference to Worker Population Ratio. Women's workforce participation rate was almost half of that of men in rural areas and less than a third in urban areas. These figures make it clear that the achievement of economic development for the past 60 years did not had a telling effect on Workforce Participation Rate for females in India as almost no change took place in this vital index of women empowerment.



Graph: Labor force Participation of Females and Males in India by Usual Principal and Subsidiary Status

This is mainly due to existing social customs. In agriculture and Animal care the women contribute 90% of the total workforce. Women constitute almost half of the population, perform nearly 2/3 of its work hours, receive 1/10th of the world's income and own less than 1/ 100th the world property. 70% of people living in poverty are women. Lower sex ratio i.e. 933, The existing studies show that the women are relatively less healthy than men though belong to same class. They constitute less than 1/7th of the administrators and managers in developing countries. Only 10% seats in World Parliament and 6% in National Cabinet are held by women.

Status of Women Empowerment:

The status of Women Empowerment cannot be visualized with single dimension rather multidimensional assessment in terms of various components of women's life and their status would bring a clear conception. So, this paper tries to give a basic idea about the condition and status of women in terms of employment, education, health and social status. Before going to elaborate separately let us have a quick view of the overall status of women in terms of gender gap index prepared by World Economic

Reasons for The Empowerment of Women:

Today we have noticed different Acts and Schemes of the central Government as well as state Government to empower the women of India. But in India women are discriminated and marginalized at every level of the society whether it is social participation, political participation, economic participation, access to education, and also reproductive healthcare. Women are found to be economically very poor all over the India. A few women are engaged in services and other activities. So, they need economic power to stand on their own legs on par with men. Other hand, it has been observed that women are found to be less literate than men. According to 2001 census, rate of literacy among men in India is found to be 76% whereas it is only 54% among women. Thus, increasing education among women is of very important in empowering them. It has also noticed that some of women are too weak to work. They consume less food but work more. Therefore, from the health point of view, women folk who are to be weaker are to be made stronger. Another problem is that workplace harassment of women. There are so many cases of rape, kidnapping of girl, dowry harassment, and so on. For these reasons, they require empowerment of all kinds in order to

protect themselves and to secure their purity and dignity. To sum up, women empowerment can not be possible unless women come with and help to self-empower themselves. There is a need to formulate reducing feminized poverty, promoting education of women, and prevention and elimination of violence against women

5.0 CONCLUSION:

The Empowerment of Women has become one of the most important concerns of 21st century not only at national level but also at the international level. Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self decision making and participating in social, political and economic life of the country with a sense of equality. The need of the hour is to identify those loopholes or limitations which are observing the realization of empowerment of women and this initiative must be started from the women folk itself as well as more importantly policy initiative taken by the state and society. Let us take the oath that we want an egalitarian society where everybody whether men or women get the equal opportunity to express and uplift one's well being and well being of the society as whole. Women's empowerment is not a Northern concept women all over the world, including countries in South, have been challenging and changing gender inequalities

since the beginning of the history There is a need to understand that the concepts of empowerment and autonomy are sufficiently different. As the data presented in the above tables exhibited, still a large part of women do not have sufficient autonomy regarding the value choices for their own life.

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