

## WOMEN EMPOWERMENT IN INDIA

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### Abstract

Women play a very good role in the development of economy and society. Woman is the leader, planner of the family, the trainer, supplier of labour power and playing important role in the development of agriculture, industry and service sector. But status of women is so poor and incidence of poverty is more on woman only. Empowering women is the only solution for all the problems. If woman is educated and empowered her potential power can be utilized for the economic development. Empowerment aspect visualizes the full participation of people in the decision making process that shapes their lives. The goal of inclusive growth and human development cannot be achieved without the development and empowerment of women. This paper contains need, objectives, importance of women empowerment, role of women empowerment in India, Government schemes of women empowerment and conclusion.

**Key words:** Women, empowerment, education, confident, self respect

“Women’s empowerment and their 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”.

**Beijing Declaration**

### Introduction

Women empowerment refers to increasing and improving the social, economic, political and legal strength of the women. To ensure equal right to women, to make them confident, freely live their life with self respect and self dignity. Empowerment aspect visualizes the full participation of people in the decision making process that shapes their lives. The goal of inclusive growth and human development cannot be achieved without the development and empowerment of women. This paper is confined to the role of empowerment aspect in the human resource development focusing on women employees.

### Objectives of the Study

The study has following objectives:

- To study the status of women and efforts made in present
- To study the necessity of women empowerment
- To know the available schemes for women empowerment in India

### **Aspects of Empowerment**

Women employees are assessed on the basis of ten important aspects related to empowerment. As the qualitative aspects related to the women employees are not directly measured. The empowerment of women employees is considering all the aspects to compare different categories of employees on a common scale. The various aspects of women empowerment are:

- Ability to acquire skills
- Access to information sources
- Self confidence
- Ownership of assets
- Freedom to spend own income
- Recognition of ability
- Decision making
- Freedom in mobility
- Freedom in social involvement
- Ability to make positive changes

### **Status of Women in India**

Traditionally, an Indian woman had four-fold status. These were daughter, wife, home maker and mother. The woman status was fixed in the society. But in modern times, women status is changing. They are actively participating in social, economic and political activities. They received higher education, employment, higher salary and they achieved higher status also. Several social, economic and cultural factors are associated with the women's contribution to the development of health and education sectors. The progressive social movements, government policies and a historically conducive climate are some of the key factors responsible for the success of women. The reduction in gender disparities during economic growth happens due to the variables such as female literacy and labour force participation rates that are closely aligned to women's empowerment. These require supplementation by public action in education, women's ownership and political participation. Access to education played a crucial role in providing job opportunities to women or it even empowered the unemployed housewives.

### **Importance of Women Empowerment**

- A large number of women around the world are unemployed. The world economy suffers a lot because of unequal opportunity for women at work places.
- Women are equally competent
- Women are as talented as men
- Women empowerment helps to develop the society

- Women empowerment helps women to stand on their own legs become independent
- It leads to decrease in domestic violence
- It helps women to get educated
- It helps women to know their rights and duties and it can stop corruption
- It helps to reduce poverty
- Women are increasingly participating the national development process

### **How to Empower Women**

Empowerment of women would result in better developed society. When women contribute equally with men, the world would surely a better place to live. There are several ways to empower women.

#### **Create safe work place**

The work places should be safe for the female members of the society. Women can be empowered through the creation of safe working environment

#### **Women Education**

- Female education contributes towards health and well being of the family
- By getting education, women contribute to the national income of the country
- Educated women are considered active in politics also
- Educative women know their right and able to protect themselves better

#### **Raise voice against gender inequality**

Women can be empowered by decreasing the gender inequalities in society

#### **Job skills**

Proper training should be provided to women for better results

#### **Create more part time job opportunities**

More part-time and flexible jobs should be created so that more and more women get employment opportunities

### **Women's Role in Society**

Many women actively supported and participated in the nationalist movement, eminent positions and office administration in India. Previously men-folk used to discourage women from leaving their households for social functions. Now the spread of education, social attitudes of educated women have changed the order. The modern woman has started caring for health, figure, cultural, needs and interest, academic pursuits, social intercourse, religious activities, recreational needs, etc.

Women are gradually participating in the political life also. Some are enrolling themselves as members of political parties, attending party meetings, conventions and carrying out political programs.

### Government Schemes for Women Empowerment

The Government of India has been trying to empower the women through various schemes.

- Beti Bachao Beti Padhao scheme
- One stop centre scheme
- Women helpline scheme
- Working women hostel
- Rajiv Gandhi National Creche Scheme
- Ujjawala Scheme
- SWADHAR Greh
- Support to training and Employment Programme of Women
- NARI SHAKTI PURASKAR
- Mahila Police Volunteers
- Indira Gandhi Matritva Sahyog Yojana

### Conclusion

The women play a strategic role in the society and the economy. The status of women in India is rising. The government of India, by passing timely acts and implementing rules and regulations trying to empower the women. The effect of women employment on family and society is more evident in situations where women possess higher levels of employment and income. The empowerment of women employees is also higher when they are at high levels of employment. No doubt, the government of India has many weapons to fight for women empowerment.

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