

## Women Empowerment: Issues, Challenges

**Poonam Baburao Kashid**

Email.- [poonam.mohite9@gmail.com](mailto:poonam.mohite9@gmail.com)

### Abstract

*This study attempts to revealed the status of Women Empowerment and highlights the Issues and Challenges, Employments of Women Empowerment. Today the empowerment of women has become one of the most important concerns of 21st century. But almost women empowerment is still an fantasy of reality. We observe in our day to day life how women become mistreated by different social Factors. Women Empowerment is the essential instrument to enlarge women's ability to have resources and to make tactical life choices. Empowerment of women is basically the process of upliftment of economic, social and political status of women, the conventionally deprived ones, in the society. It is the process of guarding them against all forms of cruelty. 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 despite many efforts undertaken by Government. It is set up that getting of unequal gender norms by women are still prevailing in the civilization. The study concludes by an observation that access to Education, Employment and Change in Social Structure are only the enabling factors to Women Empowerment. Because in this present conditions its very necessary should be concentrate towards women Empowerment. Its part of society without them couldn't progress we can say as pre observations.*

**Keywords:** Status of Education & Employment, Gender gap Index, Various Government Schemes.

### Introduction

In the recently, women play the important role in increasing the world. Society cannot be formed without the active part of women. In India women do not use their rights and neither are measured independent to take any decision. In order to provide the same status in the society women require to be empowered. Women's empowerment in India is deeply dependent on many diverse variables that includes ecological position like (urban/rural), Educational status, Social status (caste and class), and Age. Policies on women's empowerment survive at the national, State, and Local (Panchayat) levels in many sectors, including Health, Education, Economic opportunities, Gender-based violence, and political participation etc.

Though, there are important gaps between policy structure and actual performance at the community level. Women can be empowered only when they are literate and educated . As per our observation education is the key to unlock the golden door of freedom for progress. Of Indian women today, the female literacy levels according to the Literacy Rate 2011 census has been 65.46% where the male literacy rate has been over 80%. Being

literate or having only primary education is not enough to improve productivity or to obtain better-paying jobs but it is essential for women to pursue the higher education. Even beyond literacy there is much that education can do for women's rights, self-respect and security.

Consequently, this research paper discusses the impact of literacy and education, employment on empowerment of women as well as the suggestion to get better the changes that need to be measured for women empowerment and economic enlargement.

### Review of Literature

- 1) **Sen Amartya (1999)** : The economist explained makes a convincing case for the notion that societies need to see women less as passive recipients of help, and more as energetic promoters of social alteration, suggesting that the education, employment and ownership rights of women have a dominant manipulate on their ability to control their environment and contribute to economic development. So from that excluded discriminations between men and women.
- 2) **Subrahmanyam H. (2012)** : In his study ,compared women education in India at

present and Past. He also highlighted that there has no good development in overall enrolment of girl and students in schools. The term Empower way to give lawful power or supremacy to act. It is the procedure of acquiring some activities of women. He shown many problems faced by girls as per compare to boys.

- 3) **E .Duloc. (2011) :** In his book attempted Women’s Empowerment and financial Development, N. B. of Economic Research Cambridge. In their study argue that the inter dealings of the Empowerment and Development are most likely too feeble to be self sustaining and that persistent policy commitment to equality for its own sake may be desirable to carry about equality between men and women. Even though he reveled in his book equivalence of the men and women.

**Objectives of the Study**

- 1. To identify the need of Women Empowerment in various sector.
- 2. To evaluate the Awareness of Women Empowerment in Educational and Employment sector.
- 3. To examine the Factors influencing the Social Empowerment of Women.
- 4. To know the Government Schemes For Women Empowerment.
- 5. To offer useful Suggestions in the Path of Women Empowerment.

**Research Methodology**

The Article is basically descriptive and analytical in nature. In this paper an attempt has been taken to analyze the empowerment women. The data used it is purely from secondary sources according to the nature of the study. Secondary data is obtained from various published and unpublished records, books, magazines and journals.

**Status of Education & Employment of Women Empowerment**

In India has emerged as one of important nations for business/job and it has been estimated that by 2020 it will be more knowledgeable, knowledgeable and economically at the forefront. No

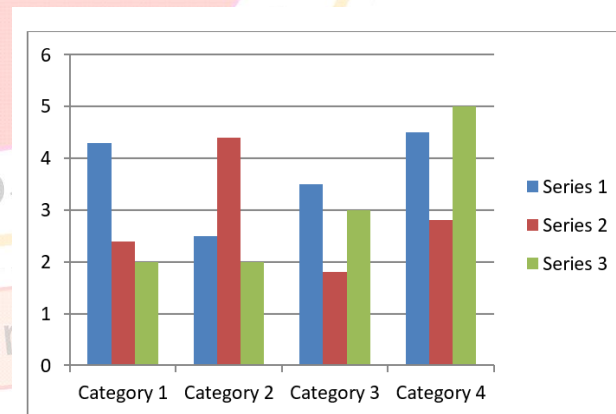
doubt, women will play a vital role in contributing to the country's development. Women power is vital to the financial growth of any country.

In India this is yet to meet the necessities as very little has been achieved in the area of women empowerment, but for this to occur, this sector must skill a chain of reforms. Though India could well become one of the biggest economies in the world, it is being delayed due to a lack of women's participation. Women have the possible to change their own economic status, as well as that of the communities and countries in which they live. Yet more often than not, women’s financial contributions go unrecognized, their work has been undervalued and their assure un nourished.

**Gender gap Index (out of 135 countries)**

Gender Gap	Indias Rank
Economic Participation	123
Education Attainments	121
Health & Survival	134
Political Empowerment	17
Overall Index	105

**Source : W. E.Forum Global Gender gap Index 2012.**



On Above Table & Chart clearly shown in over all Gender gap are 105 and the status of low level of attainment of women in the diverse field of their attainment. Observance aside the Political Empowerment, the other three index is all above the rank of 100. This mirrors the status of women in India and gender inequity in all aspects of life-education, economic activity and empowerment.



### Issues & Challenges

There are numerous constraints that check the process of women empowerment in India. Social norms and family arrangement in developing countries like India, manifests and effect the subordinate status of women. One of the norms is the ongoing first choice for a son over the birth of a girl child which in present in almost all societies and communities. The society is more prejudiced in favor of male child in respect of Education, Nutrition and other opportunities.

Women often internalize the conventional concept of their function as natural thus inflicting an inequality upon them. Poverty is the reality of life for the vast majority women in India. It is the another part that poses challenge in realizing women's empowerment. There are numerous challenges that are plaguing the issues of women's right in India. Targeting these issues will directly benefit the empowerment of women.

### Various Government Schemes.

- 1) National Mission for Empowerment of Women.
- 2) Women Entrepreneur Development programme given top priority in 1997-98.
- 3) Support to Training and Employment Programme for Women.
- 4) Rastriya Mahila Kosh (RMK) 1992-1993
- 5) Indira Mahila Yojana (IMY) 1995.
- 6) Women's Development Corporation Scheme (WDCS).
- 7) SIDBI's Mahila Udyam Nidhi Mahila Vikas Nidhi.
- 8) Working Women's Forum.
- 9) Indira Priyadarshini Yojana
- 10) Training of Rural Youth for Self Employment (TRYSEM).

On above various schemes providing by Governments for upliftment. Its another help to remove inequalities and injustices as camper men. Society cannot be formed without the active part of women Empowerment.

### Recommendations

- 1) Whenever policies are amended or new policy are initiated Government should be

consider the interest of women towards the new policy proposal.

- 2) More and more consciousness for women empowerment through education need to be undertaken through free workshop and seminars, women councils in rural & urban areas as even today many women are not aware of their basic rights.
- 3) The Government body or Non Govt.Org. should arrange programmes for dealings with other empowered women in the society for inspiring women.
- 4) As a social responsibility even the corporate players should also take active interest towards the project related to empowering women by investing funds towards women literacy and education, skill development centers for women entrepreneurs, for higher education. Their role can change the life of many women's in India.
- 5) Women should be allowed to work and should be provided enough safety and support to work. They should be provided with proper wages and work at par with men so that their status can be elevated in the society.
- 6) Strict implementation of Programmes and Acts should be there to curb the mal-practices prevalent in the society.

### Conclusion

As per over all observation without women part towards society cannot be unobserved. When the women is empowered it mean the entire family is empowered and the overall society is empowered. Education and Employment play key function towards empowerment. Women should follow her education and career opportunities. They should struggle for themselves for having better living standard and they should make their own decisions. For the development of the economy women and men both should work jointly and women should develop their skills.

Women empowerment is an vital element in national progress. Since women comprise half of the population there can be no development unless the needs and welfare of women are fully taken into account. The effectual management and progress of

women's resources, their capabilities, interests, skills and potentialities are of supreme importance for the enlistment of human resources. Entire development hard work to combat poverty can only succeed if women are part of the solution.

**References**

- 1) Ganeswamurthy, M. (2008) : Empowerment of Women in India—Social Economics and Political, New Century Publications, New Delhi, p. 4.
- 2) Sen, A. (1999). —Women's Agency and Social Change Development as Freedom. Oxford University Press. New York.
- 3) World report (2014) : The role of women in development: Gender equality and sustainable development, United Nation Publication ISBN 978-92-1-130330-8.
- 4) Duflo. (2011) : Women's Empowerment and Economic Development. NBER Working paper No. 17702.
- 5) Pankaj Kumar Baro1 & Rahul Sarania (2012) : "Employment and Educational Status: Challenges of Women Empowerment in India" , A Peer-Reviewed Indexed International Journal of Humanities & Social Science.
- 6) Kishor, S. and Gupta, K. (2009) : Gender Equality and Womens Empowerment in India, national family health.
- 7) Sohail (2014) : Women empowerment and economic development-an exploratory study in journal of business studies quarterly 2014, volume 5,

