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WOMEN EMPOWERMENT AND LEADERSHIP

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Dr.K.Sasi Kumar

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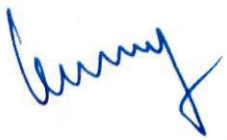
EDITORIAL MESSAGE

We take great pleasure in welcoming you to our Edited Book. The immediacy of e-based publication makes it possible for us all to be fully connected to each other and to developments in our field and to be directly involved in ongoing knowledge construction.

With several economies gearing towards the end of lockdowns, it's time for organizations to implement Post-COVID-19 business recovery strategies. Although it will let organizations restore balance to an extent, total recovery from the crisis is going to be a long and strategic battle. With these concepts in mind, we invited with scholarly discussions to facilitate new ideas for business sectors. This book also stands as a platform for Students and research scholars to express their innovative business models and solutions.

We are thankful to all academicians, research scholars and students who have contributed for this edited book. We also acknowledge the valuable suggestions and support offered by our colleagues and students. We are delighted that you are joining us as readers and hope you will also join us as contributors.



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A STUDY ON WOMEN EMPOWERMENT IN CURRENT PERSPECTIVE IN INDIA

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ABSTRACT

Women empowerment in India is the most efficient tool for improvement as these days

Women empowerment is a procedure of interior change, or ability within improvement of potentiality, or cognition to the collective mobilization of women, and when achievable, men, or quality of quizzical and activity of dynamic dependence connected with gender, or ability over. So, empowerment is a operation of capability of building, directing to greater involvement and ability of decision making, power of making aware and transformation action. Empowerment of women Handel with improving them as much alert individuals, who are politically active, profitable productive and independent and are able to make brilliant communication in matters that affect them. Empowerment of women is basically the knowledge of upliftment of economic, social and political position of women, the traditionally deprived ones, in the society.Women empowerment involves the capability, ability of women and they can enhance their capacity , without men , women can face any kind of situation. As far as their social status is concerned, they are not treated as equal to men in all the areas. In recent era, the women have got equal right and status with men in all walks of life. But gender disabilities and distinguish are found in India even today. Thus this paper will concentrate on the area of women in the society of India in Current Perspective.

KEYWORDS: Women Empowerment, Education, Discrimination, challenges

INTRODUCTION

Empowerment of women affect the transformation of their position in the family, profession and society. It ensures women's availability to recent development facilities and extends their participation in social, political and economical process and making a decision. So women empowerment is perfectly essentials in India. The Constitution of India establishes a assembly system of government, and assurance its national the power to be appointive, state of speech, freedom to participation and form equal, and voting rights. The Constitution of India attempts to remove gender inequalities by prohibiting discrimination based on Gender and social class, induce human trafficking and forced labor, and reserving elected positions for women. The Government of India oriented province and localized governments to promote equivalence by social class and gender including equal earnings and free judicial assistance, humane running situation and maternity relief, rights to education, right to participation and right to work, and increasing the standard living. Empowerment is about change, choice and power. It is a knowledge of action by which the individuals and groups with little or no power increase the power and ability to make choices that affect their lives. Women

empowerment in the fields of teaching, professional level, home and in society has been fantastic. Many steps have been taken by the government to empower women in developing and developing country.

OBJECTIVES OF THE STUDY:

1.To know the status of Women Empowerment.
2. Growth the mass awareness and education on women's peace, peace building process, women's Rights, women's roles and responsibility.
3. To increase possibility of professional and personal development of women through the provision of assistance skills.

FEATURES OF WOMEN EMPOWERMENT

1. Women empowerment modify a greater degree of self-confidence and a awareness of independence among women.
2. Women empowerment is a activity of getting power for women in order to realise her rights and to execute her responsibilities towards oneself.
3. Women empowerment enables women to arrange themselves to growth their self- reliance.
4. Women empowerment means women's control over the things
5. Women empowerment abolishes all gender-based discrimination in all institutions and construction of association.
6. Women empowerment means engagement of women in policy and decision making process at domestic and public levels.
7. Empowerment also means equal status to women.

IMPORTANCE OF WOMEN EMPOWERMENT

Women empowerment is a nonstop and ever-changing function which allows women to take an interest in the choice – making in all financial, political and social process in the public and improves their susceptibility to change the construction and condition that keep them hindered. In modern times, everyone is thinking about women empowerment . It's right to say that women's empowerment has become the essential of the time. Women should dominate liberty, faith, and self-worth to opt for their wants and requirement. Women are paid less and are treated as a cook and slave in families, and their real potential fails to get highlighted. Women empowerment in India is needed to overcome situations of such types and to provide them with their independent role in Indian society.They should have proportional rights to contribute to society, education, economics, and politics. They are sanctioned to increase higher education and receive a related attention as men are receiving. Government has implement many schemes for women and also reservation in panchayat level have been implemented. Women's will be there in all sector like professions, employees, entrepreneur, government officer etc.

FACTORS AFFECTING WOMEN'S EMPOWERMENT IN INDIA

- **Gender Discrimination must be Checked-** Gender discrimination has affected the step of women empowerment in India. Gender discrimination in all the areas should be checked. Women should have a right to take any kind of decision and she has right to take active part in decision making and has direction process to attain the motive of empowering women.government has taken some measures for eradicate gender discrimination.
- **Educational Factor-** Education is the greater vital factor of advancement of knowledge and growth of women. It is the only important tool for anticipating empowerment of women in India & development of human resource . It gives light to the possibilities for access to employment and making a livelihood. Education is principal factor that impact the growth of women in nation.

- **Mass Media is Bringing the Transformation-** The mass media is responsible for playing a major role to project and generate associated issues, most specifically about women empowerment in India. The multiple programs connected to women's status disclosed the mass media give her husband to behave toward her wife with lots of respect and honor. He can remake his behaviour and he can help her in the household work to reduce anxiety and stress . The mass media performs a crucial role in repairing the behaviour and way of talking of husband and other family members towards women.
- **Changes in Women's Attitude-** Women should empower themselves by enhancing to be aware of their abuse, indicating initiative, and takeover chances to bring a shift in their status. Empowerment should come from within the soul. Women has to empower themselves by generating a major variation in their attitude and behaviour.

- **Organization for Awareness Programs-** constitution of India has taken some measurement to develop women empowerment by implementing commission for women like state and national level, Non-Governmental Organizations, ICDS Programs, should undertake e- awareness, the Team work for women & children Development DWACRA (Concerning Development of Women & Child in Rural Areas), women's rights and responsibility, human rights, a procession about legal rights, education about saving schemes, population education, environmental education, rehabilitation programs with all quality and seriousness.

CONCLUSION

Women empowerment refers to increasing the religious, governmental, societal, educational, gender or economical property of individuals and gathering of women. Women's empowerment in India is hardly dependent on many different variables that include location like urban or rural educational position, social position like caste and class and age. Plan of action on Women's empowerment survive at the state, national,

local called Panchayat levels in many sectors, and also consisting health, education, economic opportunities, sex based intensity and political involvement. The attainment in the field of income, employment and in educational front, the premises of women empowerment look to be relatively poor. The demand of the hour is to determine those ambiguity or demerits which are observing the understanding of empowerment of women and this opening must be started from the women people itself as well as more importantly policy initiative taken by the state and society. Women empowerment is a powerful tool which they have introduced and it's a weapon for women to face any type of problems. Now a days, in all the kind of field women are working and their showing their willingness to do any kind of job and they have courage, freedom to work and freedom to make decision and freedom to participate as women entrepreneur. These struggles have also been supported by many men who have been incensed at unfairness against women.

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WOMEN EMPOWERMENT IN MODERN PERSPECTIVE

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ABSTRACT

The concept of women's empowerment has evolved significantly in the modern era, encompassing a multidimensional framework that transcends traditional gender roles and expectations. This abstract explores the multifaceted nature of women's empowerment in contemporary society, delving into key dimensions such as socio-economic advancement, educational opportunities, political participation, cultural shifts, and the challenges of intersectionality. Despite notable progress, disparities persist across regions and communities, necessitating a nuanced approach that considers the interplay of factors like race, class, and sexuality. This abstract also highlights the importance of engaging men as allies in the empowerment journey, fostering a shift towards inclusive and equitable norms that dismantle toxic masculinity and promote healthy gender dynamics. Technological advancements offer new avenues for empowerment through digital platforms, yet the digital divide and online harassment remain significant challenges. The abstract underscores the ongoing work required to achieve true gender parity and emphasizes the role of inclusive strategies, technology, and societal commitment in creating a world where women can fully realize their potential and contribute meaningfully to all aspects of society.

Keywords: Gender Equality, Intersectionality, Inclusive Strategies. Technological Advancements and Societal Shifts

INTRODUCTION:

In recent decades, the concept of women's empowerment has garnered considerable attention and momentum, sparking transformative discussions across various sectors. In the present era, the empowerment of women transcends conventional conceptions of mere gender equality, embracing a comprehensive spectrum that spans socio-

economic, political, educational, and cultural dimensions. This essay delves into the dynamic evolution of women's empowerment within the contemporary landscape, shedding light on its profound significance, the intricate challenges it confronts, and the pivotal roles that diverse stakeholders assume in advancing the noble cause of achieving true gender parity. The contemporary discourse surrounding women's empowerment signifies a remarkable departure from antiquated norms, reflecting a collective realization that the empowerment of women entails far-reaching implications for the entire fabric of society. While gender equality remains a pivotal cornerstone, the modern perspective acknowledges that genuine empowerment extends beyond leveling the playing field. It encompasses a broader vision aimed at dismantling systemic barriers, fostering inclusivity, and amplifying women's agency across multifaceted realms.

Socio-economic empowerment constitutes a pivotal pillar within this contemporary framework. The paradigm shift in recognizing women as vital contributors to the socio-economic landscape has redefined their roles from passive beneficiaries to active agents of change. As women gain access to education, employment opportunities, and entrepreneurial ventures, they not only uplift their individual circumstances but also foster economic growth and social progress. However, the persistence of the gender pay gap and unequal representation in leadership roles underscores the pressing need for sustained endeavors to rectify deeply ingrained disparities. Moreover, education emerges as a potent catalyst for women's empowerment, casting a transformative ripple effect across generations. In the modern context, education transcends the mere acquisition of knowledge; it empowers women with critical thinking skills, confidence, and the ability to make informed choices that resonate far beyond the classroom. The formidable challenges of early marriage, gender-based violence, and limited access to quality education must be robustly addressed to unlock the full potential of women as agents of change and progress.

Political participation and representation stand as formidable benchmarks of women's empowerment, reflecting the degree of inclusivity and agency within democratic societies. The contemporary narrative underscores the imperative of breaking the shackles of historical underrepresentation, fostering a vibrant political landscape that resonates with diverse perspectives. Mechanisms such as gender quotas and

affirmative action initiatives strive to dismantle barriers, ensuring that women's voices shape policies and legislation that genuinely reflect the needs and aspirations of the entire populace. However, the trajectory toward women's empowerment is not without its complexities, as it intersects with an array of intricate challenges influenced by diverse identities and backgrounds. The modern perspective acknowledges the significance of intersectionality, which underscores the interplay between gender and factors such as race, ethnicity, class, and sexuality. The struggle for empowerment is uniquely nuanced for marginalized women, necessitating tailored interventions that address the layered inequalities they confront. This intersectional approach ensures that empowerment strategies are comprehensive, equitable, and sensitive to the lived experiences of all women.

In the digital age, the marriage of technology and media emerges as a dynamic force, shaping the contours of women's empowerment. The advent of the internet and social media platforms has bestowed women with unprecedented tools to amplify their voices, mobilize for change, and challenge entrenched norms. The modern perspective harnesses these digital avenues to not only propel advocacy efforts but also to cultivate cultural shifts that transcend gender stereotypes. However, the digital divide and the specter of online harassment underscore the imperative of ensuring safe and equitable digital spaces. Central to the modern narrative of women's empowerment is the active involvement of men and the broader society. Achieving gender parity necessitates transcending binary notions of gender roles, fostering a collective understanding that dismantling patriarchal norms benefits society as a whole. The modern perspective urges men to serve as allies and champions of women's rights, contributing to the creation of an environment where inclusivity, equality, and respect flourish. By challenging toxic masculinity, embracing positive masculinity, and engaging men as agents of change, societies can forge a path toward holistic empowerment. Thus, the contemporary conception of women's empowerment encapsulates a rich tapestry of dimensions that collectively redefine the parameters of gender equity. This evolution transcends the confines of traditional discourse, encompassing socio-economic, political, educational, and cultural facets. While remarkable strides have been achieved, the journey toward gender parity persists. By embracing an inclusive vision, leveraging the transformative power of education and technology, and galvanizing societal commitment, the world can inch closer to the

realization of a future where women stand empowered to realize their aspirations, thus catalyzing a more equitable and prosperous global community.

THE SOCIO-ECONOMIC LANDSCAPE:

Contemporary women's empowerment is intricately intertwined with their socio-economic standing, reflecting a pivotal intersection of individual agency and societal structures. The current era, marked by the relentless march of the 21st century, has borne witness to a seismic shift in gender roles, punctuated by a burgeoning recognition of women's indelible contributions to the workforce. This evolution extends beyond mere participation; it underscores women's capacity to reshape industries, drive innovation, and anchor the foundation of economic progress. Central to this transformation is the recognition that access to education and gainful employment stands as a linchpin of women's empowerment. In the tapestry of progress, education emerges as a beacon, illuminating pathways to enlightenment and self-determination. The 21st century has seen concerted efforts to dismantle barriers that have historically relegated women to secondary roles. As women access education and vocational training, they wield tools that not only liberate them from the constraints of traditional gender norms but also embolden them to shape the contours of their destinies.

The contemporary narrative of women's empowerment extends beyond the confines of individual empowerment, resonating within the broader tapestry of families and societies. Armed with education and equipped with skills, women transcend the boundaries of conventional roles, assuming multifaceted responsibilities as breadwinners, caregivers, and change agents. This metamorphosis ripples through generations, fostering a legacy of resilience and empowerment that transcends time. However, the journey towards true empowerment is not without its formidable challenges. The persisting gender pay gap serves as a stark reminder of deeply embedded inequalities that continue to thwart the fruition of equality. Despite significant strides, women find themselves contending with wage differentials that echo historical prejudices and systemic biases. This disheartening reality not only underscores the unfinished nature of the empowerment project but also serves as a clarion call for sustained and concerted action to level the economic playing field.

Moreover, the underrepresentation of women in leadership positions casts a long shadow over the landscape of women's empowerment. While glass ceilings may have been shattered in some domains, they persist as formidable barriers in others. The scarcity of women at the decision-making table perpetuates a cycle of exclusion, undermining the full potential of society. It is imperative that modern efforts to empower women encompass a comprehensive strategy that addresses not only entry-level opportunities but also paves the way for women to ascend to the upper echelons of power and influence. Thus, the tapestry of modern women's empowerment is woven with threads of socio-economic agency, education, and inclusivity. The 21st century has ushered in a paradigm shift in gender dynamics, recognizing women as architects of progress. The emancipatory force of education and employment reverberates through families and societies, underlining the intrinsic value of women's contributions. Yet, persistent disparities in wages and leadership roles remind us that the journey towards empowerment is ongoing. The mantle of responsibility rests upon a collective resolve to forge a future where the chasm of gender inequality is bridged, ensuring that every woman is afforded the opportunity to thrive, inspire, and reshape the world.

EDUCATION AS AN EMPOWERMENT TOOL:

Education stands as a potent and transformative catalyst for the empowerment of women, encapsulating the embodiment of hope, agency, and societal progress. Within the modern paradigm, a resounding emphasis is placed on the imperative of equitable and unhindered access to exceptional education for both girls and women. Beyond the realm of mere instruction, education is a beacon that illuminates the path toward informed self-determination, encompassing realms that span from personal life choices to the broader tapestry of societal advancement. In the contemporary discourse, the significance of education for women goes beyond the acquisition of factual knowledge and practical skills. It unfurls a canvas of possibilities, allowing women to paint the strokes of their aspirations, dreams, and ambitions with a vivid and self-assured hand. Armed with knowledge, women navigate the labyrinthine complexities of existence with a heightened sense of agency and efficacy, transcending previously insurmountable boundaries.

The transformative power of education is most vividly manifested in its capacity to empower women to become architects of their own destinies. Informed decision-making becomes a cornerstone of this journey, affording women the ability to chart their courses through life's myriad challenges and opportunities. Education serves as a guiding light, enabling women to steer clear of pitfalls, make choices that resonate harmoniously with their aspirations, and surmount obstacles with unwavering resolve. Crucially, the modern understanding of women's empowerment through education does not exist in isolation. It is deeply entwined with the overarching goal of societal progress and the dissolution of archaic barriers. Initiatives that ardently champion the removal of obstacles to education, such as the harrowing specter of gender-based violence and the confines of early marriage, are pivotal keystones in the grand edifice of women's empowerment on a global scale. These initiatives acknowledge that the struggle for women's empowerment is inherently linked to dismantling structural injustices that have perpetuated cycles of inequality and disenfranchisement.

Moreover, education engenders a rippling effect that touches not only individual lives but also reverberates through communities and societies. Educated women become harbingers of transformation, seeding change that cascades through generations. Empowered women become the architects of a future that is imbued with enlightenment, compassion, and progress, thereby shaping a world where gender equality stands not as an aspiration but as an inherent reality. In summation, education emerges as a formidable cornerstone in the modern narrative of women's empowerment. It represents a gateway to self-actualization, a source of informed decision-making, and a linchpin in the battle against systemic inequalities. Beyond its individual impact, education is a force that fosters collective transformation, bearing testament to the indomitable strength and resilience of women as they navigate the labyrinth of existence and champion a world where empowerment is not just a vision but a lived experience.

POLITICAL PARTICIPATION AND REPRESENTATION:

The realm of empowerment finds its echo in the political arena, an arena historically marred by the underrepresentation of women's voices and perspectives. In the tapestry of the contemporary world, the profound significance of diverse leadership has come to the forefront, illuminating the imperative of active female participation in the

corridors of decision-making. The pulse of modern societies resonates with the recognition that a symphony of perspectives, inclusive of women's insights, harmonizes governance and paves the way for policies that holistically serve the diverse needs and aspirations of every citizen. Within this evolving landscape, efforts to rectify the gender imbalance in political participation and representation have emerged as beacons of change. Mechanisms such as gender quotas and affirmative action reverberate with the collective determination to dismantle the barriers that have historically marginalized women in the political sphere. These mechanisms function as tools of empowerment, forging a path toward gender parity in governance and policy formulation.

Gender quotas, for instance, exemplify a proactive approach to rectifying the historical underrepresentation of women. By mandating a certain percentage of seats or positions for women, these quotas offer a tangible means to rebalance the scales and amplify the voices that have long been stifled. This deliberate intervention nurtures an environment where women's perspectives infuse the political discourse, nurturing a tapestry of governance that mirrors the diverse mosaic of society. Affirmative action, too, stands as a pivotal instrument in the symphony of empowerment, orchestrating a transformative shift in the political landscape. By facilitating the inclusion of marginalized groups, including women, within political structures, affirmative action fosters a culture of inclusivity and equity. It challenges deeply ingrained biases and promotes a paradigm where governance is no longer a monologue but a polyphony of perspectives that harmoniously resound.

The profound impact of these initiatives radiates far beyond the confines of political chambers. When women occupy positions of influence and power, they catalyze a virtuous cycle of change that cascades through society. Their presence challenges and reshapes normative paradigms, dispelling archaic stereotypes, and inspiring future generations of women to ascend to the zenith of their potential. This empowerment engenders a ripple effect that permeates through every facet of society, from economic spheres to cultural narratives. In summation, the political arena serves as a crucible of empowerment, a space where the aspirations of women to participate actively and influentially are crystallized. The modern ethos champions the transformative power of diverse leadership, acknowledging that it is through the confluence of voices and perspectives that governance truly thrives. The mechanisms

of gender quotas and affirmative action serve as emblematic instruments, chiseling a path toward an equitable political landscape where policies, decisions, and societal progress reflect the tapestry of humanity's rich diversity.

CHALLENGES AND INTERSECTIONALITY:

While strides towards women's empowerment have been commendable, its trajectory is far from uniform across the global map, and disparities persist among diverse regions and communities. The concept of intersectionality emerges as a poignant lens through which to view these complexities, recognizing that women's experiences are intricately interwoven with factors such as race, socio-economic class, and sexuality. This intricate interplay magnifies the multifaceted challenges that marginalized women confront, underscoring the urgency of a comprehensive and nuanced approach to empowerment. The modern evolution of empowerment harbors a profound acknowledgment of the inherent diversity within the struggle for gender equality. Intersectionality beckons us to heed the layered narratives of women who navigate a constellation of identities, amplifying their struggles, aspirations, and triumphs. By attending to the interwoven threads of identity, modern perspectives shine a light on the imperative of crafting solutions that transcend the confines of a one-size-fits-all approach.

The intersectional framework reframes empowerment as an inclusive endeavor, one that recognizes the mosaic of identities that shape a woman's journey. These identities are not isolated compartments but rather threads woven together to create a tapestry of experience. For instance, the challenges faced by a woman of color may differ vastly from those encountered by a white woman of the same socio-economic class. Embracing this nuanced reality paves the way for solutions that address the holistic needs of all women, regardless of their backgrounds. Intersectional approaches hold the potential to catalyze a seismic shift in policy formulation and program implementation, rendering them more potent and impactful. By meticulously considering the intersecting identities that define women's lives, policies can be tailored to uplift the most vulnerable and marginalized, ensuring that no one is left behind. This transformative lens engenders a ripple effect, fostering a climate of inclusivity, representation, and support that resonates through societies at large. Thus, the global tapestry of women's empowerment is woven with diverse threads, each

shaped by the interplay of identity, circumstance, and experience. The concept of intersectionality heralds a clarion call for a holistic and all-encompassing approach to empowerment, one that honors the uniqueness of every woman's journey while collectively advancing the cause of gender equality. As modern perspectives evolve, the recognition of intersectionality not only underscores the path towards inclusivity but also propels us toward crafting solutions that stand as beacons of hope for all women, regardless of their backgrounds.

MEDIA, TECHNOLOGY, AND CULTURAL SHIFTS:

The advent of the digital age has ushered in a new era of possibilities for women's empowerment, unveiling an expansive realm of opportunities that transcend geographical and societal boundaries. The internet and its dynamic offshoots, social media platforms, stand as digital canvases upon which women can boldly etch their narratives, rally for transformation, and courageously dismantle age-old paradigms. This evolution has kindled a profound shift, granting women the tools to harness technology as a potent force for change and progress. In the digital arena, women have seized the reins of agency, employing their online presence as a formidable instrument to share their stories, challenges, and triumphs. The internet has evolved into an expansive and accessible stage, enabling women from diverse walks of life to transcend the confines of local communities and unite in global solidarity. This virtual camaraderie fosters a dynamic space where women's collective voices amplify one another, instigating a resonating symphony of empowerment that resounds far and wide.

A hallmark of the digital empowerment movement lies in its capacity to incite change by questioning entrenched norms and ideologies. Social media platforms serve as digital town squares where women can challenge and deconstruct traditional paradigms, thus reshaping societal perceptions. Yet, the digital landscape is not devoid of obstacles; the digital divide remains a substantial challenge, casting a shadow over the ideal of universal participation. This divide, rooted in disparities of access and technological literacy, underscores the need for concerted efforts to bridge gaps and ensure that all women have an equitable opportunity to leverage the digital realm for empowerment. The transformative potential of technology as a tool for empowerment extends beyond shared stories and collective mobilization. It is a

conduit for women's voices to reverberate with amplified resonance, generating cultural shifts that challenge the very bedrock of gender stereotypes. Modern empowerment strategies deftly employ technology and media as vehicles to recalibrate societal narratives, eroding the foundations of prejudice and paving the way for a more equitable and just future.

As we navigate the digital age, it is imperative to harness its vast potential while remaining vigilant against the perils it may harbor. Online harassment, a troubling facet of the digital world, casts a shadow over the aspirations of women to fully participate and contribute. Vigilance and robust frameworks are essential to create safe virtual spaces that allow women to harness the power of technology without fear or hindrance. THus, the digital age has bestowed upon women a remarkable canvas through which to paint the tapestry of their empowerment. The internet and social media platforms serve as conduits for shared narratives, collective action, and transformative change. While challenges persist, the power of modern empowerment strategies lies in their capacity to sculpt a virtual landscape where women's voices resonate, echo, and reverberate, ultimately sculpting a world that transcends boundaries and challenges the very core of gender bias.

THE ROLE OF MEN AND SOCIETY:

Unleashing the full potential of women's empowerment necessitates an active partnership with men and a transformative shift in societal paradigms toward inclusivity and equity. The contemporary vantage point illuminates a critical truth: the engagement of men as allies and champions of women's rights is pivotal to effecting meaningful change. To this end, modern perspectives resoundingly underscore the imperative of fostering male participation as catalysts for dismantling toxic masculinity and cultivating a harmonious spectrum of gender dynamics. The journey toward an empowered society is inextricably linked to the profound role that men play in shaping norms and attitudes. The prevailing fabric of gender dynamics has long been interwoven with harmful notions of masculinity that impede both men and women from flourishing in their entirety. The modern era calls for a profound recalibration, where men rise as staunch advocates of change, catalyzing a collective dismantling of the very constructs that have perpetuated inequality and disenfranchisement.

Central to this transformation is the imperative to redefine masculinity. Toxic masculinity, with its rigid definitions and pernicious consequences, stands as a formidable barrier to empowerment. By nurturing a paradigm where vulnerability, compassion, and cooperation are celebrated, society lays the groundwork for a more inclusive ethos that nurtures the aspirations of both genders. Through this metamorphosis, men are liberated from the constraints of limiting gender roles, fostering an environment where authenticity and growth thrive. The role of men as allies extends beyond passive support; it is a resounding call to action. As champions of women's rights, men wield their influence to confront the deeply ingrained biases that persist within institutions, workplaces, and households. This partnership begets the transformation of workplaces into fertile ground for equal opportunity, wherein women's contributions are recognized, celebrated, and duly rewarded. The homefront becomes a sanctuary of shared responsibilities, nurturing a generation that champions equality and dismantles the cycle of traditional roles.

The recognition that gender equality is not a zero-sum equation but rather a collective benefit serves as a unifying impetus for change. Modern perspectives crystallize the understanding that a society where women thrive is one where everyone flourishes. By empowering women, societies tap into a wellspring of untapped potential, invigorating economies, fostering innovation, and harmonizing social relations. This collective commitment transcends individual gains, igniting a synergy that galvanizes nations toward a future steeped in progress and inclusivity. Thus, empowering women in the modern context is a collaborative endeavor that hinges upon the engagement of men as stalwart allies. The transformational journey entails dismantling toxic masculinity, fostering healthy gender dynamics, and redefining the contours of masculinity itself. By recognizing that gender equality is a shared pursuit, societies transcend the limitations of archaic norms, paving the way for a future where both men and women thrive as equal partners in the grand tapestry of human potential.

CONCLUSION

The contemporary viewpoint on women's empowerment paints a rich and intricate canvas that spans across multiple dimensions, each interwoven in a tapestry of progress. This perspective transcends the boundaries of traditional silos, encompassing a symphony of elements that collectively empower women to chart

their destinies and redefine the contours of societal norms. From the realms of economic opportunities and educational access to the corridors of political influence, cultural transformation, and the intricate lattice of intersectional challenges, women's empowerment emerges as a multi-faceted endeavor that beckons us toward a more just and equitable world. While the footprints of progress are discernible, the path to true gender parity remains an expedition marked by challenges and aspirations. The modern narrative acknowledges that the journey toward empowerment is a dynamic evolution, necessitating an unwavering commitment to dismantling barriers that have historically stifled women's potential. This journey resonates with the ethos of inclusivity, advocating for a realm where the voices of all women, regardless of their backgrounds, are not only heard but celebrated.

In this epoch, technology stands as a formidable ally, propelling the wheels of change and amplifying the echoes of women's empowerment. The digital age has bestowed upon us the tools to shatter the confines of time and space, enabling women to transcend geographical limitations and share their stories, aspirations, and triumphs on a global stage. Yet, as we bask in the glow of this digital revolution, we are reminded of the digital divide that casts shadows over the promise of full participation. Bridging this divide becomes an integral part of the empowerment narrative, ensuring that technology becomes an equalizer rather than a divisor. Furthermore, the concept of empowerment transcends individual gain, encompassing the broader tapestry of societal transformation. A world where women flourish is a world that thrives in every dimension. The interconnectedness of empowerment unveils a reality where women's progress is symbiotically linked to economic growth, cultural vibrancy, and political stability. Embracing this holistic vision fosters a societal commitment to equality, birthing a climate where norms that once constrained women's aspirations wither away in the face of collective determination.

Thus, the modern perspective on women's empowerment unfurls as a dynamic voyage across interconnected dimensions, each bearing witness to the potential for transformative change. The road to gender parity meanders through challenges, resilience, and aspiration. Through inclusive strategies, technological prowess, and an unwavering societal dedication, we forge a world where women stand as architects of their destinies, replete with the power to contribute indelibly to every facet of human progress. The symphony of empowerment is an ode to unity, resonating through time

and space, urging us to march forward with conviction, towards a future where empowerment knows no bounds.

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A STUDY ON WOMEN EMPOWERMENT IN CURRENT PERSPECTIVE IN INDIA

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ABSTRACT

Women empowerment in India is the most efficient tool for improvement as these days

Women empowerment is a procedure of interior change, or ability within improvement of potentiality, or cognition to the collective mobilization of women, and when achievable, men, or quality of quizzical and activity of dynamic dependence connected with gender, or ability over. So, empowerment is a operation of capability of building, directing to greater involvement and ability of decision making, power of making aware and transformation action. Empowerment of women Handel with improving them as much alert individuals, who are politically active, profitable productive and independent and are able to make brilliant communication in matters that affect them. Empowerment of women is basically the knowledge of upliftment of economic, social and political position of women, the traditionally deprived ones, in the society.Women empowerment involves the capability, ability of women and they can enhance their capacity , without men , women can face any kind of situation. As far as their social status is concerned, they are not treated as equal to men in all the areas. In recent era, the women have got equal right and status with men in all walks of life. But gender disabilities and distinguish are found in India even today. Thus this paper will concentrate on the area of women in the society of India in Current Perspective.

KEYWORDS: Women Empowerment, Education, Discrimination, challenges

INTRODUCTION

Empowerment of women affect the transformation of their position in the family, profession and society. It ensures women's availability to recent development facilities and extends their participation in social, political and economical process and making a decision. So women empowerment is perfectly essentials in India. The Constitution of India establishes a assembly system of government, and assurance its national the power to be appointive, state of speech, freedom to participation and form equal, and voting rights. The Constitution of India attempts to remove gender inequalities by prohibiting discrimination based on Gender and social class, induce human trafficking and forced labor, and reserving elected positions for women. The Government of India oriented province and localized governments to promote equivalence by social class and gender including equal earnings and free judicial assistance, humane running situation and maternity relief, rights to education, right to participation and right to work, and increasing the standard living. Empowerment is about change, choice and power. It is a knowledge of action by which the individuals and groups with little or no power increase the power and ability to make choices that affect their lives. Women

empowerment in the fields of teaching, professional level, home and in society has been fantastic. Many steps have been taken by the government to empower women in developing and developing country.

OBJECTIVES OF THE STUDY:

1.To know the status of Women Empowerment.
2. Growth the mass awareness and education on women's peace, peace building process, women's Rights, women's roles and responsibility.
3. To increase possibility of professional and personal development of women through the provision of assistance skills.

FEATURES OF WOMEN EMPOWERMENT

1. Women empowerment modify a greater degree of self-confidence and a awareness of independence among women.
2. Women empowerment is a activity of getting power for women in order to realise her rights and to execute her responsibilities towards oneself.
3. Women empowerment enables women to arrange themselves to growth their self- reliance.
4. Women empowerment means women's control over the things
5. Women empowerment abolishes all gender-based discrimination in all institutions and construction of association.
6. Women empowerment means engagement of women in policy and decision making process at domestic and public levels.
7. Empowerment also means equal status to women.

IMPORTANCE OF WOMEN EMPOWERMENT

Women empowerment is a nonstop and ever-changing function which allows women to take an interest in the choice – making in all financial, political and social process in the public and improves their susceptibility to change the construction and condition that keep them hindered. In modern times, everyone is thinking about women empowerment . It's right to say that women's empowerment has become the essential of the time. Women should dominate liberty, faith, and self-worth to opt for their wants and requirement. Women are paid less and are treated as a cook and slave in families, and their real potential fails to get highlighted. Women empowerment in India is needed to overcome situations of such types and to provide them with their independent role in Indian society.They should have proportional rights to contribute to society, education, economics, and politics. They are sanctioned to increase higher education and receive a related attention as men are receiving. Government has implement many schemes for women and also reservation in panchayat level have been implemented. Women's will be there in all sector like professions, employees, entrepreneur, government officer etc.

FACTORS AFFECTING WOMEN'S EMPOWERMENT IN INDIA

- **Gender Discrimination must be Checked-** Gender discrimination has affected the step of women empowerment in India. Gender discrimination in all the areas should be checked. Women should have a right to take any kind of decision and she has right to take active part in decision making and has direction process to attain the motive of empowering women.government has taken some measures for eradicate gender discrimination.
- **Educational Factor-** Education is the greater vital factor of advancement of knowledge and growth of women. It is the only important tool for anticipating empowerment of women in India & development of human resource . It gives light to the possibilities for access to employment and making a livelihood. Education is principal factor that impact the growth of women in nation.

- **Mass Media is Bringing the Transformation-** The mass media is responsible for playing a major role to project and generate associated issues, most specifically about women empowerment in India. The multiple programs connected to women's status disclosed the mass media give her husband to behave toward her wife with lots of respect and honor. He can remake his behaviour and he can help her in the household work to reduce anxiety and stress . The mass media performs a crucial role in repairing the behaviour and way of talking of husband and other family members towards women.
- **Changes in Women's Attitude-** Women should empower themselves by enhancing to be aware of their abuse, indicating initiative, and takeover chances to bring a shift in their status. Empowerment should come from within the soul. Women has to empower themselves by generating a major variation in their attitude and behaviour.

- **Organization for Awareness Programs-** constitution of India has taken some measurement to develop women empowerment by implementing commission for women like state and national level, Non-Governmental Organizations, ICDS Programs, should undertake e- awareness, the Team work for women & children Development DWACRA (Concerning Development of Women & Child in Rural Areas), women's rights and responsibility, human rights, a procession about legal rights, education about saving schemes, population education, environmental education, rehabilitation programs with all quality and seriousness.

CONCLUSION

Women empowerment refers to increasing the religious, governmental, societal, educational, gender or economical property of individuals and gathering of women. Women's empowerment in India is hardly dependent on many different variables that include location like urban or rural educational position, social position like caste and class and age. Plan of action on Women's empowerment survive at the state, national,

local called Panchayat levels in many sectors, and also consisting health, education, economic opportunities, sex based intensity and political involvement. The attainment in the field of income, employment and in educational front, the premises of women empowerment look to be relatively poor. The demand of the hour is to determine those ambiguity or demerits which are observing the understanding of empowerment of women and this opening must be started from the women people itself as well as more importantly policy initiative taken by the state and society. Women empowerment is a powerful tool which they have introduced and it's a weapon for women to face any type of problems. Now a days, in all the kind of field women are working and their showing their willingness to do any kind of job and they have courage, freedom to work and freedom to make decision and freedom to participate as women entrepreneur. These struggles have also been supported by many men who have been incensed at unfairness against women.

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WOMEN EMPOWERMENT IN THE DIGITAL ERA

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ABSTRACT

Women Empowerment is playing a significant change globally as it mounts to the overall economic development of the country. A woman who is given the charge to take care of a home can easily take care of a nation. She will take up the responsibility for the overall growth of the nation. To induce responsibility women needs to be identifies and recognised with opportunities so that she rightly grabs it and work for the development. The purpose of this chapter is to analyse the women empowerment and technological innovations, as the technology has changed the way people do business, people's philosophy, and attitude, communicating and working at different work places. These innovations have been linked to changes world-wide chiefly seen as game changer for women who are facing large challenges in accessing, using and owning technology. ICT has been identified as a key enabler of expansion and as an indispensable constituent of transformative solutions to meet today's development challenges. The catalytic power of ICTs for development is recognized as holding 'great promise for human progresses. This chapter outlines the role of ICT in women empowerment, the shift to digital era and the skills needed by women to get empowered in the workplace. It also provides some insights on the new upcoming technology of Artificial Intelligence and its impact on women empowerment.

Keywords: Women Empowerment, ICT, technology, innovation.

1. INTRODUCTION

Women Empowerment is becoming the buzz word today, as very few women are seen in the top leaders list. The last G20 summit only had 2 women leaders on the stage which created the urge to speak about gender equality & enhancing women empowerment for the monetary development worldwide. On this aspect Women Empowerment was included as one of the prominent SDG goal to be considered. Digitalisation and technological innovations have created a massive assortment of ground-breaking and vibrant opportunities for women economic empowerment, and chances for gender equality across financial markets, labour markets and entrepreneurship. Predominantly in emerging and developing countries, digital technologies provide women with the prospect to overcome many central cultural, traditional and mobility barriers.

Though women empowerment is taking a step globally, women need to prepare themselves for the digital transformation happening around. To meet the competitive needs, organisations are moving towards technology so they work efficiently and effectively and their targets are achieved easily. This chapter deals with the digital transformation and the role of ICT in women empowerment. The boon of technology today, Artificial Intelligence play a vivid role worldwide and women need to take insights to furnish themselves and get ready to battle in this male dominated hub.

2. WOMEN EMPOWERMENT

Empowerment is the process that creates supremacy in individuals over their own lives, culture, and in their communities. Individuals feel empowered when they are able to gain the prospects available to them without boundaries and restrictions such as in education, profession and lifestyle. Making own decisions creates a sense of accomplishment. The process of raising the status of women through education, raising awareness, literacy, and training can be termed as women empowerment. It is defined as the process through which women acquire the ability to make strategic life choices in a context where this ability was previously denied to them. (Kabeer, 1999).

It can be as simply said as empowering the rights and decisions of women in economic development. Women's empowerment is the most vital point to be noted for the overall growth of a country. Women's empowerment and accomplishing gender equality is indispensable for our society to ensure the sustainable development of the country. Researches have argued that sustainable development is impossible without women's empowerment (Bayeh 2016).One of the SDG (Sustainable Development Goals) focuses and emphasize on women empowerment as they believe that Men alone will not be able to prosper in all aspects and empowering women, and creating a loop for gender equality will enhance the economic development globally. Though empowerment are taking positions in minimal context, workplace empowerment plays a significant role and how well they are to tackle the digital era lies the next part of the chapter.

3. ROLE OF ICT IN WOMEN EMPOWERMENT

ICT – Information and Communication Technology is considered to be a instrument for development and has attracted the sustained attention among all countries over the recent years. The millennium declaration adopted in 2000 emphasized the need of ensuring that the benefits of new innovations should be made available to all.

ICT have been applied to methodical expansions which gives importance to poverty reduction such as education, health and helping empower women to build social organization.Women need to take strategic decision and has to have control over distribution of benefits. For women who can access & use them, ICT offers possible, aids on reducing poverty, refining governance, overwhelming isolation and demonstrating a voice. However gender discrimination in labour markets negatively impact on women's potential to fully utilize ICT for social, economic & political empowerment. Globally, internet generates a secured online space that protects women from harassment, where they are relishing freedom of expression & privacy of communication to do battle with gender discrimination and to endorse women empowerment. The advent of new technologies and the mounting convergence of all media have had a major impact on empowering women. ICT plays a significant role in changing the socio-cultural performance towards people, helping them to shape their ability to utilize their own potential and educate them on countless issues. These new technologies offer potential for innovative social interaction, including peer and bottom-up communication & creative opportunities for the creation, reproduction & dissemination of data material relevant for women. Internet has brought women's news & views into the public domain, with numerous website.

Internet has brought women's news & views into the public domain, with numerous websites exclusively for women. UNESCO – United Nations Educational Scientific and Cultural Organization offers many capacity building outreach programmes in rural areas of India, Bangladesh, Nepal, Bhutan for the adolescent girls on exploring innovative uses of databases, intranet portals. E-commerce initiatives can associate women producers and traders directly to markets at national, regional or even global levels, where they can evade middle men and male dominated labour markets. These ICT tools helps to connect women to new and wider markets which extend their social networks and deliver them with information that opens ups important economic opportunities. ICT provides opportunities for women's socio economic empowerment in many areas, including in health & education.

4. THE SHIFT TO DIGITAL ERA

Though a lot of capacity building programs are being conducted on the awareness of the usage/benefits of ICT, women still are far behind in utilizing the full potential. It is to be noted that women go a step backward when it comes to technology. Access to technology, control of it and ability to create and shape it is a fundamental issue of women's human rights. Slowly, the world is changing towards the side of technology. Our day does not start with an intervention of technology. People are slowly shifting their daily paradigm to the digital era. Technology has invaded in all aspects right from education, health, industry 4.0 etc., technology turns to be the backbone of any economic development of a country. Investing in technology impacts high returns and business are moving towards the innovation. Digital transformation takes place in solving traditional problems with technology shown.

Women are nevertheless needs to be agreed that their interest towards technology is little behind than man. Only voicing out on gender equality will not help to gain empowerment. Women should be properly equipped and should have the courage to learn a new technology and give her full prospect in order to be recognized and empowered.

Figure: 1 Digital Transformation through Technology

A survey says worldwide 200 million more men than women have the access to internet and 21% less women are likely to have a mobile phone. Digital technology is a gradually imperative tool for movement building, allowing administrations and networks to exchange data rapidly and to establish across geographical locations. It also produces occasions for an assortment of voices to be heard and shared as a significant feature of strong social movements.

The practice of accessing digital platforms is providing women with a wide entrance to markets, knowledge and more flexible working arrangements. These can result in higher female employment rates on platforms than in out-dated industries. This is where; the role of ICT plays a significant role in women empowerment. Empowering her in all aspects right from home in business, shining as an entrepreneur or a politician, ICT has varied tools to impact her growth positively.

5. DIGITAL SKILLS NEEDED FOR WOMEN

Innovative digital tools are empowering, and can aid to sustenance a new spring of comprehensive global economic growth. To take hold of this prospect it is vital that no one, and especially no woman, is held back in trying to achieve their ambitions. Now is the time to step up the exertions and take benefit of the digital transformation to certify that it signifies a vault chance for women to build a more complete digital world. According to a report by OECD it was told that approximately 250 million more men than women are online. This is because of the digital skills that lack in women. Also the interest towards studying STEM (Science, Technology, Engineering and Maths) course is relatively going down among women. The G20 summit held last year has lend great efforts on implementing better policies to close the digital gender gap.

As the digital rebellion clarifies the context and nature of jobs change, so do the skills be essential to execute them. Solid cognitive skills, coped up with the ability to crack glitches and to learn and think creatively, are strategic to adapting to the scale, speed and scope of digital transformations. The OECD survey states that female workers generally appear to be furnished with moderately better literacy, ICT, marketing and accounting skills and this is depicted in Figure: 2. The virtual prominence of few skills in the digital era can also be seen from a different perspective whether labour markets reward various skills differently, and how this may differ between the sexes.

Researches have proved that women need to equip themselves with digital tools and enhance their skills to overcome the digital transformation and to empower women in many ways.Researches have proved that women need to equip themselves with digital tools and enhance their skills to overcome the digital transformation and to empower women in many ways. Researches have proved that women need to equip themselves with digital tools and enhance their skills to overcome the digital transformation and to empower women in many ways.

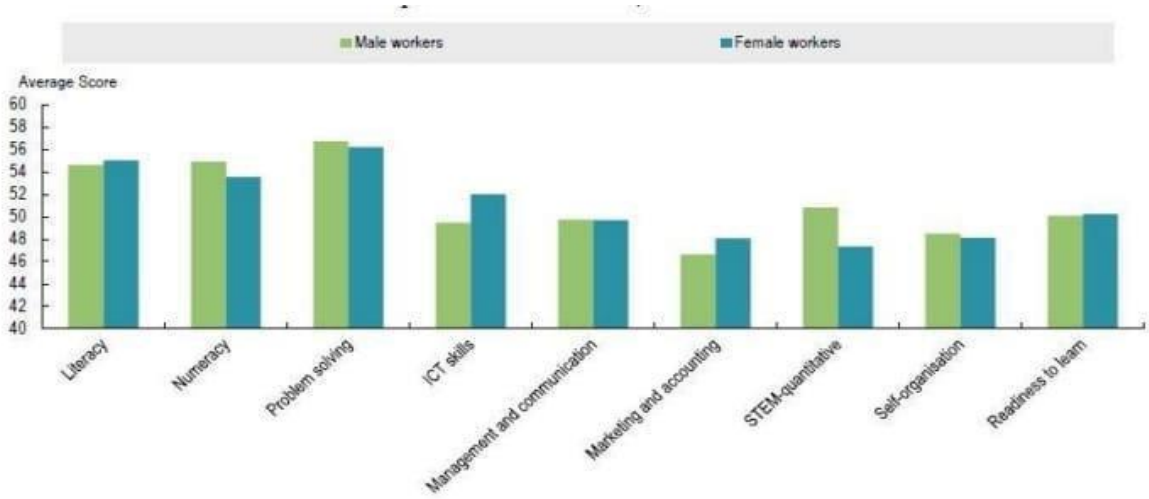

Figure 2: OECD Survey on skill level of Female & Male

6. WOMEN EMPOWERMENT AT WORKPLACE

Women constitute more than 40 % of the global workforce. Today, business leaders are aware of the need for women empowerment and create opportunities for the women to take a leap. The power of women in workplace includes driving innovation and will positively boost the company profits. Women will certainly have the courage to take up new tasks and strives for upcoming challenges to grow up high. This courage needs to be identified and opportunities to be given so that they connect with the right people and hop in profits for the company. A survey conducted by OECD states that women get a 12% higher salary than men when they are quantified with ICT skills. Some of few tips to encourage women empowerment at workplace would be:

1. Create Opportunities
2. Pay Equal Salary
3. Prevent Harassment
4. Encourage Women for Management & Executive Positions
5. Celebrate victory Clinch Individuality.

By following some of the above options, women empowerment at workplace can be enhanced Technology plays a vivid role in women empowerment and it has to be accepted that women lag a little behind than men when it comes to ICT because software industry is still being a male dominated hub. Significant barriers to technology access & adoption, for the women include cost, literacy, cultural norms, safety & lack of understanding of potential applications. Women need to understand the need for technology and provoke her interest in learning new innovations.

Some of the ways to improve women empowerment at workplace includes:

1. ICT based products can be local cultural context.
2. Creating safe environment Adaptations based on local languages & customs.
3. Share stories to inspire new applications.
4. Collaborate with local partners.
5. Invoke interest in STEM education.

Also, few organisations are leaping towards women leadership as they sense that female is better leaders than men. Slowly women are gaining opportunity to prove themselves and get recognised in the competitive environment.

7. ARTIFICIAL INTELLIGENCE AND WOMEN

Technological innovations can contribute to greener workplace, secured jobs (with some risky work being performed by automated robots), novel and more customised goods and services, and more rapidly output. While new technologies will generate more jobs through a wide range of channels, and efficient technologies will benefit the economy overall, the allied modifications will have concerns on many domains, including employment and well-being. Artificial intelligence is upcoming technology which is being invaded in all industries for the economic development of the organisation. Right from home to the workplace the invasion of artificial intelligence can be seen in all aspects. It is to be noted that the most prominent AI tools which is occupying our lives such as Alexa, Siri, Mya and lot more have been induced with female voice. The reason why a female voice in the male dominated world is that may be its seductive, sense of safe feeling, clarity in voice and a lot more. Though importance is given to voice it is to be seen how many women opt for artificial intelligence jobs? AI is playing a vivid role globally across all industries. Slowly AI has peeped into education, health industry, and manufacturing and management aspects.

Organisations are advancing towards Artificial Intelligence today for sustainable development. The impact of AI on machine learning or facial recognition or predictive analytics helps organisations on future decision making. Also most of the organisations are trying to invest and deal with AI as that would be considered as the backbone from 2020. Women need to understand this aspect and provoke their interest as tech savy women would be the most wanted in workplace in future. The shortage of women among machine learning analysts is not really shocking. The more widespread field of computer science is all around reported as being ruled by men. Only 22% of AI Professionals globally are women, according to a report by the World Economic Forum. It also states that the increase of Artificial Intelligence could result in about 58 million new jobs (with some jobs added and other jobs displaced) by the year 2022. Although women have made vivid contributions throughout the history of computer science, there are only very few women in senior positions in AI.

Once women pop up into the learning of AI technologies and implementing AI tools & techniques in all contexts, empowering women opportunities can be seen widely.

8. CONCLUSION

The gender gap in ICTs has to be spoken in countless proportions of access, affordability, skills and usage, and only by closing the digital gender gap we shall be able to realize the full potential of ICTs as a catalytic and transformative tool for sustainable development. Through technology women's empowerment can be advanced, and are primary to the formation of societies in which both women and men can applicably donate and contribute. It is also essential that women not only benefit from technology, but also partake in the process – from design to application.

New digital tools are empowering and responses to intricate global challenges, and can serve to support a new source of comprehensive global economic growth. To snatch this opportunity it is vital that no one, and especially no woman, is held back in trying to achieve their objectives. What the future will hold for women depends on what policy does today: It’s time to take up efforts and take advantage of the digital transformation to confirm that it represents a leapfrogging opportunity for women and a chance to build a more inclusive digital world. With this digital transformation women need to break up the barriers and shine like a star to reach the sky.

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WOMEN EMPOWERMENT THROUGH STARTUP INDIA POLICY & SCHEMES

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ABSTRACT

In recent years, the global discourse on women's empowerment has gained momentum, emphasizing the need to create equal opportunities for women across various sectors, including business and innovation. The Startup India initiative, launched by the Government of India, aims to cultivate a conducive environment for startups to thrive by providing financial incentives, regulatory support, and infrastructure development. The Startup India Policy and associated schemes play a pivotal role in fostering women's empowerment by creating an enabling environment for them to start and grow businesses. These initiatives address various barriers faced by women entrepreneurs and contribute to gender equality, economic growth, and innovation in the country. The study focuses on how this policy framework, combined with dedicated schemes targeted at women entrepreneurs, contributes to women's economic independence, leadership development, and social advancement. Nonetheless, ongoing support and innovative strategies are essential to overcome existing challenges and maximize the impact of these policies on women's empowerment. Women empowerment is a crucial aspect of societal progress, economic growth, and gender equality. The Startup India Policy, introduced by the Government of India, aims to foster innovation, entrepreneurship, and economic development. The study delves into the role of the Startup India Policy and associated schemes in promoting women's empowerment within the entrepreneurial ecosystem.

Keywords*: Entrepreneurship, policy and schemes, modern business, economic development, start-up, epidemic, tremendous, perseverance, career pathways, threats and opportunities.*

INTRODUCTION

Entrepreneurs are innovators with a keen eye for new business opportunities .In order to promote entrepreneurship, innovation, and economic growth in the nation, the Government of

India introduced Startup India in January 2016. This program offers a supportive ecosystem that nurtures and encourages companies to grow, with an aim to make India a worldwide startup hub. In recent decades, the pursuit of women's empowerment has gained widespread recognition as a cornerstone of societal progress and economic development. Recognizing the need to harness the potential of women entrepreneurs, governments around the world have initiated policies and programs aimed at breaking down barriers and fostering a conducive environment for women-led businesses. India, with its vibrant entrepreneurial ecosystem and commitment to gender equality, has embarked on a transformative journey with the introduction of the Startup India policy and associated schemes. This dynamic initiative seeks to empower women through entrepreneurship, offering them a pathway to economic independence, innovative thinking, and a significant role in shaping the nation's future. This introduction provides an overview of the pivotal role that the Startup India policy and schemes play in promoting women's empowerment within the entrepreneurial landscape, highlighting their potential to drive social change, economic growth, and inclusivity.

In the dynamic landscape of entrepreneurship, a powerful transformation is underway, one that transcends business metrics and resonates deeply with societal progress – the empowerment of women through the prism of the Startup India Policy & Schemes. At the confluence of innovation, aspiration, and gender equality, this topic delves into a journey that transcends economic boundaries, paving the way for women to script their narratives of success as entrepreneurs. The Startup India Policy, orchestrated by the Government of India, stands as a beacon of opportunity, fostering an ecosystem where women entrepreneurs can not only thrive but also drive meaningful change on both individual and collective levels. This exploration unwraps the intricate layers of empowerment woven into the fabric of the Startup India Policy & Schemes. It seeks to unravel how these strategic initiatives have ignited a revolution, catalyzing women to channel their creativity, resilience, and ambitions into startups that are reshaping industries, challenging norms, and redefining what it means to be a woman in business today. From financial incentives tailored for women-led enterprises to dedicated platforms for mentorship and skill enhancement, the Startup India ecosystem provides a canvas where women entrepreneurs can turn their visions into reality and their ambitions into accomplishments.

OBJECTIVE OF THE STUDY

1. To increase awareness among women about the opportunities and resources available through the Startup India Policy & Schemes, encouraging greater participation and engagement
2. To understand the policy and schemes facilitate skill enhancement and capacity-building among women entrepreneurs, equipping them with the necessary tools to succeed.
3. To evaluate the impact and effectiveness of schemes and incentives introduced under the Startup India program in promoting women-led startups.
4. To explore the economic contribution of women-led startups nurtured through Startup India Policy, examining their role in job creation, innovation, and economic growth.

REVIEW OF LITERATURE

Weiblen & Chesbrough (2015) in a research paper entitled "Engaging with start-ups to enhance corporate innovation", examined how large corporations from the tech industry have begun to tap into entrepreneurial innovation from start-ups. Various executives, program managers, industry analysts, and start-up CEOs were surveyed using a semi-structured interview guide that helped in deriving a set of four models which were used to engage with start-ups. Two models are based on influence through equity (corporate venture capital model and corporate incubation (inside-out) model & two are based on influence through technology and market access (outside-in start-up programs model and inside-out platform start-up programs model). They concluded that along with the traditional equity-based models, two new models are presented in the study that allows well-established companies to tap into the innovativeness and growth potential of entrepreneurial activity.

R.Seenivasagalu (2008) in his study on a comparative study of women entrepreneurs and women executives in Tamil Nadu made an attempt to identify and compare the socio - economic backgrounds, entrepreneurial motivating factors and characteristics between women entrepreneurs and executives. Micro enterprises have emerged as a real boon for the poor.

Besides solving the problem of poverty, it helps to generate additional income for families in both rural and urban sectors. Tailoring, embroidery work, pickle making, fruit canning, book binding, incense stick making etc. provide ample prospects for illiterate and poor women to make a livelihood.

Williamson (2013) conducted an in depth study of Joyee Eddy, a successful Female entrepreneur, with the purpose of gathering biographical material of a successful female entrepreneur, to provide a role model for existing and would be female entrepreneurs. Nine scales of Edward personal preference schedule and the survey of were more like those of general population and that she was successful despite her shortcomings in regard to personal characteristics and requirement often equated with entrepreneurial success. It was concluded that there is no one formula for entrepreneurial success.

Butler et al. (2015) in their research paper entitled "Public funding for start-ups in Argentina: an impact evaluation", investigated and analysed whether the government policies can improve entrepreneurial activity through the provision of funding and technical assistance to potential entrepreneurs of Argentina. A survey was conducted where regression discontinuity methods were used, which showed a positive effect of government policies on the survival rate and employment generation of innovative start-ups. However, no significant impact was found on the factors like income and sales of start-up companies. It was concluded that long-term programs to support startups might have a higher impact if they succeed.

Bjornali & Ellingsen (2014) in their research paper titled "Factors affecting the development of clean-tech start-ups: a literature review", investigated the factors that affect the performance and growth of clean technology start-up firms. The study identified factors such as characteristics of the founders, teams, governance mechanisms and network structures that help for better performance of the clean-tech start-ups (environmental and innovative performance). The research found many studies focusing on policies that support the development of the clean-tech industry and tech firms. Still, very few studies were found that considered the characteristics of founders.

SCHEMES BY CENTRAL GOVERNMENT DEPARTMENTS

The Startup India initiative, launched by the Government of India, includes several schemes aimed at fostering women entrepreneurship and encouraging women to participate actively in the startup ecosystem. These schemes recognize the potential of women entrepreneurs in driving innovation, economic growth, and employment generation. The key schemes tailored to support women entrepreneurship under the Startup India initiative are as follows:

1. Standup India Scheme: The Standup India Scheme aims to promote entrepreneurship among women, Scheduled Castes (SC), and Scheduled Tribes (ST) by providing loans for setting up greenfield enterprises. This initiative encourages financial institutions to provide loans ranging from Rs. 10 lakh to Rs. 1 crore to at least one woman entrepreneur per bank branch for establishing new ventures in manufacturing, trading, or services sectors.

2. Pradhan Mantri Micro Units Development and Refinance Agency (MUDRA) Yojana**:** This scheme offers financial support to women entrepreneurs through various stages of business growth, from startup to expansion. MUDRA provides loans under different categories, namely Shishu, Kishor, and Tarun, based on the scale of the business.

3. Mahila Coir Yojana (MCY): The Mahila Coir Yojana focuses on empowering women through coir-based entrepreneurship. It provides financial assistance for the establishment of coir-based units in rural and semi-urban areas. This scheme aims to enhance the livelihood opportunities of women by promoting sustainable coir-related businesses.

4. Annapurna Scheme**:** While not exclusive to startups, the Annapurna Scheme provides micro-credit to women entrepreneurs in the food catering sector. This helps women set up their own food-related businesses, contributing to their financial independence and job creation.

5. Support to Training and Employment Programme for Women (STEP): Although not exclusively aimed at startups, the STEP scheme focuses on skill development and training of women to enable them to pursue self-employment and entrepreneurship. It provides training in various sectors, equipping women with the skills needed to establish and run successful businesses.

6. Bharatiya Mahila Bank (BMB) Business Loan**:** The BMB Business Loan scheme was designed to financially support women entrepreneurs by providing loans for various business needs, such as working capital, equipment purchase, and infrastructure development. While Bharatiya Mahila Bank has since been merged with a larger bank, the loan offerings for women entrepreneurs have been continued by the merged entity.

7. Atal Innovation Mission (AIM) - Women Entrepreneurship and Innovation Program: AIM supports women-led startups and innovators through its various programs. The Women Entrepreneurship and Innovation Program aims to provide financial assistance, mentoring, and other resources to women entrepreneurs who are working on innovative projects with significant market potential.

8. The Women Entrepreneurship Platform (WEP): The Women Entrepreneurship Platform (WEP) is a groundbreaking, unified access site that unites women from all across India to create a nurturing ecosystem that enables them to realize their entrepreneurial dreams. WEP accomplishes this through providing pertinent information and services through significant alliances

9. Trade Related Entrepreneurship Assistance and Development (TREAD) Scheme : Experience has shown that, besides counseling and training, the delivery of credit presents the poor women with the most challenge. Since these women won't be able to easily obtain credit, it has also been planned to make credit available to applicants through NGOs that can manage finances in an appropriate way. These NGOs will administer the financing that women require and will also give them the necessary counseling and training to engage in economic endeavors. The main goal of the program is to give grant funding to the nodal NGO that has been granted a bank loan so that it can distribute it to qualified women so they can engage in non-farm work. Non-Governmental Organizations (NGOs) are given support in the form of grants from the Government of India (GoI) that can account for up to 30% of the overall project cost, as determined by the lending agency, in order to encourage female entrepreneurs in their target populations. The lending organization finances the remaining 70% of the project's cost through a loan to be used for carrying out the project's intended activities. The grant

can be used by the NGOs for things like marketing efforts on behalf of the recipients, counseling, and training.

10. Nari Shakti Puruskars: Eminent women and institutions are given Nari Shakti Puruskars in appreciation for their contributions to the cause of women's empowerment. On March 8th, the occasion of International Women's Day, 20 Nari Shakti Puraskars are awarded. Rani Rudramma Devi prizes, Mata Jijabai Award, Kannagi Devi Award, Rani Gaidinliu Zeliang Award, Devi Ahilyabai Holkar Award, and Rani Lakshmibai Award are some examples of institutional category prizes. Each comes with a certificate and a monetary prize of Rs. 2 lakhs. Award for Courage and Bravery, Seven prizes for Outstanding Contributions to Women's Work, Community Service, Making a Difference, and Women's Empowerment are just a few examples of prizes given in each category. Each award comes with a certificate and a monetary prize of Rs. 1 lakh.

11. The Mahila Shakti Kendra (MSK) Scheme: In order to empower rural women via community involvement, the Mahila Shakti Kendra (MSK) Scheme was approved in November 2017. The program is designed to give rural women a channel through which to contact the government in order to get their entitlements and to give them authority through capacity-building and training.

12. Credit Guarantee Scheme for Micro and Small Enterprises : To encourage the flow of institutional credit to Micro & Small Enterprises (MSEs), the Ministry of Micro, Small & Medium Enterprises (MSME), the Government of India, and Small Industries Development Bank of India (SIDBI) together established the Credit Guarantee Fund Trust for Micro and Small Enterprises (CGTMSE). The Credit Guarantee Scheme (CGS) was introduced to improve the way that credit is delivered, to make it easier for credit to reach the MSE sectorThe CGTMSE has played a crucial role in providing guarantee protection to third-party guarantee-free loan facilities and/or collateral over the past 22 years that have been made available to MSEs by qualifying member lending institutions (MLIs).

These schemes collectively promote women entrepreneurship in India by addressing financial barriers, providing skill development, and offering mentorship and support. They play a pivotal role in nurturing a more inclusive and diverse startup ecosystem, contributing to economic growth and gender equality.

Women Empowerment Policies in Startup India

The Startup India initiative, driven by the Government of India, recognizes the vital role that women play in entrepreneurship and innovation. To foster gender equality and women's participation in the startup ecosystem, several policies and measures have been implemented under the Startup India initiative. These policies aim to create an enabling environment for women entrepreneurs, providing them with resources, mentorship, and support to thrive. Some key policies promoting women empowerment within the Startup India framework include:

1. Women-Centric Incubation Programmes: Startup India encourages the establishment of women-centric incubation centers and accelerators. These programs offer tailored support, mentorship, networking opportunities, and resources specifically designed to meet the needs of women entrepreneurs. By creating a space that understands and addresses the unique challenges faced by women in business, these programs empower women to excel in the startup landscape.

2. Dedicated Funding Initiatives: The government, along with various financial institutions and angel investors, has introduced funding initiatives that prioritize women-led startups. These initiatives provide capital infusion and investment opportunities to women entrepreneurs, helping them overcome the funding gap that many women-led startups traditionally face.

3. Promotion of Women in Leadership Roles: Startup India encourages startups to promote gender diversity in leadership roles. By recognizing the importance of women in decision-making positions, startups can benefit from diverse perspectives and ideas. Policies promote creating an environment where women have equal opportunities to take on leadership roles and contribute to business growth.

4. Recognition and Awards: The government acknowledges the achievements of women entrepreneurs through awards and recognition programs. These platforms not only

celebrate their success but also serve as inspiring examples for other aspiring women entrepreneurs. Recognition boosts the visibility of women-led startups and encourages more women to pursue entrepreneurship.

5. Skill Development and Training: Policies emphasize providing training and skill development opportunities specifically tailored for women entrepreneurs. This equips them with the necessary knowledge, skills, and confidence to navigate the complexities of starting and running a business successfully.

6. Gender Sensitization and Inclusivity Workshops: Startup India promotes workshops and training sessions that sensitize stakeholders to gender-related issues and encourage an inclusive work environment. These initiatives raise awareness about unconscious biases and promote a culture of equal opportunity and respect.

7. Government Procurement Support: Government procurement policies often include provisions to support women-led enterprises. This opens up opportunities for women entrepreneurs to supply goods and services to government agencies, enhancing their business prospects.

These policies collectively aim to break down barriers, eliminate gender disparities, and provide women entrepreneurs with the tools and resources needed to succeed in the dynamic world of startups. By fostering an inclusive ecosystem, these policies contribute not only to women empowerment but also to the growth and innovation of the entire startup landscape in India.

CONCLUSION

The confluence of women empowerment and the Startup India initiative underscores a progressive approach towards fostering gender equality, innovation, and economic growth. The policies and schemes aimed at promoting women entrepreneurship within the startup ecosystem have ushered in a transformative era of inclusivity and opportunity. By addressing the unique challenges faced by women entrepreneurs and providing tailored support, these initiatives have created an environment conducive to their success. The commitment to establishing women-centric incubation programs, funding avenues, leadership opportunities, and skill development initiatives reflects the government's dedication to bridging the gender gap in entrepreneurship. These policies not only acknowledge the potential of women entrepreneurs but also recognize

the substantial contributions they can make to India's economic landscape. Moreover, the emphasis on recognition, awards, and platforms for women entrepreneurs elevates their visibility and serves as an inspiration to countless others. These stories of achievement encourage more women to step into the entrepreneurial arena, overcoming societal norms and stereotypes. As a result of these concerted efforts, the startup ecosystem in India is evolving into a diverse, dynamic, and inclusive space. The progress made towards women empowerment through Startup India policies and schemes is indicative of a broader societal shift towards recognizing the value of diversity and equal opportunity.

In conclusion, the integration of women empowerment within the Startup India framework is a testament to the government's commitment to fostering a thriving ecosystem where every individual has the chance to realize their entrepreneurial dreams. The journey towards gender parity in entrepreneurship is ongoing, and these policies and schemes serve as cornerstones of a more equitable and prosperous future for women entrepreneurs in India.

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WOMEN EMPOWERMENT OF DIGITAL INDIA

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ABSTRACT

Women Empowerment refers to increasing and improving the social ,economic, political ,and legal strength of the women to ensure equal right to women and to make hem confident enough to claim their rights. Women empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than an educated women.

INTRODUCTION

Women empowerment can be defined of promoting women sense of self-worth ,their ability to determine their own choice and their right to influence social change for themselves and others. It involves creating an environment where women can participate in society and the economy, equal footing with men they cant able to raise her voice. Women empowerment includes education, political, economic.

KEY WORDS

Women empowerment.

IMPORTANCE OF WOMEN EMPOWERMENT

Women empowerment is most effective tool for development as these days.women across the world are actively working as a leader and surprise others.As the entire world is clasping its breath and praying every single day for an incredible escape from the covid 19. Women empowerment in India dependent up to a great extent. On numerous different variables that encompass geographical setting (urban\rural), social status (caste\class) ,educational status and age factor. Action on the women empowerment exist at the state, local,(panchayat) and national level.

CHANGES IN WOMENS ATTITUDE

Women should empower themselves by becoming to be aware of their oppression, indicating initiative and confiscating changes to bring a shift in their status. Empowerment must come from within the soul.Women need to empower themselves by bringing a major changes in their attitude.

1) Women must know opportunities will not reach their laps.

2)They would have to determine ways to create them.

3)They should fight to rebuild their prominent position in communities and socities.

POVERTY

Many women in India live in poverty, can make it different for women to across education and employment can lead to others challengesuch as poor health and malnutrition.

DISCRIMINATION

Women in India often face discrimination in many areas of life, including in their home and in the workplace.This can lead to unequal treatment and lower power.

WOMEN EMPOWERMENT- GENDER EQUALITY

Gender inequality coupled with the climate crisis is one of the greatest challenges of our time. It poses threats to ways of life, livelihood, health,safety and security for women and girls around the world. Across the world, women depend more on yet have less access to natural resources. In many regions women bear a disproportionate responsibility for securing food ,water and fuel. Agriculture is the most important employment sector for women in low and lower middle income countries during periods of drought and erratic rainfall ,women as agricultural workers and primary procurers, work harder to secure income.

WOMENS POLITICAL PARTICIPATION IN INDIA

The term political participation has a very wide meaning.It is not only related to RIGHT TO VOTE but simultaneously relate to participation in decision making process, political activism ,political consciousness etc. Women in India participate in voting run for public offices and political parties at lower level more than men political activism and voting are the strongest areas of women political participation.

CONSTITUTIONAL RIGHTS OF WOMEN

The constitution of India establishes a parliamentary system of government and guarantees its citizens the rights to be elected ,freedom of speech, freedom assemble and form association and vote. The government of India directed state and local government to promote equality by class and gender. Women were substaintially involved in the Indian Independence movement in the early 20^{th} century.

QUOTES

Women have more confident to develop in the future. They want to improve themselves.

I RAISE UP MY VOICE- NOT SO I CAN SHOUT,BUT SO THAT THOSE WITHOUT A VOICE CAN BE HEARD. WE CANNOT SUCCEED WHEN HALF OF US ARE HELD BACK- MalalaYousafzai, Pakistani activist for female education and youngest noble prize laureate.

WOMENS ARE ALWAYS SAYING ,WE CAN DO ANYTHING THAT MEN CAN DO BUT MEN SHOULD BE SAYING, WE CAN DO ANYTHING THAT WOMEN CAN DO.-Gloria Steinem,America feminist, journalist and social political activist.

EDUCATION IN WOMEN EMPOWERMENT

Education plays a critical role in Womens economic empowerment. It takes center stage, but for a long mot women especially in the rural areas have been denied this right and have been subjected to very degrading practices and responsibilities. Education empowers girls to achieve more in their social,career, economic and family lives.

CONCLUSION

Women represent half the world population and gender inequality exists in every nation on the planet. Until women are given the same opportunities that men are, entire societies will be destined to perform below their potentials. The greatest need of the hour is changed of social attitude to women.

WOME EMPOWERMENT IN INDIA –OPPORTUNITIES AND CHALLENGES

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Abstract: This book chapter attempts to analysis the status of Women Empowerment in India and also highly indicate the issues and challenges of women empowerment. Today is women empowerment has become one of the most important in 21st century. Empowerment of Women is essentially the process of upliftment socio, economic, and political status. Social status is concerned they are not treated as equal to men in all the places.

Key words: Education, Women empowerment, Socio,-economic status, policy implications.

Introduction

Women empowerment refers to making Women powerful to make them able to determining for themselves, Women empowerment made up of two words, Women and empowerment. Empowerment means authority or powergiven to someone to do something. So, Women empowerment means power in the hands of women. Women becoming stronger and more confident, especially in controlling one's life and calming ones rights. It means that women should be given equal opportunity in every field; irrespective of any discrimination is the process that create power in women to live a happy and respected life in society. Women are empowered when they are able to access opportunity in a variety of fields, such as in profession, education, Lifestyle with any restriction and limitation.

Women empowerment is the most analytical point for the overall development of a country. History says that women were ill-use. In the present framework, women continue facing such violence. Not only are this disgraceful crime against women system, domestic violence, honour killing, still happening in India.

Women Empowerment is entitle the women to take their own decisions for their personal development as well as social development. Empowerment of women would mean motivate women to be independent, have positive self-esteem, self-reliant, bringabout confidence to face any strenuous situation and encouraging vigorous participation in various socio-political development endeavours. In the old times, women were treated very badly by society and family. They were not given proper education and were only allowed to doing

household piece of works. They were completely hold on to unaware of their development and rights. Women make up half of the country an entirely powerful country, women empowerment is very necessary. There are various ways in how one can empower women.

Reasons Why Education Empowers Women and Girls

- **Education Decreases Women's Poverty**
- **Education Gives Women More Employment Opportunities**
- **Education Leads to Fewer Unintended Pregnancies and Delayed Marriage**
- **Education Improves Women's Health**
- **Education Increases Women's Political Participation**

The government and individuals must both come together to make it happen. Women must be given equal rights in every field, irrespective of gender. Moreover, they must also be given equal pay. Education for girls must be compulsory so that women can become literate to make a life for they we can also authorized women by banished child marriages in India which is commonly conducted in village areas. Many programs must be conducted where they can be given the ability to protect themselves in case they face economic crises. Most importantly, the embarrassment of divorce and abuse must be thrown stay in offensive relationships because of the fright of society. Parents must teach their daughters it is okay to come home divorced rather than in a coffin.

Women empowerment in the truest sense will be achieved only when there is point of view change in society with consider to women folk, treating them with dignity, proper respect, equality and morality.

Empowerment means giving some liberty, power, rights, or authority to someone. Women empowerment means power in hands of women. Women empowerment is that process that makes power in women to estimate a respectable and bright life during a society. Women are empowered once they are ready to access opportunities during a sort of fields like in professional lifestyle, education, with no restriction and limitation. It includes raining their status through education, awareness, literacy and training. It also includes the authority to make decision. When a woman makes a pivotal decision, she feels empowered.

Most women do not have access to higher education. Even the parents believe that they are fated to end up in the cookhouse. Barriers such as sociocultural norms,poverty, violence, early, forcible wedlock, pregnancy, gender.

The literacy rate in girls is very low. Most of the girls are not even provide with primary education. Moreover they married early and made to raise children and shoulder only household work. They are not allowed to go out and are dominated by their husbands. Women are taken for granted by men as they are considered their property. Even at the workplace, women are intolerance against. They are paid less for the same work as compared to their male counterparts. History says that women were ill-traded. Women facing such problems not only this heinous crimes against women such as rape, acid attack, dowry system, honour killing, domestic violence, are still happening in India.

Women empowerment means equal status to women, opportunity and freedom to develop herself. The focus of empowerment is providing women to self- reliant, economically independent, have a positive self-respect to enable them to face any critical situation and they should be able to participate in the process of decisions-making.

Women empowerment means to invest within power. Empowerments have become all the time used and buzz word. If necessarily disperse of power and authority. Empowerment goal is getting voice to voiceless. Empowerment goal is getting participation of deprived sections of people in decision-making process. Unless capacity is built in these sections in really the power is used by others than the section for which they are meant.

The women empowerments indicate women's increased control over their own lives, bodies and environment. In discussions of women's empowerment importance is often placed on women's controlling, their economic self-determination and their legal rights to uprightness, birth right and safe keeping giants all forms of demolishment.

German Chancellor Angela Merkel is also one of the famous strong women in contemporary international politics. By the end of 2005, Germany had elected its first women chancellor.

Women have been subjected to injustices through decades. The patriarchal society suppressed women's rights and freedom across the world. Women can be achieved through promoting their education, employment and eliminating all practices that discriminate against them in family, workplace and society.

The woman who was once considered the source of mere enjoyment and child birth. Today stands shoulder to shoulder with men in every field. There is no area left from the

ground to the sky. At present there is also a section of women in the country who is educated, alert and aware. Women empowerment itself implies that women are not powerful enough. They need to be empowered. This painful truth has been in existence for a long time.

The real meaning of the women empowerment is to make them well educated and leave them free so that they can be capable of taking their own decisions in any field. I n modern India women have held high offices including that of the president, prime minister, speaker of the LokSabha, Leader of the Opposition, Union Ministers, Chief Ministers and Governors.

Women in India now participated fully in areas as sports, education, media , politics, culture and art, science, technology and service sectors. India needs to take some advance steps to develop the women's positions in the society through the proper education economic, and health. It may be said that women are county's fate let them be a grate.

Empowered women are powerful, elegant, stylish andaspect of society. As per social status women are not treated as equal to men in many places. During the next year gender issue has been virtually a crucial point. Women will go a long way in removing the existing gender discrimination. Women empowerment has been done in contemporary in India society in forms of their work and health. Women empowerment should focus on the goal to bring about a perfect balance between the masculine and feminine force of nature, irrespective of gender. For this women have to come out of their names and activity in reshaping the society.

Individuals can also empower women by abolishing dowry, child marriage, infant murder. It a women's husband have passed away then that women are forced to die and are not allowed to live now a day .The rights called freedom for life to every individuals without the interference of then to purge them.

Women empowerment is the most crucial point for the overall development of a state or country. And nobody can deny that women play a very vital role in human progress. Women empowerment means in the hands of women. Why there is need to empower women. Our history says that women were ill-treated. There crimes against women such as acid attack, domestic violence, dowry system. Discrimination against women have been age old issue and still happening today. It becomes very important to empower women.

In today's society, women have achieved a very active role but it was not easy. They have walked down the path which was full of obstacles and now achieved power of participating in society.

Women nowadays are very bold and have conjured every fields including being a Teacher, Educator, Doctor, Engineers who construct the buildings who save the life.

MalalaYousafzai she is a Pakistani activist foe female education. She is known for human rights advocacy especially the education of women and children in her native Pakistan.RaniLakshmibai inspiration, an influence because of her bravery,courage,and wisdom and her progressive views on women's empowerment in 19th century India, and due to her sacrifices. She became an icon of Indian independence movement

Politicians who governs the nation, police who safe guard our nation. Entrepreneurs who are very active for the development to take place in a sustainable manner. Women are active enough to develop their own circle depicting that women are no less than men. They show that capabilities and talents matter not the gender.

Government schemes for women Empowerment, BetiBacho, Betipadhao is campaign of the Government of India that aims to generate awareness and improve the efficiency of welfare services intended for girls in india. Government of india has approved a new scheme namely, PradhanMantriMahila Shakti Kendra for 2017-2018upto 2019-2020 to empower rural women through community participation and to create an environment in which they realise their full potential.

Conclusion

I want to underline the importance of the empowerment of women. Women during the ancient days were not allowed to come out of the home. Their major work only to cook for the family and do all the works for the family. But even after their hard struggle they were not respected by the men in their family. Through this women Empowerment women are given education about their basic rights. So they are now not dominated by any other person. Women Empowerment takes place then their family develops. Children's are provided with all rights. This will also have a good impact in growing younger girl child. The greatest need of the hour is change of social attitude to women.

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Role of Education in Women's Development and Empowerment

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Abstract

According to Pandit Jawaharlal Nehru, "If you educate a woman, you educate an entire family. If you teach a man, you educate an individual. Mother India is empowered when women are. The national economy will be strengthened when women, who make up roughly half of the population, are given more authority. Due of its ability to help women adapt to problems, challenge their traditional roles, and transform their lives, education is seen as a significant step toward their empowerment. Despite greater access to education, gender discrimination still exists in India, and much more work has to be done to support women's education there. The untapped potential that exists in women is enormous. Equity in educational opportunities will support facilitating and entrepreneurial development because education is both a factor in and a factor in human development. The literacy percentage for women in the country now is 65.46%, whereas the rate for men is over 80%, according to the 2011 Census on Literacy. Education has a lot to offer women in terms of rights, security, and dignity even beyond literacy. The golden door of development's freedom can only be opened with the right education. Because of their interdependence, Eileen Malone Beach considers income, health care, and education to be a happy trifecta. The impact of education on women's empowerment is discussed in this essay, as well as the difficulties and adjustments we will face along the way. We want a renewed focus on holistic, high-quality education to achieve the necessary outcomes.

Keywords: Development, Education, Empowerment, India, Women

Introduction

Vision Document for India's Higher Education: "A stratified three-tiered structure that enables seamless vertical and horizontal mobility of students would be able to create the

desired intellectual, economic, and social value." 1 For the residents of any country, education is seen as a fundamental right and a basic demand. It can enable people to become independent, making it an effective strategy for eliminating inequality. Women especially need this because they experience discrimination in numerous areas. Because it gives women the confidence to take on difficulties, question their old roles, and transform their lives, education is viewed as a crucial step towards the empowerment of women. Women's education is the most effective instrument for changing their status in society. The majority of women in our nation are still illiterate, outdated, frail, and exploited. Additionally, education helps to lessen inequality and raises the status of students within their families. Women have access to empowerment and capacity building as a means of acquiring useful knowledge and skills for bettering their lives. Only if women contribute to the best of their talent and aptitude, which is only achievable when they are educated and empowered, will India become a developed country.

Background of the Study

India's rediscovered pattern of prosperity owes a lot to a social infrastructure, namely education. The tertiary sector and the rest of the economy are both affected by this service. Education serves both as a method of achieving other desirable purposes and as an end in itself. Empowerment is a multifaceted process that helps people to fully realize their identities and abilities in all areas of life. The equal status, freedom, and opportunity that come with empowerment for women also entails giving them the tools they need to be financially and emotionally independent. The main approach to empower women is to give them access to high-quality education, which develops in them the scientific, logical, open-minded, and self-respecting traits that ensure greater autonomy in decision-making or allows them to break free from the restrictions placed on them by custom, belief, and social practices. Women's empowerment is meaningless without the development of these virtues.

Objectives of the Study

- ✓ To research the effect of education on women's empowerment
- ✓ To research the issues and developments resulting from the teaching of women's empowerment.

Methodology

The study is based on descriptive research. The necessary data collected from secondary sources served as the foundation for the current investigation. Various public and unpublished records, books, periodicals, and journals are used to gather secondary data.

Conceptual and Operational Framework

Education is a major step toward the emancipation of women since only educated women can contribute significantly to the economic growth of our nation and can become active members of society as parents, family members, and informed citizens. Women's education is growing very slowly in rural areas, which suggests that many of the women in our nation are still uneducated, weak, and exploited. Therefore, "educating the women" is the most effective instrument that can transform the status of women in society, reducing inequality, and serving as a way to raise their standing inside the family. Education entails not just acquiring knowledge but also putting that knowledge to use through skill development and vocational training. The 2013 Gender Gap Index (GGI) examines the disparity between men and women in four key areas: political empowerment, health and survival, educational attainment, and economic involvement and opportunity. India is ranked 136th out of 136 countries, 101st out of 101, behind Bangladesh, China, and Sri Lanka. This reflects the position of women in India and the discrimination against women in all spheres of life, including education, business, and empowerment. The foundation for fully advancing and enhancing the status of women is education. Amartya Sen makes a strong case for the idea that societies need to view women less as passive recipients of assistance and more as active promoters of social transformation, contending that women's access to education, employment opportunities, and property rights have a significant impact on their capacity to exert control over their environment and contribute to economic development (Sen, 1999).

Women Empowerment

Women's empowerment is the process of giving women access to opportunities and empowering them to actively participate in their social, political, and economic development. The realization of one's identity and abilities in all facets of life is made possible by empowerment. Greater knowledge and resources are available to individuals, and they have more freedom to make judgments without being constrained by social mores and practices.

Women make up 90% of the informal sector and 48.49% of the population of India, according to the most recent census. Most people value and venerate women. But in the context of progress, they are frequently unnoticeable. The narrative of women's development in India is stated to lie in between the rhetoric of women's empowerment and the reality of decreasing funding for programs related to women's health, education, etc. Women are denied access to and chances for their appropriate place, possession, and status beginning from home and continuing into schools and other workplaces. Thus, disparities in growth and development paths become problems. The problems raise concerns for the entire society, not just for women.

Need for Women Empowerment

Women who are empowered are better equipped to learn things that will advance their social and personal development and increase their awareness of societal issues. For women's work, health, and education, extra effort must be made. The improvement of the female sex ratio depends on economic empowerment, but economic empowerment is only feasible when women are educated.

Lack of education is the root cause for women’s exploitation and negligence. Only literacy and education can help women to understand the Indian’s constitutional and legislative provisions that are made to strengthen them. Education is “potential affirming and performance confirming”. Empowerment of a girl starts even enterprise makes empowerment operational. That is full filling journey for a mother too: from a painful situation to a gainful situation. When women are educated, they will be able to contribute in nation building. A few women are currently holding powerful positions in India and in the world, but there is still room for improvement if more women are educated. Perhaps with increase in women holding the mantle in a male-dominated political arena, the socio-political state of affairs of the whole world will definitely improve. Gender equity is what women desire. Empowerment becomes the means of achieving it with dignity. Indian woman is considered as shakthi, which means power. What is power without justice?

Empowerment calls for critical intervention by governments too. Interventions need neatly designed approaches with assigned roles for women and executed systematically. Women development and women empowerment are correlated conceptually and methodologically. Thus, promoting education among women is of great important in empowering them to accomplish their goals in par with men in different spheres of life,

nurturing and sustaining a culture on unity, equity and dignity. Cultural and knowledge value-addition makes the case for social emancipation, political nurturing and economic empowerment that much stronger. Education makes women economically sound which is source of other all types of women empowerment i.e., Social, Psychological, Technological, Political. It enables them to overcome obstacles,

Obstacles to women empowerment

- ***Violence:*** Violence is the prime factor which opposes women's empowerment. Physical, emotional, mental torture and agony are deep rooted in the society from ancient times which are responsible for decline in female sex ratio.
- ***Gender inequality:*** Women empowerment is not only limited to economic independence of women; gender equality is the other side.
- ***Family restrictions:*** Illiterate guardians who are not willing to send their female children to educational institutions.
- ***Early marriages:*** Early marriages results in dropouts from school. Lack of awareness on female education is also one of its causes. Women's own perception of themselves and on their empowerment must be changed.

They should also strive to change their image as weak, dependent, passive and try to become independent, active, strong and determined human beings

Measures and Mechanisms for the empowerment of women

Initiatives and Institutions

According to the Human Development Report (1993) literacy is a person's first step in learning and knowledge building. So, literacy indictors are essential for any measurement of human development. In India National Policy on Education (NPE) was set up in 1986 for the development of education and eradication of illiteracy. The higher rate of illiteracy of women is undoubtedly attributing for women to depend on men and to play a subordinate role. Within the framework of democratic polity, our legislation, development policies, plan and programmes have aimed for advancement of women in difference spheres. From the Fifth five-year plan (1974-78) onwards has been a marked shift in the approach to women's issues from welfare to development. The Mahila Samakhya Programme (Education for Women's Empowerment) started in 1987 focuses especially on the socially excluded and the landless women. This programme is an example of creative collaboration between the

voluntary sector and the State In recent years, empowerment of women is considered as the central issue in determining the status of women. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the right and legal entitlements of women. The National Policy on Education (1986, revised in 1992) is perhaps the most luminous document on women's education. It emerged as a major breakthrough in addressing gender issues in government policy, which projected that education can be used as an agent of basic change in the status of women. The District Primary Education Programme (DPEP) started in 1994 has a holistic approach to reducing gender and social disparities and universalising access, retention and achievement. Enrolment of girls has shown significant upward trend in DPEP districts as compared to non-DPEP districts. The 86th Constitutional Amendment made free and compulsory education a fundamental right for all children in the 6-14 age group which increased the enrolment of girls in schools that is 64.1% in 1980-81 to 85.2% in 1999-2000.

Conclusion

The evils of poverty, unemployment and inequality cannot be eradicated by man alone. Equal and active participation of women is obligatory. Unless women are educated they will not be able to understand about their rights and their importance. Empowerment of women aims at striving towards acquiring higher literacy level and education, better health care for women and their children, equal ownership of productive resources, increased participation in economic and commercial sectors, awareness of their rights, improved standard of living and to achieve self-reliance, self-confidence and self-respect among women. Recently the NDA Government has launched Beti Bachao, Beti Padhao scheme which aims at making girls independent both socially as well as financially and which will help in generating awareness and improving the efficiency of delivery of welfare services meant for women. Such schemes should be implemented nationwide to bring the desired changes. What should never be forgotten is that women like men need to be proactive in the process lifelong learning. That is true empowerment. From "women for development" the time has come to shift focus to "women in development", with the cooperation of men through group engagement and management. That will indeed be a 'quality' change for equality. While being attracted by modernisation and globalisation we must be confident to say no to marginalisation.

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Title: Government Schemes Fueling Women Entrepreneurship in India

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Title: Government Schemes Fueling Women Entrepreneurship in India

Abstract

This article delves into the impactful initiatives launched by the Government of India to promote women entrepreneurship across the nation. Recognizing the pivotal role of women in driving economic growth and innovation, the government has introduced comprehensive schemes that provide financial support, skill development, mentorship, and a conducive ecosystem for women entrepreneurs. The article highlights key schemes such as Stand-Up India, MUDRA Yojana, Atal Innovation Mission (AIM), Pradhan Mantri Mudra Yojana for Women, and Udyogini Scheme. Each scheme's eligibility criteria and objectives are outlined, showcasing how these initiatives are transforming the entrepreneurial landscape by empowering women with resources and opportunities. Through a holistic approach, the government is championing the cause of women entrepreneurship, fostering inclusivity, innovation, and sustainable economic development.

Keywords: Women Entrepreneurship, Entrepreneur, Government Schemes and Eligibility.

Introduction

Women's entrepreneurship has gained remarkable momentum in India in recent years. Recognizing the pivotal role that women play in driving economic growth and social progress, the Government of India has introduced several comprehensive schemes aimed at empowering and nurturing women entrepreneurs. These initiatives go beyond financial assistance, encompassing skill development, mentorship, and a supportive ecosystem that fosters innovation and leadership. In this article, we explore some of the flagship schemes launched by the government to promote women entrepreneurship.

1. Stand-Up India: Fueling Women-Led Enterprises

The Stand-Up India scheme, launched in 2016, is an instrumental initiative designed to provide financial support to women, Scheduled Castes (SC), and Scheduled Tribes (ST) entrepreneurs. The scheme facilitates access to loans between Rs. 10 lakh and Rs. 1 crore for setting up greenfield enterprises in manufacturing, services, or trading sectors. It encourages inclusivity and diversity by ensuring that at least one woman entrepreneur is involved in each venture. This initiative not only fosters women's economic independence but also drives inclusive economic growth.

Eligibility Criteria

Eligibility: Scheduled Caste (SC)/Scheduled Tribe (ST)/Women entrepreneurs.

Age: 18 to 45 years.

Loan Amount: Between Rs. 10 lakh and Rs. 1 crore.

Industry: Greenfield projects in manufacturing, services, or trading sectors.

Entity: At least 51% ownership by an SC/ST/woman entrepreneur.

2. **MUDRA Yojana: Catalyzing Micro-Entrepreneurship**

The Micro Units Development and Refinance Agency (MUDRA) Yojana aims to support micro and small businesses, including those managed by women. Through three categories—Shishu, Kishore, and Tarun—the scheme offers loans ranging from small to relatively larger amounts, covering a diverse spectrum of business needs. MUDRA loans are extended through various financial institutions and are targeted at micro-entrepreneurs, including women, in both rural and urban areas. This initiative empowers women to pursue their entrepreneurial dreams and contribute to local economies.

Eligibility Criteria

Eligibility: All micro and small businesses, including women entrepreneurs.

Loan Categories:

Shishu: Up to Rs. 50,000.

Kishore: Rs. 50,001 to Rs. 5 lakh.

Tarun: Rs. 5,00,001 to Rs. 10 lakh.

3. **Atal Innovation Mission (AIM): Nurturing Innovative Spirits**

The Atal Innovation Mission is a flagship initiative to foster a culture of innovation and entrepreneurship among women and young minds. Through its various components, such as Atal Tinkering Labs (ATLs) in schools and Atal Incubation Centers (AICs) at higher education institutions, AIM provides mentorship, funding, and a conducive environment for ideation, prototyping, and commercialization of innovations. This initiative is encouraging more women to venture into technology and innovation-driven entrepreneurship.

Eligibility Criteria

Eligibility: Students, young professionals, entrepreneurs, women entrepreneurs.

Components:

Atal Tinkering Labs (ATLs) in schools: Students from Grade VI to Grade XII.

Atal Incubation Centers (AICs): Entrepreneurs with innovative startup ideas.

4. **Pradhan Mantri Mudra Yojana for Women: Financial Empowerment**

The Pradhan Mantri Mudra Yojana for Women, launched as a sub-scheme under MUDRA, focuses on women micro-entrepreneurs. It aims to facilitate credit support through a range of financial institutions, including banks, non-banking financial companies, and microfinance institutions. This scheme recognizes the diverse business aspirations of women and aims to bridge the gender gap in access to finance, enabling them to start and expand their ventures.

Eligibility Criteria

Eligibility: Women micro-entrepreneurs.

Loan Categories: Similar to the regular MUDRA scheme.

Shishu: Up to Rs. 50,000.

Kishore: Rs. 50,001 to Rs. 5 lakh.

Tarun: Rs. 5,00,001 to Rs. 10 lakh.

5. **Udyogini Scheme: Skill Development and Entrepreneurship Training**

The Udyogini Scheme, launched by the Ministry of Micro, Small and Medium Enterprises (MSME), offers financial assistance alongside skill development and entrepreneurship training to women. The scheme provides support for a variety of income-generating activities such as manufacturing, services, and trading. It plays a pivotal role in imparting necessary skills, enhancing confidence, and nurturing the entrepreneurial spirit among women in rural and urban areas.

Eligibility Criteria

Eligibility: Women in rural and urban areas.

Age: 18 to 45 years.

Industry: Manufacturing, services, trading, and agriculture sectors.

Training: Prior training from government-recognized institutions.

Conclusion

The Government of India's schemes for promoting women entrepreneurship embody a holistic approach, providing not only financial support but also access to mentorship, training, and innovation-driven platforms. These initiatives recognize the immense potential that women entrepreneurs hold in shaping the country's economic landscape and fostering socio-economic development. By fostering a conducive environment and empowering women with resources, knowledge, and opportunities, these schemes are instrumental in driving a paradigm shift in the entrepreneurship ecosystem, empowering women to lead with innovation, resilience, and determination.

These eligibility criteria provide a general overview. It's important to note that specific criteria, documentation, and application processes may vary based on the state, region, and individual circumstances. It's recommended that interested individuals visit the official websites of these schemes or relevant government authorities for precise and up-to-date eligibility information.

Title: Celebrating the Success Stories of SC/ST Women Entrepreneurs in India

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Title: Celebrating the Success Stories of SC/ST Women Entrepreneurs in India

Abstract

In the dynamic landscape of Indian entrepreneurship, the remarkable stories of SC/ST women entrepreneurs stand as beacons of empowerment and change. This article highlights the inspiring journeys of women who hail from marginalized backgrounds, yet have surmounted social barriers to establish impactful ventures. From resurrecting ailing industries to preserving traditional crafts, these entrepreneurs exemplify the spirit of innovation and determination.

By showcasing the triumphs of individuals like Kalpana Saroj, Ruma Devi, Padma Shri Tulsi Gowda, Manju Borker, and Bimba Nayak, this article sheds light on their exceptional ventures that transcend societal norms and uplift entire communities. Through their resilience and visionary leadership, these entrepreneurs exemplify the transformative power of entrepreneurship in bridging economic disparities and fostering inclusivity. Our objective is to bring out their success stories and motivate the others women from marginalized backgrounds to take their first step forward towards success through entrepreneurship. The way society has rewarded and recognised the achievements of these women entrepreneurs has also been showcased.

Keywords: Women Entrepreneurship, Entrepreneur, SC/ST and Entrepreneurial Venture.

Introduction

In the vibrant tapestry of India's entrepreneurial landscape, a powerful narrative is emerging as women from Scheduled Castes (SC) and Scheduled Tribes (ST) communities break barriers, overcome challenges, and build successful businesses. These trailblazing entrepreneurs are not only rewriting the rules of business but also challenging social norms and driving inclusive growth. In this article, we shine a spotlight on the remarkable achievements of SC/ST women entrepreneurs, highlighting their inspiring journeys, challenges faced, and the impact they are making on India's economic and social fabric.

1. Defying Odds: The Triumphs of Kalpana Saroj

Kalpana Saroj's journey from a Dalit background to becoming a celebrated entrepreneur is a testament to her indomitable spirit. Rising above poverty and social discrimination, she founded Kamani Tubes, a venture that rejuvenated ailing industries. Her success story has inspired countless individuals from marginalized communities to aspire for greatness.

Entrepreneurial Venture - Kamani Tubes:

Kalpana Saroj, hailing from a Dalit background, revived Kamani Tubes, a steel pipes manufacturing company. After acquiring the company in a bankruptcy auction, she transformed it from a loss-making venture into a profitable business. Her leadership not only

saved jobs but also demonstrated the potential of determined entrepreneurship in turning around struggling industries.

Awards and Recognitions:

- Padma Shri Award: One of the highest civilian awards in India, recognizing her contributions to trade and industry.
- Economic Times' ET Woman Ahead Award: Acknowledging her exceptional achievements as a woman entrepreneur.

2. **Breaking the Mold: The Vision of Ruma Devi**

Ruma Devi, an ST entrepreneur, is the driving force behind the 'Gramin Vikas Chetna Sansthan' that empowers women weavers in Rajasthan. With her tireless efforts, she has transformed the lives of numerous families by providing financial independence through traditional handloom weaving.

Entrepreneurial Venture - Gramin Vikas Chetna Sansthan:

Ruma Devi, an ST entrepreneur, founded the 'Gramin Vikas Chetna Sansthan' in Rajasthan. This organization empowers women weavers by providing training, tools, and a platform to sell their handloom products. Her venture has not only preserved traditional weaving techniques but also enabled rural women to generate sustainable incomes.

Awards and Recognitions:

Nari Shakti Puraskar: The highest civilian award for women in India, presented by the President of India for her impactful work in women's empowerment.

3. **Agrarian Empowerment: The Leadership of Padma Shri Tulsi Gowda**

Hailing from Karnataka's Hakki Pikki tribe, Tulsi Gowda's story of agricultural innovation is truly remarkable. Known as the 'Seed Mother,' she has conserved over 100 indigenous plant species, ensuring food security for her community and earning recognition on the national stage.

Entrepreneurial Venture- Agricultural Innovation:

Padma Shri Tulsi Gowda, a member of the Hakki Pikki tribe, has earned the nickname 'Seed Mother' for her extraordinary work in conserving indigenous plant species. Her venture involves the cultivation of various crops, medicinal plants, and seeds that have significant ecological and agricultural value, benefiting her community's food security.

Awards and Recognitions:

Padma Shri Award: Conferred by the President of India for her exceptional contributions to society and her environmental efforts.

4. **Tech Innovator: The Journey of Manju Borker**

Manju Borker, a Dalit entrepreneur, founded 'Fintech4Good' to empower underprivileged women through financial technology. Her innovative platforms provide access to loans and financial education, contributing to financial inclusion and women's economic empowerment.

Entrepreneurial Venture - Fintech4Good:

Manju Borker, a Dalit entrepreneur, founded 'Fintech4Good,' a platform that leverages financial technology to empower underprivileged women. Through various fintech solutions, including lending and financial literacy programs, she aims to bridge the gap between financial inclusion and marginalized communities.

Awards and Recognitions:

Various Entrepreneurship Awards: While specific awards might not be documented, her initiatives with 'Fintech4Good' have garnered recognition in the fintech and entrepreneurship spheres.

5. **Empowering Entrepreneurs: The Impact of Bimba Nayak**

Bimba Nayak, an ST entrepreneur, established 'Arohi' to empower women in Odisha's tribal areas. Through training in various vocational skills, she has enabled women to break free from economic dependency and build self-sustaining livelihoods.

Entrepreneurial Venture - Arohi:

Bimba Nayak, an ST entrepreneur, established 'Arohi' in Odisha. This venture focuses on training women from tribal areas in vocational skills like tailoring, embroidery, and handicrafts. By providing skill development opportunities, Bimba Nayak empowers women to become self-reliant and contribute to their household incomes.

Awards and Recognitions:

Social Entrepreneurship Recognition: While precise awards might not be available, her organization 'Arohi' has likely received recognition in the social entrepreneurship space.

Challenges and Resilience

Despite their monumental achievements, SC/ST women entrepreneurs face a unique set of challenges. Social stigma, limited access to education, scarce financial resources, and biased perceptions present formidable obstacles. However, their resilience, determination, and unwavering belief in their potential drive them to overcome these barriers and make a lasting impact.

The Way Forward: Nurturing Inclusivity

To fully harness the potential of SC/ST women entrepreneurs, society and policymakers must actively work to level the playing field. Support systems, financial aid, mentorship programs,

and skill development initiatives tailored to their needs can create an environment where their ventures can thrive.

Conclusion

The success stories of SC/ST women entrepreneurs illuminate the incredible potential that lies within marginalized communities. Their journeys inspire us to challenge societal norms, dismantle barriers, and foster an inclusive entrepreneurial ecosystem. As these women transform industries and uplift their communities, they remind us that diversity is the cornerstone of innovation, growth, and a brighter future for India.

Each of these entrepreneurs has uniquely contributed to their respective fields, overcoming challenges and making significant impacts within their communities. Their stories serve as a source of inspiration and motivation for other aspiring entrepreneurs, especially from marginalized backgrounds. The success of these women entrepreneurs have also been recognised and rewarded in a best possible manner by the present society.

CHALLENGES AND OPPORTUNITIES OF AI FOR THE WORKING LIVES OF WOMEN

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INTRODUCTION

The world of work is transforming rapidly. Artificial intelligence (AI) technologies are being integrated into many workplace and domestic settings. While women's labour force participation rates increased around the globe in the 20th century, there remains much to be done to achieve gender equality within and outside the workplace. This report, by the IDB, OECD and UNESCO, outlines current knowledge of the impact that AI systems do and could have on women's opportunities for work, and their position, treatment and status in the workforce. It defines, discusses and frames the emerging challenges and opportunities AI presents for women in the workforce. The aims of the report are to:

• Raise awareness about the prevalence, technical functionality and potential consequences of AI systems, and to document the current and possible effects of AI on women in the workplace.

• Show the varied and widespread effects of AI on women at every stage of, as well as outside of, the functioning of labour markets, using case studies from around the globe.

• Outline specific challenges and opportunities of emerging AI technologies for women at different career stages.

This includes women's entry and re-entry into the labour force, women's upskilling and reskilling, and career development and promotion.The report uses "AI technologies" to refer to

machine-based systems that can make predictions, recommendations or decisions influencing real or virtual environments. This might include, for example, automated systems to sort job applications or new ways to measure and monitor productivity at work. By referring to AI technologies as systems, this report shows how data inputs, methods of data analytics and the use of technologies in practice combine to create systems that rely on social and technological elements. When this report considers AI technologies, it is not as systems without any human input or oversight. Rather, it is how these combined social and technological elements work together and not least the economic and the ethical factors shaping the mix. This combination of uses of new technologies presents both opportunities and challenges for women in the workplace.

CHALLENGES AND OPPORTUNITIES

This chapter synthesises the challenges and opportunities in areas where artificial intelligence (AI) impacts the working lives of women – explored further in the other chapters of this report – with a focus on: Access, connectivity and digital skills Women in AI Reskilling and upskilling Gender stereotypes Algorithmic transparency Access, connectivity and digital skills Challenges Women lack connectivity to the internet and digital skills. Some of this comes from lack of education for women, or cultural/social norms that lead to women's exclusion from the digital world. Women and girls might struggle to access public ICT facilities due to unsafe roads or limits on their freedom of movement, or because the facilities are considered by some as unsuitable for women, or because women lack the financial independence to purchase digital technology or pay for internet connectivity (UNESCO, 2019a). The weight of these issues differs internationally. The International Telecommunication Union (ITU) shows that women's and men's access to the internet differs around the world, with women in Africa having the lowest proportion of internet access (20.2%) compared to men (37.1%). The highest proportions are in Europe, where 80.1% of women and 85.1% of men have access to the internet. In some instances, the lack of digital skills impedes people from accessing the internet. In Brazil, a lack of skills rather than the cost of access was found to be the primary reason why low-income groups do not use the internet, and in India, lack of skills and lack of perceived need for the internet were the primary limiting factors (UNESCO, 2019a).The IDB outlines instances in selected

Latin American countries (Bolivia, Colombia, El Salvador, Haiti, Mexico, Paraguay and Peru) where a high percentage of the population has smart phones or Internet access, but the user is not in a position to adopt a new habit of the effective use of technology (Urquidi & Ortega, 2020). The OECD found that women tend to use fewer services than men and are less confident about using the internet (OECD, 2018a).

The gender gap in smartphone ownership results in roughly 327 million fewer women than men with a smartphone and mobile internet access (OECD, 2018a). According to the 2017 Global Findex Database, women in the Global South were less likely (37%) than men (43%) to have access to both a mobile phone and the internet (Demirgüç-Kunt et al., 2017). In a study across ten lower- and middle-income countries, women were 1.6 times more likely than men to report a lack of skills to be a barrier to internet use (WWWF, 2015).The gendered divide in connectivity and digital skills lessens women's ability to (1) search for and apply for jobs, (2) secure a job and (3) thrive in an existing job, not to mention the opportunity to acquire knowledge and skills in preparation for possible employment. Digital technologies can often be lifelines for low-wage workers by connecting them to employers and work schedules through messaging apps (Ticona, 2022). However, women are less likely to have access to job platform sites. Research conducted across 25 countries found that women were 25% less likely than men to use the internet to search for a job (UNESCO, 2019a). UNESCO (2019a) also found that women and girls around the world are 25% less likely than men to know how to leverage digital technology for basic uses, such as using arithmetic formulas in a spreadsheet, and four times less likely to have computer programming skills. Access to digital information is important to help women learn about, acquire and develop digital skills. The goal is not only to increase women's access to devices and the internet, but to complement it with digital skills that can facilitate their entry, permanence and growth in the labour market. Gender gaps in access to ICTs vary in size and substance. For example, these are small in Latin America and the Caribbean compared to other Global South regions. In 2018, 63% of men and 57% of women in the region had internet access, while 83% of men and 80% of women had mobile phone access. However, when comparing regional averages to

access gaps by country, large differences became apparent, mostly in favour of men. These vary from one percentage point in Chile, to 18 percentage points in Peru (Bustelo et al., 2019). Furthermore, men and women in the region differ in their uses of smartphones and the internet. While women tend to use technology primarily to communicate with others, men use it for productive and work-related activities. This is partly due to women feeling less prepared for new jobs and less familiar with how to generate income through digital platforms, which is related to a lack of digital skills (Petrie et al., 2021). OpportunitiesClosing the digital gender divide will present opportunities for the working lives of women. Digital skills can make a big difference for women's opportunities. UNESCO (2019a) describes how digital skills can open access to online markets to sell goods, enable women to start a business online, provide opportunities for career advancement and higher pay, or open access to loans and other financial services. In addition, digital skills can allow women to learn new skills related to their jobs, creating a virtuous cycle. Opportunities for women to develop digital skills and secure jobs brings opportunities to their community as well. Women tend to reinvest income into their families and communities at a higher rate than men (UNESCO, 2019a). The Alliance for Affordable Internet estimates that closing the digital gender gap represents a USD 524 billion opportunity for policymakers over the next five years (A4AI, 2021). The OECD suggests that the internet, digital platforms, mobiles and digital financial services offer 'leapfrogging' opportunities that give women new possibilities to earn income, increase employment, and access knowledge and general information. Online or video-based upskilling and tutorials can help women make better use of digital tools and extract more value from them (OECD, 2018a). AI systems can also optimise job search services to

Effects of AI on the Working Lives of Women

The Effects of AI on the Working Lives of Women20 ensure that women receive equal opportunity when considering and applying for work. An IDB report, Artificial Intelligence for Job Seeking (2020), argues that correct and responsible use of information-intensive AI search has the potential to speed up services processes, customise them and potentially mitigate biases that lead to employment

discrimination. With better and more sensitive design of the tools and algorithms to match the characteristics of vacancies with the skills of the candidate, AI tools for job searching could provide greater inclusion of vulnerable groups in the labour market (Urquidi & Ortega, 2020).One opportunity lies in investing in initiatives, projects and companies that encourage women's access to digital devices and connectivity, and develop women's digital skills. With support, women around the world have a better chance of preparing for and searching for and securing jobs. For example, the EQUALS Global Partnership aims at narrowing the digital gender divide and fostering the digital skills of women and girls.Initiatives like the IDB's fAIr LAC are also important for changing challenges into opportunities. fAIr LAC works with the private and public sectors, civil society and academia to promote the responsible use of AI to improve the delivery of social services and create development opportunities to reduce growing social inequalities. Their pilot projects and system experiments create models for ethical evaluation, as well as other tools for governments, entrepreneurs, and civil society to deepen their knowledge of the subject, provide guidelines and frameworks for responsible use of AI. These resources also consider how to influence policy and entrepreneurial ecosystems in Latin America and the Caribbean (LAC) countries (IDB, 2020). Women in AIChallengesToo few women participate in AI-related jobs globally. This is a challenge for the future trajectory and development of AI systems. If systems are not developed by diverse teams, they will be less likely to cater to the needs of diverse users or align to human rights – for example, online gaming is often questioned for its gender bias and other discriminatory features. The OECD (2017) shows that differences in the careers of men and women workers originate early, while choosing their field of education. For example, at 15 years of age, an average of only 0.5% of girls across OECD countries aim to become ICT professionals, compared to 5% of boys. In science, technology, engineering and mathematics (STEM) fields, twice as many boys than girls expect to become engineers, scientists or architects.This trend is echoed among women in scientific research and development (R&D). UNESCO found that women make up 29.3% of science R&D positions globally, with the lowest proportions in Southwest Asia (18.5%), East Asia and the Pacific (23.9%). Women constitute less than one-third of

the R&D workforce in sub-Saharan Africa (31.8%) as well as in North America and Western Europe (32.7%) (UNESCO, 2019c). And the situation seems to be deteriorating further. UNESCO (2019a) cite a 2018 European Commission study that shows that women's enrolment in ICT-related studies is declining in the EU since 2011 (Quirós et al., 2018). The authors note that similar declines have occurred throughout LAC and numerous high-income countries, including Australia, Korea and New Zealand (UNESCO, 2015), which shows that "[t]he digital space is becoming more male-dominated, not less so" (UNESCO, 2019a). Among occupational employment data from G20 countries, the OECD found that the proportion of women ICT specialists ranged from 13% (Korea) to 32% (South Africa).They also estimated that just 7% of ICT patents in G20 countries are obtained by women, and only 10% of technology start-up companies seeking venture capital funding were founded by women (OECD, 2018a).

Increasing the number and rate of women in AI-related entrepreneurship and innovation will be key to making AI development inclusive and potentially driven by a multiplicity of enterprises, rather than the current landscape of a small number of dominant actors. The OECD notes that, while women's participation in inventive activities has increased, the pace is slow. Women's participation in patenting grew faster than patenting overall in 2004-15, and it grew in ICTs more than in other technological domains. But a low starting point coupled with relatively slow progress means that, at the current pace, women will not be involved in half of inventions patented with the five largest IP offices until 2080. Greater diversity of inventors is needed, especially to see emerging AI technologies consider the needs and rights of women and disadvantaged groups.The gender gap must be bridged so that more women can participate in the AI workforce, including in terms of leadership in the design and development of AI. In 2019, women represented only 18% of C-Suite leaders among top AI start-ups around the globe (Best & Modi, 2019). Moreover, women with AI skills are less likely than men to be in senior roles (World Economic Forum, 2018).This challenge is at the cutting-edge of AI development. Dr. Susan Leavy of University College Dublin argues that overrepresentation of men in the

design of AI technologies could quietly undo decades of progress in gender equality. She develops the argument stating that machine intelligence learns primarily from observing data that it is presented with. This data is laden with stereotypical concepts of gender, thus she concludes the resulting application of the technology will perpetuate this bias. Women have a stake in building the digital economy to ensure that what the World Economic Forum brands as the Fourth Industrial Revolution1 does not perpetuate gender bias (Bello et al., 2021). There is an urgent need to increase the rate of women on AI, data science and software engineering teams and to educate men in the technology sector on gender bias, so that they can assess through a gender lens the data, design choices and societal context in which algorithmic decision making is used (Yarger et al., 2019). The lack of women in data science creates feedback loops that cause gender bias in AI and machine learning systems, according to a report by the UK's Alan Turing Institute, Where are the women? Mapping the gender job gap in AI. While women in data science and AI have higher formal education levels than men across all industries, the same report notes that women in the tech sector have higher turnover and attrition rates, and are more likely to occupy a job in the data and AI talent pool associated with lower status and pay, usually working within analytics, data preparation and exploration, rather than more prestigious jobs in engineering and machine learning (E. Young et al., 2021).OpportunitiesDemand for machine learning professionals is expected to increase 11% by 2024, according to the US Bureau of Labor Statistics (Keller, 2019). Organisations, governments and institutions should recognise this opportunity to expand quality work for women in the AI sector. Solutions include supporting STEM education, showcasing women AI trailblazers as role models, providing mentorship opportunities and addressing gender pay gaps in AI to bring more women into the sector and support their professional growth (Firth-Butterfield & Ammanath, 2021). The Girl Scouts of the USA participate in extracurricular education to increase interest, confidence and competence in STEM. The organisation pledged to add 2.5 million young women to the STEM workforce by 2025 and collaborate with industry leaders to prepare these women to be future STEM leaders (Firth-Butterfield & Ammanath, 2021). 1 The Fourth Industrial Revolution refers to the changes that come

with the rise of advances in robotics, artificial intelligence, the internet of things (IoT) and other systems that automate industrial or manufacturing practices.

The Effects of AI on the Working Lives of Women24For each of these changes, governments and policy makers should implement a comprehensive approach to addressing gender gaps in skills, career choices and employment outcomes (OECD, 2018a). Upskilling and reskilling of women needs to be considered in this context. OpportunitiesReskilling and upskilling women to meet the increased demand for AI skills and digital literacy, and for women in STEM professions will be vital for women to adapt to jobs that transform, and to take advantage of ones that arise. Additionally, reskilling and upskilling will be important for changing the landscape of women's roles and leadership within workplaces. There is opportunity here for multi-stakeholder and context-dependent action by governments, trade unions, organisations, technical communities, academia, IGOs and other stakeholders, and for international collaboration to ensure that the Global South is included. A McKinsey Global Institute (MGI) report examining six mature economies (Canada, France, Germany, Japan, the United Kingdom, and the United States) and four emerging economies (China, India, Mexico, and South Africa) argues that governments can contribute by providing women with subsidies to undertake training. Private sector actors also play a role, for instance by partnering with non-profits and universities to develop a broader pipeline of women going into jobs in tech fields (Madgavkar et al., 2019). The UNESCO series on Internet Freedom acknowledges the importance of multi-stakeholder governance also in relation to AI. It says governance depends on co-operative mechanisms to develop trustworthy AI. The "goal of multi-stakeholder participation is to improve the inclusiveness and quality of decision-making by including all groups who have an interest in AI and its impact on wider social, economic and cultural development in open and transparent decision-making processes" (UNESCO, 2019b). Governments must engage with the issue according to their labour market, policies and skill mixes, and think about how to upskill and reskill women in response to the changes AI brings. In addition, organisations need to think about how they implement AI to create skill-equalising and skill-equalised work

environments for women. UNESCO and the Innovation for Policy Foundation (i4Policy) are currently developing a report on multi-stakeholder approaches to AI policy development. The document will help facilitate community consultations to advise governments on inclusive, multi-stakeholder-driven processes for the development of AI policies. Through a series of iterative learning and co-creation workshops, UNESCO and i4Policy will also develop a report on Activating Collective Intelligence for AI policy frameworks. The partnership will also leverage AI and innovation community networks worldwide to inform the development of global protocols on AI policy development processes, and offer use cases of multi-stakeholder approaches in diverse geographic regions for developing national AI strategies. The report will highlight that without participation of women, such processes are likely to be impoverished. Reskilling and upskilling programmes should cover a range of skills. The OECD (2018a) points towards specific cognitive and non-cognitive skills, that are relevant to the digital skills needed in the age of AI:»basic literacy and reading»numeracy»information processing strategies, such as analysing, synthesising, integrating and interpreting relevant information from multiple texts and information sources»problem-solving.

Conclusion

The Effects of AI on the Working Lives of Women25»creative thinking»inter-personal skills»self-organisation»readiness to learn»management and communicationThe OECD says all of these will be important to face the challenges and to grasp the opportunities of digital transformation, to work with the AI systems that emerge, and to capitalise on the skills these systems do not yet demonstrate but will stimulate in future (OECD, 2018a). Other specific skills relate to AI development. OECD.AI Live Data shows the 10 fastest-growing AI skills in the labour supply of OECD countries annually from 2015 to 2020 (Figure 1.3), taken from LinkedIn member profiles. In 2020, these skills included Information Extraction, Data Structures, Pandas, PyTorch and Pattern Recognition

Women in the plays of Vijay Tendulkar

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Abstract

Vijay Tendulkar, the Marathi dramatist demonstrates how society adds to the depreciation of women as human being and deprives them of most human rights. He shows how women are exploited, tortured and victimized. Tendulkar probes deep into the recesses of human nature. His plays delve deep into the realities of life in contemporary social milieu. He states "As a social being I am against all exploitation and I passionately feel that all exploitation must end." He wrote thirty full-length plays in Marathi and ten plays were translated into English. Tendulkar‟s most plays, deal with the syndrome of power and violence. His plays depict the women not only as a commodity of male gaze and as a victim subjected to violence whether physically or emotionally. Tendulkar has achieved a milestone in exploring the relationship between men and women at different levels. He has focused on men‟s superiority complex and shown subtle, inverted and preservative relationship men and women. He has studied the psychology of all the characters and put them together in the play in natural shapes. The present research paper will focus on his three plays, to present the subjugated position of women in society, Silence! The Court is in Session, Sakharam Binder and Kamala. In his plays, Silence!

The Court is in Session and Kamala he takes the issue of oppression on the basis of gender. The play, Sakharam Binder is a study of human violence. His plays divulge the message that woman possesses the strength, the courage and puissance for facing and surviving the onslaughts of institutional power.

Key Words: Women, Exploitation, power, violence, relationship, courage, puissance.

Introduction

Vijay Tendulkar is a prolific playwright of Marathi language. He has to his credit twenty-eight full length plays, twenty four one act plays and eleven children dramas. Most of his plays have been translated into English and in some other languages of India. Tendulkar‟s play demonstrates how society adds to the depreciation of women as human being and deprives them of most of human rights, related to life, liberty, equality and dignity of the Individual. He shows how women are exploited, tortured and victimized. Women are made to suffer throughout their life, is the central concern of the paper. An attempt has been made to display the unfair treatment of women that compel them to tolerate all types of violence: Physical, mental & emotional. The paper devotes three plays respectively to Tendulkar‟s Silence! The Court is in session, Sakharam Binder and Kamala.

In the play Silence! The Court is in session (1967) with three acts Tendulkar introduces a theatre group that concentrates on some social evil, dissects it and finally disrupts it for its elimination through stage performances before the villages. The present problem, the charge of infanticide is put against a spinster Leela Benare who gets pregnant the case is set to examine in a court, a fake court that assumes to be real. Arundhati Banerjee maintains that the accusation brought against Benare at the beginning of the trial turns into the verdict in last because

contemporary Indian society, with its roots grounded firmly in reactionary ideas, cannot allow the birth of a child out of wedlock. This very, reversal in the attitude of the authorities expresses the basic hypocrisy and double standards on which our society is founded. In the course of court proceedings, Miss Benare"s private life is exposed and publicly dissected revealing that she is a woman of loose character, Tendulkar displays, the psychological violence that makes a female individual as helpless as Lachrymose. When Kashikar, the Judge listens that Benare is a spinster, he very irrationally approves the custom of child Marriage.

It also displays how women desires are repressed under the onslaught of reactionary ideas of the fundamentally orthodox society. It also displays how women are disrupted to do certain things. She cannot talk freely, walk freely & live freely. If she does this like Benare and some mishappening occurs, this misfortune will inevitably fall upon her head. It is important that it is men who ruin society but accused will remain Leela Benare. Prof. Damle is equally guilty but the trial cannot be set against him. The situation becomes complicated when Ponkshe reveals that Benare lives only for the child in her womb and will give birth to it. Now Sukhatme, the lawyer, counsels for the prosecution:

> The woman.... has made a heinous blot on the sacred brow of motherhood ... Motherhood without marriage has always been considered a very great sin by our religion and our traditions. completion, I have a dreadful fear that the very existence of society will be in danger... Milord, infanticide is a dreadful act. But bringing up the child of an illegal union is certainly more horrifying ... „Woman is not fit for independence"... That is the rule laid down for us by tradition. Abiding by this rule, I make a powerful plea. Miss Benare is not fit for independence. (p.115)

The main charge is put aside during the trail. The characters try to pinpoint their own personal opinions and blame Benare of wrong-doing and immoral acts. The mock trial, which began just for pleasure, turns into Benare's tragedy. Benare is totally devastated. She is in a sense of fear like a caged animal, and has been dismembered morally and socially. Benare utters only these words, after her failure in love with her maternal uncle: "Life is a poisonous snake that bites itself. Life is a betrayal. Life is a fraud. Life is a drug. Life is drudgery… Life is a very dreadful thing."(p.74) she wanted to die, but she could not.

The most naturalistic play, Tendulkar‟s Sakharam Binder (1972) revolves round its central character, Sakharam a book binder, a brahmin by caste but presents an antithesis to the general conception of a member of his community, He also exploits women, tortures them and treats them mere as an object of lust, both mentally and physically. Laxmi and Champa like other six whom Sakharam kept in his house. Now Sakharam brings Champa who runs away from her husband. She runs away because her husband, Fauzdar Sindhe, becomes more of an animal than a man to her. He treats her like a beast, and gratifies his sadism and sexual needs in unnatural ways. Champa bursts out in voilence as soon as she sees her husband and beats him:

> I don‟t have a heart. He chewed it up raw long ago. He brought me from my mother even before I‟d become a woman. He married me when I didn‟t even know what marriage meant. He would torture met at night. He branded me, and stuck needles into me and made me to do awful, fifthy things. I ran away. He brought me back and stuffed chilly powder into that god- awful place, where it hurts most.(p.46)

It is not only the case of Laxmi and Champa but of the whole female race from the time immemorial, women are treated like beasts and animals. From the time immemorial, women are treated like beasts and slaves. Virginia Woolf delineates the same picture of women in society:

> Imaginatively she is of the highest importance; practically she is completely insignificant. She pervades poetry from cover to cover; she is all but absent from history. She dominates lives of kings and conquerors in fiction; in fact she was the slave of any boy whose parents forced a ring upon her finger..... (And) in real life she could hardly read, could scarcely spell, and was the property of her husband.(p.66)

Tendulkar‟s Kamla (1981), a topical play is grounded on a real life incident. Like in his previous plays, in Kamala, Tendulkar has explored the condition of women in contemporary Indian society, women who are toppled throughout and are treated as feeling less objects as if they have no sentiments. Kamala and Sarita, the two women characters in the play, in the same condition and Tendulkar displays how both of them are prevented from doing certain essential works and suffer an unfair justice emotional and mental crises overleap Sarita with a sense of realization that like Kamla, she is also just a pawn in his game of chess. Now Sarita asks the overwhelming and thought provoking question; why are women not masters like men? Why can‟t a woman atleast ask to live her life the same way as man? Why must only a man have the right to be man? Sarita insistently asserts on the need of a change in the concept of manhood and the possessions and execution of certain rights in all domains of life. She cries out: “This must be changed. Those who do many things should be equal to men”. Those who don’t are women. And there will be some among them who have beards and moustaches too. Isn‟t being Prime Minister of India a manly thing? And isn‟t it an effeminate thing to grovel at that Prime Minister‟s feet? Virginia Woolfs in her A Room of One’s Own asserts to expose women to the same exertions

and activities, make them soldiers and sailors and will not women die off so much younger, so much quicker than men.

Conclusion

The paper discusses Tendulkar‟s three plays and presented varied range and reveals a single strand running through the fabric of the play. The main preoccupation is with the use and misuse of power. Tendulkar describes his plays as about the reality that surrounds us.

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WOMEN'S ECONOMIC EMPOWERMENT AND THE GENDER PAY GAP

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ABSTRACT

In the modern pursuit of gender equality, women's economic empowerment stands as a cornerstone, reflecting aspirations for equitable opportunities and financial autonomy. Central to this discourse is the persistent gender pay gap, a sobering reminder of the disparities that persist within the workforce. This abstract navigates the intricate relationship between women's economic empowerment and the gender pay gap, delving into the nuanced complexities, far-reaching implications, and transformative strategies that define this crucial intersection. At its core, women's economic empowerment signifies more than financial gain; it embodies a reimagining of societal norms, fostering self-sufficiency, and breaking down barriers that hinder progress. The gender pay gap, conversely, underscores the lingering inequalities that continue to pervade workplaces. This abstract embarks on a comprehensive journey, unveiling the historical underpinnings that gave rise to wage disparities, the multifaceted dimensions of contemporary challenges, and the pathways that lead to lasting change.

A critical perspective that shapes this discourse is intersectionality—a lens that recognizes the intersecting identities of individuals and the unique challenges they face. This abstract scrutinizes intersectionality's role in reframing the narrative, advocating for tailored solutions that address the distinct experiences of women from diverse backgrounds. It spotlights inclusive policies as catalysts for transformation, investigating their potential to mitigate wage discrepancies, enhance transparency, and construct equitable compensation frameworks. Education and skill development emerge as potent forces in dismantling the gender pay gap, allowing women to transcend traditional occupational boundaries and secure higher-paying positions. The abstract underscores the significance of mentorship, networking, and corporate leadership in reshaping the landscape, bridging the gender gap in leadership roles, and fostering environments where women's contributions are both acknowledged and amplified.

Ultimately, this abstract serves as a clarion call, emphasizing the collaborative nature of the endeavor to realize women's economic empowerment and bridge the gender pay gap. It resonates with a shared commitment to policy reforms, cultural shifts, and collective action, all poised to carve a future where women's economic empowerment flourishes unencumbered and the gender pay gap becomes an emblem of the past.

Keywords: Gender Pay Gap, Economic Empowerment, Women's Equality, Workplace Disparities, Intersectional Challenges

INTRODUCTION

Embedded within the fabric of women's empowerment lies an enduring emblem of inequality and injustice: the gender pay gap. Despite the remarkable strides achieved in the realm of gender equality, the economic vista remains tainted by the lingering shadows of wage disparities between men and women. This chapter essay embarks on a profound journey, peeling back the layers of women's economic empowerment to unravel the intricate web of factors that underlie the persistence of this chasm. Through the transformative lens of modern perspectives, this exploration delves into the nuanced complexities of the gender pay gap, illuminating its multifaceted dimensions, delving into the implications it holds for women's holistic advancement, and charting a course toward innovative strategies aimed at dismantling this entrenched divide. The gender pay gap, far from being a mere statistic, resonates as a potent reflection of historical biases, systemic imbalances, and deeply rooted societal norms. Beneath the surface, this disparity is interwoven with multifarious threads, encompassing historical precedents that relegated women to secondary economic roles and underpinned occupational segregation. The complex interplay of these factors weaves a narrative that perpetuates wage differentials, casting a long shadow over the principle of equal pay for equal work.

A close examination of the gender pay gap within the modern context demands a nuanced understanding of its implications for women's holistic advancement. Beyond the immediate financial repercussions, this disparity reverberates across various facets of women's lives. It alters the trajectories of career progression, inhibits the accumulation of wealth and assets, and stymies the capacity to plan for retirement. The echoes of the pay gap resonate through generations, perpetuating cycles of gender-based poverty and financial vulnerability. Yet, within this seemingly intractable challenge resides a beacon of hope fueled by modern perspectives and innovative approaches. The multifaceted nature of the gender pay gap

necessitates a comprehensive toolkit of strategies that transcend traditional boundaries. Pay transparency initiatives emerge as beacons of change, spotlighting pay differentials and fostering a culture of accountability. Robust parental leave policies and flexible work arrangements serve as mechanisms to alleviate the burden of caregiving responsibilities, thereby fostering a more level playing field. Furthermore, the pivotal role of corporate leadership cannot be overstated; pay equity audits and diversity-driven management practices hold the potential to catalyze transformative change from within. Thus, the gender pay gap stands as a sobering testament to the work that remains in the pursuit of women's economic empowerment. It is a mirror reflecting the complexities of historical legacies, entrenched biases, and systemic inequities. As the arc of progress bends towards a future characterized by gender equality, modern perspectives guide our efforts to unravel the intricacies of this divide. Through the application of innovative strategies, a commitment to inclusivity, and the collective determination to recalibrate societal norms, we pave a path toward an economic landscape where women's contributions are duly acknowledged, rewarded, and celebrated—a landscape where the gender pay gap becomes an artifact of the past rather than an enduring symbol of inequality.

UNDERSTANDING THE GENDER PAY GAP: BEYOND NUMBERS

The gender pay gap transcends the simplistic realm of mere numerical contrasts in earnings, revealing itself as a mirror that reflects far-reaching systemic imbalances. These imbalances trace their origins to a complex interplay of historical biases, occupational stratification, and deeply entrenched societal norms. This section embarks on an illuminating expedition into the intricate labyrinth of these contributory factors, casting a spotlight on their multifaceted dynamics. Within this exploration, the chapter unearths the profound ways in which traditional gender roles, occupational predilections, and insidious unconscious biases converge to sustain and perpetuate the disconcerting saga of wage disparities. At its core, the gender pay gap is an embodiment of historical biases that have woven a tapestry of unequal valuation of women's labor. It emerges from the annals of time, where discriminatory perceptions relegated women to secondary economic roles and undermined the recognition of their contributions. This historical backdrop continues to cast a long shadow, manifesting in contemporary workplaces where the echoes of past prejudices continue to reverberate.

The nuanced interplay between occupational segregation and the gender pay gap is equally deserving of scrutiny. The prevailing occupational landscape often channels women into

sectors that are historically undervalued and undercompensated. This systematic funneling of women into specific industries not only constrains their earning potential but also reinforces existing disparities. The section underscores how this occupational segregation serves as a conduit for perpetuating wage differentials, further deepening the chasm of economic inequity. Furthermore, unconscious biases, insidious in their subtlety, insinuate themselves into compensation structures and decision-making processes, fueling the persistence of the pay gap. These biases operate beyond conscious awareness, shaping perceptions of women's competence, commitment, and worth. By shedding light on these subconscious prejudices, the chapter illuminates the mechanisms through which they contribute to the devaluation of women's labor and the consequent erosion of their economic potential.

Importantly, the examination extends to the intersectional facets of the gender pay gap, acknowledging that its impact is not uniform across all women. Women of different races, ethnicities, and socio-economic backgrounds navigate varying degrees of wage inequality, compounding the challenges they face. This dimension of the pay gap underscores the need for a nuanced understanding that transcends a monolithic approach to address the multifaceted realities of women's economic experiences. In essence, this section peels back the layers of the gender pay gap, revealing its intricate underpinnings rooted in historical biases, occupational choices, and unconscious biases. It magnifies the importance of recognizing the complex tapestry of factors that sustain wage disparities, urging a collective commitment to unraveling this intricate web and fostering a future where every woman's labor is valued equitably, irrespective of her background.

THE ECONOMIC IMPACT ON WOMEN: BREAKING THE GLASS CEILING

The reverberations of the gender pay gap extend far beyond the confines of immediate earnings, casting a long shadow that shapes the intricate contours of women's economic journeys. This section embarks on a profound exploration into the multifaceted aftermath of the pay gap, shedding light on its cascading implications that ripple through various facets of women's lives. It underscores the pivotal role that equitable compensation plays not only in the present moment but also in the grand tapestry of women's future prospects. At the heart of this reverberation lies the intricate dance between the gender pay gap and women's pathways to professional advancement. The pay gap stands as a formidable barrier, impeding women's upward mobility and thwarting their potential to climb the rungs of the professional ladder. By engendering an environment where earning differentials persist, the pay gap perpetuates a

cycle where promotions, leadership roles, and opportunities for skill development are disproportionately skewed. This profound consequence underscores the urgency of dismantling the pay gap not merely as a matter of financial justice but as a fundamental catalyst for leveling the playing field of professional growth.

Moreover, the echoes of the pay gap resound profoundly in the realm of retirement planning and wealth accumulation. As women navigate their careers with unequal compensation, the deficit in earnings casts a long shadow over their ability to plan for a secure and dignified retirement. The diminished financial resources accrued over a lifetime of work compound, resulting in lower savings, reduced pension benefits, and an increased vulnerability to financial instability during retirement years. This section delves into the tangible repercussions, accentuating the urgent need to address the pay gap as a pivotal determinant of women's quality of life in their golden years. The intertwined nature of the gender pay gap and economic independence is equally compelling. As women's earning potential is curtailed, the very foundation of their economic autonomy wavers. This section explores the interplay between reduced earnings and women's capacity to make independent financial decisions, assert control over their resources, and shape their destinies. It shines a light on how economic dependence can limit choices and opportunities, perpetuating a cycle where women remain tethered to circumstances that hinder their growth and potential.

Furthermore, the pay gap exacerbates the specter of gender-based poverty, disproportionately affecting women across the socio-economic spectrum. The section delves into this intersection, illustrating how the gender pay gap acts as a catalyst that magnifies the vulnerability of marginalized women, further entrenching cycles of disadvantage. By unveiling this connection, the chapter underscores the urgency of addressing the pay gap not merely as an economic issue but as a social imperative with far-reaching implications. In sum, the gender pay gap resonates as a symphony of far-reaching implications that extend well beyond the scope of immediate earnings. It influences women's professional trajectories, retirement prospects, economic autonomy, and vulnerability to poverty. By delving into these intricate reverberations, this section serves as a clarion call to dismantle the pay gap, recognizing its role as a linchpin in shaping the holistic well-being and empowerment of women in the modern era.

MODERN EFFORTS AND STRATEGIES: NAVIGATING TOWARD PARITY

Within the contemporary context, a tapestry of initiatives has unfurled, each thread intricately woven to unravel the gender pay gap and breathe vitality into women's economic empowerment. This section embarks on an illuminating journey through this landscape of transformation, where strategies spanning policy reforms, corporate endeavors, and cultural metamorphosis converge in a symphony of change. It underscores the multifaceted dimensions of modern efforts and the pivotal role they play in realizing the vision of gender equality in economic realms. Amid this mosaic of approaches, policy changes stand as formidable catalysts for dismantling the pay gap's foundations. Legislative reforms that enforce equal pay for equal work, scrutinize discriminatory practices, and advocate for pay transparency emerge as lynchpins of progress. This section delves into the transformative potential of these policy shifts, illuminating their role in setting the stage for a future where compensation disparities no longer find refuge.

Corporate initiatives, too, emerge as powerful agents of change within the modern paradigm. One such cornerstone resides in the realm of pay transparency—a practice that pierces through the veils of secrecy to illuminate compensation differentials. The exploration penetrates the significance of transparency, revealing its role in fostering a culture of accountability, eradicating wage disparities, and emboldening women to demand equitable compensation. In addition, parental leave policies constitute a potent instrument for leveling the playing field. By advocating for comprehensive and gender-neutral leave policies, this section magnifies their transformative potential in eroding the systemic barriers that hinder women's professional advancement. It underscores how such policies not only alleviate the disproportionate burden of caregiving on women but also reconfigure societal norms surrounding work-life balance.

Moreover, the resounding call for affirmative action measures reverberates within the realm of modern strategies. This section navigates the labyrinth of affirmative action's complexities, illustrating how quotas and targeted interventions can reshape representation and magnify opportunities for women, particularly in sectors where their presence has historically been marginalized. At the helm of these initiatives stands the vanguard of corporate leadership—a force capable of driving seismic shifts. The chapter underscores the pivotal role of leadership in engendering change, as exemplified by the implementation of pay equity audits. This proactive measure casts a critical eye on compensation structures, unearthing hidden biases and engendering fairer wage distributions. Moreover, the exploration delves into the transformative potential of a gender-inclusive work culture, one that champions diversity,

challenges traditional norms, and engenders an environment where women's contributions are not only valued but celebrated. Thus, the modern era has birthed an array of strategies that collectively form a tapestry of transformation—a roadmap that navigates the path toward women's economic empowerment and the ultimate eradication of the gender pay gap. Through policy reforms, corporate initiatives, and cultural shifts, the pursuit of gender parity becomes a symphony of collaborative efforts. As modern perspectives illuminate the imperative of change, the commitment to dismantling the gender pay gap emerges as a rallying cry, echoing through the corridors of workplaces, institutions, and societies at large.

THE ROLE OF EDUCATION AND SKILL DEVELOPMENT: EQUIPPING WOMEN FOR ECONOMIC EQUALITY

Education and skill development emerge as potent keystones in the grand edifice of women's economic empowerment, functioning as catalysts that not only propel individual advancement but also dismantle the barriers that perpetuate the gender pay gap. This section embarks on a comprehensive exploration of the transformative potential inherent within education and skill acquisition, delving deep into their multifaceted dimensions and the intricate ways they intersect with the pursuit of pay parity. At the crux of this pursuit lies the unequivocal power of education—a force that transcends time and tradition, shaping destinies and redefining possibilities. This exploration highlights the significance of providing women with unfettered access to quality education, fostering a rich tapestry of knowledge, critical thinking, and technical acumen. The chapter navigates through the corridors of educational institutions, shedding light on how equipping women with comprehensive learning experiences fuels their capacity to break free from the constricting shackles of traditional gender-bound occupations. As women access education that traverses disciplines, ignites curiosity, and nurtures innovation, they not only elevate their individual trajectories but collectively contribute to dismantling the structural impediments that perpetuate wage disparities.

Vocational training emerges as a complementary force, offering a practical bridge between education and economic autonomy. This section delves into the transformative role of vocational training programs, which arm women with tangible skills tailored to the demands of contemporary industries. By facilitating their entry into sectors traditionally dominated by men, vocational training becomes a gateway that dismantles occupational barriers and unlocks the doors to higher-paying positions. The exploration uncovers how the synergy

between education and skill development not only empowers women economically but also reshapes the very landscape of industries, diversifying and enriching their talent pool. Amidst this symphony of transformation, mentorship and networking emerge as resonant chords that bridge the gender gap in leadership roles. This section embarks on an illuminating journey, unraveling how mentorship—a delicate interplay of guidance, support, and empowerment—shapes women's trajectories by nurturing their confidence, fostering resilience, and helping them navigate the complexities of professional landscapes. Moreover, it underscores the catalytic role of networking—a powerful conduit that connects women with opportunities, mentors, and a community of like-minded individuals who champion their ascent. As the chapter traces the contours of mentorship and networking, it underscores their role in dismantling barriers to leadership roles, amplifying women's voices, and creating a supportive ecosystem that fosters gender parity. Thus, education and skill development emerge as luminous beacons, guiding the path toward women's economic empowerment and the eradication of the gender pay gap. Their transformative potential extends beyond individual trajectories, permeating industries, cultures, and societies at large. By embracing education's capacity to liberate minds, vocational training's power to transform professions, and mentorship and networking's ability to ignite leadership, a harmonious symphony of change is orchestrated—one that echoes with the pursuit of gender equality and the creation of a future where every woman's potential is realized and every paycheck reflects true parity.

CONCLUSION

In the dynamic expedition toward women's economic empowerment and the ultimate vanquishing of the gender pay gap, modern perspectives illuminate the path, offering a compass to navigate the labyrinthine complexities of this pervasive and deeply rooted challenge. This chapter embarks on an immersive exploration of the multifaceted facets of modern viewpoints, unraveling their transformative potential in fostering a world where gender equality thrives, and every woman's economic journey is liberated from the shadows of disparity. At the heart of this journey lies the profound recognition of intersectionality—an encompassing lens that acknowledges the intricate interplay of identities such as gender, race, ethnicity, and socio-economic background. This exploration delves into the significance of intersectionality as a guiding principle, revealing its role in unveiling the unique struggles faced by marginalized women. By understanding how diverse identities converge to shape experiences and opportunities, this modern perspective serves as a powerful tool to fashion tailored interventions that address layered inequalities. Intersectionality stands as a beacon

that fosters inclusivity, ensuring that no woman is left behind and that the pursuit of economic empowerment becomes a tapestry woven with threads of diverse experiences.

In tandem with intersectionality, the implementation of inclusive policies emerges as a linchpin in sculpting an equitable economic landscape. This exploration delves into the contours of policy shifts that echo with the resonance of change—policies that mandate pay transparency, ensure equal pay for equal work, and amplify the voice of women in boardrooms and decision-making circles. It illuminates how these policy interventions not only challenge the status quo but also carve out an environment where the architecture of compensation is constructed on the pillars of fairness, integrity, and gender parity. Moreover, the cultivation of supportive work environments crystallizes as a cornerstone of this transformative voyage. This chapter embarks on a captivating journey through the fabric of workplace culture, delving into the significance of fostering environments that nourish women's aspirations, amplify their contributions, and dismantle the barriers that inhibit their economic ascendancy. The exploration uncovers the power of mentorship, flexible work arrangements, and childcare facilities in engendering a nurturing ecosystem where women thrive, shattering the glass ceiling and transcending the constraints that impede their upward mobility. As the chapter unfolds, it becomes evident that the pursuit of a gender-equitable economic landscape is not a distant dream but an unassailable imperative. The resonant chords of justice, fairness, and human dignity underscore the urgency of change, invoking a collective responsibility to forge a future where every woman's economic empowerment knows no bounds. Through collaborative efforts, ignited by the clarion call of modern perspectives, the gender pay gap transforms from a stark reality into a vestige of the past—an emblem of a world redefined by inclusivity, empowerment, and the unwavering pursuit of a more just and equitable future.

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WOMEN'S ECONOMIC EMPOWERMENT AND THE GENDER PAY GAP

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ABSTRACT

In the modern pursuit of gender equality, women's economic empowerment stands as a cornerstone, reflecting aspirations for equitable opportunities and financial autonomy. Central to this discourse is the persistent gender pay gap, a sobering reminder of the disparities that persist within the workforce. This abstract navigates the intricate relationship between women's economic empowerment and the gender pay gap, delving into the nuanced complexities, far-reaching implications, and transformative strategies that define this crucial intersection. At its core, women's economic empowerment signifies more than financial gain; it embodies a reimagining of societal norms, fostering self-sufficiency, and breaking down barriers that hinder progress. The gender pay gap, conversely, underscores the lingering inequalities that continue to pervade workplaces. This abstract embarks on a comprehensive journey, unveiling the historical underpinnings that gave rise to wage disparities, the multifaceted dimensions of contemporary challenges, and the pathways that lead to lasting change.

A critical perspective that shapes this discourse is intersectionality—a lens that recognizes the intersecting identities of individuals and the unique challenges they face. This abstract scrutinizes intersectionality's role in reframing the narrative, advocating for tailored solutions that address the distinct experiences of women from diverse backgrounds. It spotlights inclusive policies as catalysts for transformation, investigating their potential to mitigate wage discrepancies, enhance transparency, and construct equitable compensation frameworks. Education and skill development emerge as potent forces in dismantling the gender pay gap, allowing women to transcend traditional occupational boundaries and secure higher-paying positions. The abstract underscores the significance of mentorship, networking, and corporate leadership in reshaping the landscape, bridging the gender gap in leadership roles, and fostering environments where women's contributions are both acknowledged and amplified.

Ultimately, this abstract serves as a clarion call, emphasizing the collaborative nature of the endeavor to realize women's economic empowerment and bridge the gender pay gap. It resonates with a shared commitment to policy reforms, cultural shifts, and collective action, all poised to carve a future where women's economic empowerment flourishes unencumbered and the gender pay gap becomes an emblem of the past.

Keywords: Gender Pay Gap, Economic Empowerment, Women's Equality, Workplace Disparities, Intersectional Challenges

INTRODUCTION

Embedded within the fabric of women's empowerment lies an enduring emblem of inequality and injustice: the gender pay gap. Despite the remarkable strides achieved in the realm of gender equality, the economic vista remains tainted by the lingering shadows of wage disparities between men and women. This chapter essay embarks on a profound journey, peeling back the layers of women's economic empowerment to unravel the intricate web of factors that underlie the persistence of this chasm. Through the transformative lens of modern perspectives, this exploration delves into the nuanced complexities of the gender pay gap, illuminating its multifaceted dimensions, delving into the implications it holds for women's holistic advancement, and charting a course toward innovative strategies aimed at dismantling this entrenched divide. The gender pay gap, far from being a mere statistic, resonates as a potent reflection of historical biases, systemic imbalances, and deeply rooted societal norms. Beneath the surface, this disparity is interwoven with multifarious threads, encompassing historical precedents that relegated women to secondary economic roles and underpinned occupational segregation. The complex interplay of these factors weaves a narrative that perpetuates wage differentials, casting a long shadow over the principle of equal pay for equal work.

A close examination of the gender pay gap within the modern context demands a nuanced understanding of its implications for women's holistic advancement. Beyond the immediate financial repercussions, this disparity reverberates across various facets of women's lives. It alters the trajectories of career progression, inhibits the accumulation of wealth and assets, and stymies the capacity to plan for retirement. The echoes of the pay gap resonate through generations, perpetuating cycles of gender-based poverty and financial vulnerability. Yet, within this seemingly intractable challenge resides a beacon of hope fueled by modern perspectives and innovative approaches. The multifaceted nature of the gender pay gap

necessitates a comprehensive toolkit of strategies that transcend traditional boundaries. Pay transparency initiatives emerge as beacons of change, spotlighting pay differentials and fostering a culture of accountability. Robust parental leave policies and flexible work arrangements serve as mechanisms to alleviate the burden of caregiving responsibilities, thereby fostering a more level playing field. Furthermore, the pivotal role of corporate leadership cannot be overstated; pay equity audits and diversity-driven management practices hold the potential to catalyze transformative change from within. Thus, the gender pay gap stands as a sobering testament to the work that remains in the pursuit of women's economic empowerment. It is a mirror reflecting the complexities of historical legacies, entrenched biases, and systemic inequities. As the arc of progress bends towards a future characterized by gender equality, modern perspectives guide our efforts to unravel the intricacies of this divide. Through the application of innovative strategies, a commitment to inclusivity, and the collective determination to recalibrate societal norms, we pave a path toward an economic landscape where women's contributions are duly acknowledged, rewarded, and celebrated—a landscape where the gender pay gap becomes an artifact of the past rather than an enduring symbol of inequality.

UNDERSTANDING THE GENDER PAY GAP: BEYOND NUMBERS

The gender pay gap transcends the simplistic realm of mere numerical contrasts in earnings, revealing itself as a mirror that reflects far-reaching systemic imbalances. These imbalances trace their origins to a complex interplay of historical biases, occupational stratification, and deeply entrenched societal norms. This section embarks on an illuminating expedition into the intricate labyrinth of these contributory factors, casting a spotlight on their multifaceted dynamics. Within this exploration, the chapter unearths the profound ways in which traditional gender roles, occupational predilections, and insidious unconscious biases converge to sustain and perpetuate the disconcerting saga of wage disparities. At its core, the gender pay gap is an embodiment of historical biases that have woven a tapestry of unequal valuation of women's labor. It emerges from the annals of time, where discriminatory perceptions relegated women to secondary economic roles and undermined the recognition of their contributions. This historical backdrop continues to cast a long shadow, manifesting in contemporary workplaces where the echoes of past prejudices continue to reverberate.

The nuanced interplay between occupational segregation and the gender pay gap is equally deserving of scrutiny. The prevailing occupational landscape often channels women into

sectors that are historically undervalued and undercompensated. This systematic funneling of women into specific industries not only constrains their earning potential but also reinforces existing disparities. The section underscores how this occupational segregation serves as a conduit for perpetuating wage differentials, further deepening the chasm of economic inequity. Furthermore, unconscious biases, insidious in their subtlety, insinuate themselves into compensation structures and decision-making processes, fueling the persistence of the pay gap. These biases operate beyond conscious awareness, shaping perceptions of women's competence, commitment, and worth. By shedding light on these subconscious prejudices, the chapter illuminates the mechanisms through which they contribute to the devaluation of women's labor and the consequent erosion of their economic potential.

Importantly, the examination extends to the intersectional facets of the gender pay gap, acknowledging that its impact is not uniform across all women. Women of different races, ethnicities, and socio-economic backgrounds navigate varying degrees of wage inequality, compounding the challenges they face. This dimension of the pay gap underscores the need for a nuanced understanding that transcends a monolithic approach to address the multifaceted realities of women's economic experiences. In essence, this section peels back the layers of the gender pay gap, revealing its intricate underpinnings rooted in historical biases, occupational choices, and unconscious biases. It magnifies the importance of recognizing the complex tapestry of factors that sustain wage disparities, urging a collective commitment to unraveling this intricate web and fostering a future where every woman's labor is valued equitably, irrespective of her background.

THE ECONOMIC IMPACT ON WOMEN: BREAKING THE GLASS CEILING

The reverberations of the gender pay gap extend far beyond the confines of immediate earnings, casting a long shadow that shapes the intricate contours of women's economic journeys. This section embarks on a profound exploration into the multifaceted aftermath of the pay gap, shedding light on its cascading implications that ripple through various facets of women's lives. It underscores the pivotal role that equitable compensation plays not only in the present moment but also in the grand tapestry of women's future prospects. At the heart of this reverberation lies the intricate dance between the gender pay gap and women's pathways to professional advancement. The pay gap stands as a formidable barrier, impeding women's upward mobility and thwarting their potential to climb the rungs of the professional ladder. By engendering an environment where earning differentials persist, the pay gap perpetuates a

cycle where promotions, leadership roles, and opportunities for skill development are disproportionately skewed. This profound consequence underscores the urgency of dismantling the pay gap not merely as a matter of financial justice but as a fundamental catalyst for leveling the playing field of professional growth.

Moreover, the echoes of the pay gap resound profoundly in the realm of retirement planning and wealth accumulation. As women navigate their careers with unequal compensation, the deficit in earnings casts a long shadow over their ability to plan for a secure and dignified retirement. The diminished financial resources accrued over a lifetime of work compound, resulting in lower savings, reduced pension benefits, and an increased vulnerability to financial instability during retirement years. This section delves into the tangible repercussions, accentuating the urgent need to address the pay gap as a pivotal determinant of women's quality of life in their golden years. The intertwined nature of the gender pay gap and economic independence is equally compelling. As women's earning potential is curtailed, the very foundation of their economic autonomy wavers. This section explores the interplay between reduced earnings and women's capacity to make independent financial decisions, assert control over their resources, and shape their destinies. It shines a light on how economic dependence can limit choices and opportunities, perpetuating a cycle where women remain tethered to circumstances that hinder their growth and potential.

Furthermore, the pay gap exacerbates the specter of gender-based poverty, disproportionately affecting women across the socio-economic spectrum. The section delves into this intersection, illustrating how the gender pay gap acts as a catalyst that magnifies the vulnerability of marginalized women, further entrenching cycles of disadvantage. By unveiling this connection, the chapter underscores the urgency of addressing the pay gap not merely as an economic issue but as a social imperative with far-reaching implications. In sum, the gender pay gap resonates as a symphony of far-reaching implications that extend well beyond the scope of immediate earnings. It influences women's professional trajectories, retirement prospects, economic autonomy, and vulnerability to poverty. By delving into these intricate reverberations, this section serves as a clarion call to dismantle the pay gap, recognizing its role as a linchpin in shaping the holistic well-being and empowerment of women in the modern era.

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Within the contemporary context, a tapestry of initiatives has unfurled, each thread intricately woven to unravel the gender pay gap and breathe vitality into women's economic empowerment. This section embarks on an illuminating journey through this landscape of transformation, where strategies spanning policy reforms, corporate endeavors, and cultural metamorphosis converge in a symphony of change. It underscores the multifaceted dimensions of modern efforts and the pivotal role they play in realizing the vision of gender equality in economic realms. Amid this mosaic of approaches, policy changes stand as formidable catalysts for dismantling the pay gap's foundations. Legislative reforms that enforce equal pay for equal work, scrutinize discriminatory practices, and advocate for pay transparency emerge as lynchpins of progress. This section delves into the transformative potential of these policy shifts, illuminating their role in setting the stage for a future where compensation disparities no longer find refuge.

Corporate initiatives, too, emerge as powerful agents of change within the modern paradigm. One such cornerstone resides in the realm of pay transparency—a practice that pierces through the veils of secrecy to illuminate compensation differentials. The exploration penetrates the significance of transparency, revealing its role in fostering a culture of accountability, eradicating wage disparities, and emboldening women to demand equitable compensation. In addition, parental leave policies constitute a potent instrument for leveling the playing field. By advocating for comprehensive and gender-neutral leave policies, this section magnifies their transformative potential in eroding the systemic barriers that hinder women's professional advancement. It underscores how such policies not only alleviate the disproportionate burden of caregiving on women but also reconfigure societal norms surrounding work-life balance.

Moreover, the resounding call for affirmative action measures reverberates within the realm of modern strategies. This section navigates the labyrinth of affirmative action's complexities, illustrating how quotas and targeted interventions can reshape representation and magnify opportunities for women, particularly in sectors where their presence has historically been marginalized. At the helm of these initiatives stands the vanguard of corporate leadership—a force capable of driving seismic shifts. The chapter underscores the pivotal role of leadership in engendering change, as exemplified by the implementation of pay equity audits. This proactive measure casts a critical eye on compensation structures, unearthing hidden biases and engendering fairer wage distributions. Moreover, the exploration delves into the transformative potential of a gender-inclusive work culture, one that champions diversity,

challenges traditional norms, and engenders an environment where women's contributions are not only valued but celebrated. Thus, the modern era has birthed an array of strategies that collectively form a tapestry of transformation—a roadmap that navigates the path toward women's economic empowerment and the ultimate eradication of the gender pay gap. Through policy reforms, corporate initiatives, and cultural shifts, the pursuit of gender parity becomes a symphony of collaborative efforts. As modern perspectives illuminate the imperative of change, the commitment to dismantling the gender pay gap emerges as a rallying cry, echoing through the corridors of workplaces, institutions, and societies at large.

THE ROLE OF EDUCATION AND SKILL DEVELOPMENT: EQUIPPING WOMEN FOR ECONOMIC EQUALITY

Education and skill development emerge as potent keystones in the grand edifice of women's economic empowerment, functioning as catalysts that not only propel individual advancement but also dismantle the barriers that perpetuate the gender pay gap. This section embarks on a comprehensive exploration of the transformative potential inherent within education and skill acquisition, delving deep into their multifaceted dimensions and the intricate ways they intersect with the pursuit of pay parity. At the crux of this pursuit lies the unequivocal power of education—a force that transcends time and tradition, shaping destinies and redefining possibilities. This exploration highlights the significance of providing women with unfettered access to quality education, fostering a rich tapestry of knowledge, critical thinking, and technical acumen. The chapter navigates through the corridors of educational institutions, shedding light on how equipping women with comprehensive learning experiences fuels their capacity to break free from the constricting shackles of traditional gender-bound occupations. As women access education that traverses disciplines, ignites curiosity, and nurtures innovation, they not only elevate their individual trajectories but collectively contribute to dismantling the structural impediments that perpetuate wage disparities.

Vocational training emerges as a complementary force, offering a practical bridge between education and economic autonomy. This section delves into the transformative role of vocational training programs, which arm women with tangible skills tailored to the demands of contemporary industries. By facilitating their entry into sectors traditionally dominated by men, vocational training becomes a gateway that dismantles occupational barriers and unlocks the doors to higher-paying positions. The exploration uncovers how the synergy

between education and skill development not only empowers women economically but also reshapes the very landscape of industries, diversifying and enriching their talent pool. Amidst this symphony of transformation, mentorship and networking emerge as resonant chords that bridge the gender gap in leadership roles. This section embarks on an illuminating journey, unraveling how mentorship—a delicate interplay of guidance, support, and empowerment—shapes women's trajectories by nurturing their confidence, fostering resilience, and helping them navigate the complexities of professional landscapes. Moreover, it underscores the catalytic role of networking—a powerful conduit that connects women with opportunities, mentors, and a community of like-minded individuals who champion their ascent. As the chapter traces the contours of mentorship and networking, it underscores their role in dismantling barriers to leadership roles, amplifying women's voices, and creating a supportive ecosystem that fosters gender parity. Thus, education and skill development emerge as luminous beacons, guiding the path toward women's economic empowerment and the eradication of the gender pay gap. Their transformative potential extends beyond individual trajectories, permeating industries, cultures, and societies at large. By embracing education's capacity to liberate minds, vocational training's power to transform professions, and mentorship and networking's ability to ignite leadership, a harmonious symphony of change is orchestrated—one that echoes with the pursuit of gender equality and the creation of a future where every woman's potential is realized and every paycheck reflects true parity.

CONCLUSION

In the dynamic expedition toward women's economic empowerment and the ultimate vanquishing of the gender pay gap, modern perspectives illuminate the path, offering a compass to navigate the labyrinthine complexities of this pervasive and deeply rooted challenge. This chapter embarks on an immersive exploration of the multifaceted facets of modern viewpoints, unraveling their transformative potential in fostering a world where gender equality thrives, and every woman's economic journey is liberated from the shadows of disparity. At the heart of this journey lies the profound recognition of intersectionality—an encompassing lens that acknowledges the intricate interplay of identities such as gender, race, ethnicity, and socio-economic background. This exploration delves into the significance of intersectionality as a guiding principle, revealing its role in unveiling the unique struggles faced by marginalized women. By understanding how diverse identities converge to shape experiences and opportunities, this modern perspective serves as a powerful tool to fashion tailored interventions that address layered inequalities. Intersectionality stands as a beacon

that fosters inclusivity, ensuring that no woman is left behind and that the pursuit of economic empowerment becomes a tapestry woven with threads of diverse experiences.

In tandem with intersectionality, the implementation of inclusive policies emerges as a linchpin in sculpting an equitable economic landscape. This exploration delves into the contours of policy shifts that echo with the resonance of change—policies that mandate pay transparency, ensure equal pay for equal work, and amplify the voice of women in boardrooms and decision-making circles. It illuminates how these policy interventions not only challenge the status quo but also carve out an environment where the architecture of compensation is constructed on the pillars of fairness, integrity, and gender parity. Moreover, the cultivation of supportive work environments crystallizes as a cornerstone of this transformative voyage. This chapter embarks on a captivating journey through the fabric of workplace culture, delving into the significance of fostering environments that nourish women's aspirations, amplify their contributions, and dismantle the barriers that inhibit their economic ascendancy. The exploration uncovers the power of mentorship, flexible work arrangements, and childcare facilities in engendering a nurturing ecosystem where women thrive, shattering the glass ceiling and transcending the constraints that impede their upward mobility. As the chapter unfolds, it becomes evident that the pursuit of a gender-equitable economic landscape is not a distant dream but an unassailable imperative. The resonant chords of justice, fairness, and human dignity underscore the urgency of change, invoking a collective responsibility to forge a future where every woman's economic empowerment knows no bounds. Through collaborative efforts, ignited by the clarion call of modern perspectives, the gender pay gap transforms from a stark reality into a vestige of the past—an emblem of a world redefined by inclusivity, empowerment, and the unwavering pursuit of a more just and equitable future.

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FACTORS INFLUENCING WOMEN'S EMPOWERMENT IN CONTEMPORARY PERSPECTIVE

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Abstract:

In the 21st century, women's empowerment has become a global concern, transcending national boundaries. Equal opportunities for women, on par with men, are crucial for societal success. Shifting societal perceptions towards women is an urgent necessity, as their progress translates to advancements in families, communities, and nations. Despite remarkable progress, substantial barriers persist, including deep-rooted gender stereotypes, discriminatory practices, and uneven access to resources. The main objective of this research paper is to explore the various factors that influence women empowerment. Secondary research is undertaken to understand the factors that influence women in contemporary perspective. The research paper concludes highlighting the major factors that can empower modern women.
Key words: Women empowerment, Gender equity, women leadership, Diversity

INTRODUCTION

Women have played an integral and transformative role in shaping the fabric of society across the ages. Their contributions span across various fields, from science, literature, and arts to politics, business, and beyond. Beyond their evident achievements, women have continuously fought for gender equality, challenging stereotypes and advocating for the empowerment of all individuals. As leaders, caregivers, innovators, and change-makers, women have broken barriers and shattered glass ceilings, proving time and again that their capabilities are limitless. However, it's important to recognize that challenges persist, and efforts to ensure equal opportunities and rights for women must remain steadfast. Celebrating women's accomplishments and supporting their ongoing journey towards equity is not just a matter of justice but a collective endeavor that benefits society as a whole.

Women possess significant influence as catalysts for transformation, and the extensive advantages of diversity and equitable gender representation in authoritative roles and decision-making processes are increasingly acknowledged across various domains. When women are actively and substantially involved in leadership roles—whether in legislative bodies, courts, executive boards, or community councils—the resulting laws, judgments, and choices tend to be more comprehensive, representative, and considerate of diverse perspectives.

Women as leaders and decision-makers at every tier play a pivotal role in propelling gender equity and justice forward, and in advancing comprehensive societal, economic, and political advancements that benefit all. The leadership that women exhibit within their households, including their influence in decisions concerning land ownership and household finances, contributes to improved access to education and healthcare for their families.

Nations where a higher proportion of women hold key decision-making positions in legislatures experience reduced levels of income inequality. The durability of peace agreements increases by 35% when women leaders participate in their formulation and implementation, resulting in agreements that persist for at least 15 years.

Companies witness enhanced profitability when more women occupy executive leadership positions. According to research conducted by Pepperdine University, it was revealed that twenty-five companies from the Fortune 500 list, known for their commendable efforts in advancing women into senior positions, experienced a profitability advantage ranging from 18 to 69 percent when compared to the average firms within their respective industries

Companies with a greater representation of women on executive teams, particularly those in the top quartile for gender diversity, have a 21% higher likelihood of outperforming the national average.

Firms with a higher representation of women in leadership positions exhibit greater competitiveness compared to their counterparts. As indicated by a USA Today article, the stocks

of 13 Fortune 500 companies, led by female leaders throughout 2009, outperformed the S&P 500 index (dominated by male-led companies) by an impressive margin of 25%.

Organizations featuring a higher proportion of women in leadership roles align more closely with the dynamics of the marketplace. This synchronization is driven by the fact that women hold a significant influence in consumer decisions, accounting for 83 percent of all purchases in the United States and exercising control over an estimated $20 trillion of global spending power.

EMPOWERMENT

The genesis of this empowerment and its conceptualization was rooted in the civil rights movements of the USA in the 1960s. To define empowerment more precisely, it is widely understood as an individual process involving assuming control and responsibility over one's life and circumstances, while also securing human rights and social justice for oneself and others.
Empowerment is a multifaceted concept that has been explored extensively across various disciplines including psychology, sociology, management, and gender studies. It generally refers to the process of enabling individuals or groups to gain control, make decisions, and take actions that lead to increased autonomy, self-efficacy, and influence over their lives or circumstances.

In the field of psychology, empowerment is often studied in the context of personal development and well-being. Researchers have explored how factors such as self-esteem, self-confidence, and a sense of agency contribute to an individual's perception of empowerment.

Sociological research on empowerment delves into how marginalized groups can gain social and political power. It examines how access to resources, education, and opportunities can enhance people's ability to challenge systemic inequalities and advocate for their rights.

Within management and organizational studies, empowerment is viewed as a strategy to enhance employee motivation and job satisfaction. This involves giving employees more decision-making authority, autonomy, and responsibility, which can lead to increased engagement and better performance.

Gender studies have also examined empowerment, particularly in relation to women's rights and gender equality. The literature in this area explores how empowering women economically, socially, and politically can lead to positive outcomes for both individuals and societies.

It's important to note that the concept of empowerment can vary in its definitions and applications across these disciplines. Literature on empowerment often focuses on the mechanisms, factors, and outcomes associated with the process, and it's frequently used to address issues of social justice, equality, and personal growth.

WOMEN EMPOWERMENT

During the ancient Indian period, women held an esteemed position, regarded as equals to men without any gender-based discrimination. Society revered women as "Janani," signifying motherhood, and Hindu scriptures even referred to them as "Devi." They had unrestricted access to education, and the wives of rishis actively participated in spiritual pursuits alongside their husbands, recognized as their better halves or "Ardhangini." This era granted women parity, allowing them to lead lives akin to men. Prominent figures like Gargi, Maitreyi, Sita, Draupadi, and Alapa stand as exemplary embodiments of women's achievements during this time. They demonstrated prowess across diverse domains, enjoying rights, equality, and substantial ownership of wealth and property. Moreover, they possessed a considerable influence in guiding their progeny.

Gender equality and integrity held a significant place during the early Vedic period, yet this equilibrium underwent a decline in subsequent times, particularly in the later Vedic period. The equal footing that women enjoyed in the early Vedic era experienced a downward trajectory during this later phase. This shift is largely attributed to foreign conquests, which had a detrimental impact on women's societal status. The principles of equity and harmony present in Rig-Vedic ideals eroded, consequently curtailing women's ability to engage in Vedic studies, recitation of Vedic mantras, and participation in Vedic rituals. Women were compelled into marriage and domestic roles, often marked by unwavering devotion to their husbands. This

period witnessed a societal bias against the birth of female children, causing parents to feel ashamed.

A practice emerged wherein women were obligated to adopt the "pardah," a veil that curtailed their freedom by covering their bodies. This shift spawned a host of societal ills, further complicating women's lives. These challenges included practices like Sati, Jauhar, the denial of education for girls, restrictions on widow re-marriage, child marriages, and more.

In the modern period, the struggle for women's empowerment in India gained momentum, although it wasn't uniformly accessible to all women within society. As this era unfolded, there emerged remarkable women who seized the opportunity to exercise their rights and influence, particularly during the time of the East India Company. Pioneers such as Begum Hazrat Mahal, Uda Devi, Azizun Baial, and Rani Laxmi Bai of Jhansi demonstrated remarkable courage and resilience.

Over time, the movement for women's empowerment gained strength. Social reforms played a crucial role, with both men and women actively participating. Figures like Raja Rammohan Roy, Iswar Chandra Vidyasagar, Swami Vivekananda, and Swami Dayananda Saraswati were instrumental in restoring women's previous societal status.

Over the past millennia, the status of women in India has undergone significant transformations. The 19th century is often referred to as the "women's century" globally. Worldwide, the question of women's education gained prominence, and although this topic was not initially prominent, the Western world's influence gradually impacted women's empowerment in India.

Women's empowerment in the modern perspective is a multi-faceted concept that encompasses social, economic, political, and cultural dimensions. It refers to the process of enabling women to have greater control over their lives, access to opportunities, and the ability to participate fully in all aspects of society. While the concept of empowerment isn't exclusive to women, it possesses a unique quality in that it transcends various social classes, castes, and even within the dynamics of families and households (Malhotra et al., 2002).

Women's empowerment refers to the process of enhancing women's autonomy, agency, and participation in various spheres of life, enabling them to make decisions, access opportunities, and exercise their rights. It involves challenging societal norms, discriminatory practices, and structural barriers that limit women's potential and hinder their full participation in social, economic, political, and cultural activities. Empowerment aims to create an environment where women have the knowledge, resources, and support to realize their aspirations, contribute to society, and achieve gender equality.

"Women's empowerment" is defined as the strength and influence of women, enabling them to comprehend their rights and autonomously make decisions. This form of empowerment leads to the growth of their inherent capabilities, an increase in self-assurance, and a fundamental change in their awareness, allowing them to overcome external obstacles(Sen and Batliwala, 2000).

Women are renowned for effortlessly fulfilling multiple roles on a daily basis, making them the cornerstone of every community. Operating within male-dominated societies, women undertake a diverse array of responsibilities, such as nurturing mothers, affectionate daughters, and competent colleagues. Remarkably, they excel in each of these roles. However, they have also been marginalized in various regions worldwide. Consequently, women have borne the weight of inequality, economic instability, subjugation, and various societal injustices. For centuries, women have endured the confines of oppression, hindering their progress in both professional and personal realms.

The United Nations (2001) articulates the concept of women's empowerment through five distinct components: firstly, it involves women's self-esteem and recognition of their own value; secondly, it encompasses their entitlement to make and exercise choices; thirdly, it pertains to their access to opportunities and resources; fourthly, it relates to their authority in directing their own lives, both within and beyond their homes; and finally, it refers to their capacity to shape the trajectory of social progress, aiming for a fairer and more equitable social and economic order, both on a national and international scale.

As outlined by Kabeer (1999), women's empowerment is a dynamic process in which women acquire the capability to exert strategic agency over their personal lives and the broader societal constraints that position them as subordinates. The notion of women's empowerment, particularly in terms of agency, gained significant recognition within policy circles.

Amartya Sen (1999),an economist and Nobel laureate in his book "Development as Freedom" elaborated on the "capability approach" and explored the idea that development should be assessed not merely by economic indicators but by the freedoms and capabilities that individuals have to lead lives they value. Sen's work on the capability approach has been a cornerstone of his contributions to development economics and discussions about women's empowerment. Amartya Sen emphasizes that women's empowerment is not only a matter of rights but also an essential component of development.

Naila Kabeer's, a social economist work on women's empowerment has been a consistent theme throughout her career, with publications spanning several decades. One of her significant works is the book "Reversed Realities: Gender Hierarchies in Development Thought," published in 1994. In this book, Kabeer critically examines development theories and practices and discusses how gender hierarchies intersect with development processes. It's worth noting that Kabeer's ideas on women's empowerment and her emphasis on addressing both individual agency and structural change have been present in her work over the years. Naila Kabeer emphasizes the importance of both individual agency and structural change in women's empowerment. She suggests that empowerment requires addressing macro-level inequalities alongside micro-level interventions that enhance women's agency.

RESEARCH OBJECTIVE

The main objective of the current paper is to investigate the factors responsible for women empowerment explored by previous studies.

RESEARCH METHODOLOGY

Secondary data is collected from various e-sources and websites

REVIEW OF LITERATURE

Various researchers have contributed valuable insights to the understanding of women's empowerment, addressing its multidimensional nature and its significance for achieving sustainable development and gender equality.

The following researchers from various time periods have given their opinion on the factors that influence women empowerment.

Sl.No	Author (Year)	Factors that influence women empowerment
1	Duflo (2012)	equal opportunities for earning, engagement in politics, and access to crucial developmental elements such as healthcare and education
2	Schuler and Hashemi (1996)	involvement in microcredit programs
3	Mathura and Mather (1997)	household decision-making, women's control over financial affairs, women's education, family dynamics, and employment participation
4	Mahanta (2002)	rights such as health, education, and employment, legal entitlements, the rights of women in the workforce, and aspects like domestic violence.
5	Courage Mlambo, Forget Kapingura, and Richard Meissner (2019)	full and equal participation of both genders in political decision-making,labor participation, government functionality, political culture, and overall political engagement

6	Mackey, A., Petrucka (2021)	Information and communications technologies (ICTs)
7	Bijoy Prasad Das (2021)	full opportunities of self decision making and participating in social, political and economic life of the country with a sense of equality
8	Roy, B. (2022)	Gender Discrimination ,Educational Factor,Mass Media,Steps Regarding Implementation of Women Development Programme along with Numerous Acts,Changes in Women's Attitude-
9	Naguib, R. and Madeeha, M. (2023)	gender-based discrimination, poor relationships with supervisors and dissatisfaction with work–life balance, access to decision-making opportunities, workplace supports their professional growth and advancement.

From the above literature we can interpret that in the modern context, the following are the factors that contribute to shaping women's empowerment:

1. Education and Skill Development: Women's empowerment begins with access to quality education and skill development. Education equips women with knowledge, critical thinking skills, and the ability to make informed decisions. It opens doors to better employment opportunities and enhances their overall socio-economic status
2. Economic Autonomy: Women's ability to achieve economic independence through employment, business ventures, and financial inclusion is a significant driver of empowerment.
3. Health and Well-being: Adequate healthcare services, encompassing reproductive health, play a crucial role in women's overall empowerment.
4. Legal and Policy Frameworks: Strong legal protections and policies that promote gender equality are instrumental in advancing women's empowerment.
5. Political Participation: Enhanced representation of women in political processes and decision-making spheres empowers them to influence policies and societal norms.

6. Equitable Resource Access: Ensuring women's access to resources such as land, credit, and technology is essential for fostering empowerment.
7. Transforming Gender Norms: Challenging and transforming detrimental gender norms and societal expectations is imperative for women's empowerment.
8. Digital Literacy and Technology: Access to technology and digital literacy expands women's horizons, offering new avenues for economic and social advancement.
9. Supportive Family Dynamics: Families that encourage women's aspirations and choices provide a solid foundation for their empowerment.
10. Work-Life Integration: Policies and practices that promote work-life balance enable women to manage professional and personal responsibilities effectively.
11. Combating Gender-based Violence: Eradicating gender-based violence is critical for women's safety, well-being, and participation in society.
12. Media Representation: Positive portrayal of women in media challenges stereotypes and contributes to reshaping societal perceptions.
13. Leadership Models: Visible female leaders and role models inspire other women to strive for leadership roles.
14. Inclusive Decision-Making: Inclusion of women in decision-making processes, at all levels, amplifies their voices and advances gender-sensitive policies.
15. Financial Literacy: Equipping women with financial knowledge empowers them to make informed economic decisions.
16. Global Collaborations: International partnerships and collaborations play a vital role in advocating for women's rights and empowerment on a global scale.

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In the modern perspective, women's empowerment is about breaking down barriers and creating an environment where women have the agency to make choices, pursue opportunities, and lead fulfilling lives on their own terms. It's a dynamic process that requires collective efforts to challenge norms, address inequalities, and create a more just and equitable society for all genders.

CONCLUSION

Women's empowerment is a multifaceted and intricate notion that necessitates the rectification of gender inequalities and the propagation of gender parity. Despite notable advancements, substantial obstacles impeding women's empowerment persist, including entrenched gender stereotypes, discriminatory practices, and inequitable resource access. To bolster women's empowerment, several strategic avenues can be pursued, such as enacting policy reforms, fostering education and awareness, and embracing gender mainstreaming. Unless women are granted equal opportunities as men, entire societies will inevitably underperform, unable to reach their true potential. The pressing requirement of our time is to shift societal attitudes towards women. As the saying goes, "When women progress, families, villages, and nations advance." This is crucial because their beliefs and values shape the foundation of healthy families, thriving communities, and ultimately prosperous nations. Perhaps the most effective method of empowerment is to integrate women into the mainstream of development. The true and impactful empowerment of women materializes when they have access to income and property, enabling them to be self-reliant and establish their presence in society. In the 21st century, the empowerment of women has emerged as a paramount concern, not just nationally, but globally. Relying solely on government initiatives won't suffice to attain this objective. Society must proactively foster an environment devoid of gender bias, providing women with ample opportunities for autonomous decision-making and active involvement in the social, political, and economic facets of the country, all grounded in a sense of parity.Through the promotion of women's empowerment, a more equitable and fair society can be fashioned, benefiting not only women but also the entirety of humanity.

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FACTORS INFLUENCING WOMEN'S EMPOWERMENT IN CONTEMPORARY PERSPECTIVE

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Abstract:

In the 21st century, women's empowerment has become a global concern, transcending national boundaries. Equal opportunities for women, on par with men, are crucial for societal success. Shifting societal perceptions towards women is an urgent necessity, as their progress translates to advancements in families, communities, and nations. Despite remarkable progress, substantial barriers persist, including deep-rooted gender stereotypes, discriminatory practices, and uneven access to resources. The main objective of this research paper is to explore the various factors that influence women empowerment. Secondary research is undertaken to understand the factors that influence women in contemporary perspective. The research paper concludes highlighting the major factors that can empower modern women.
Key words: Women empowerment, Gender equity, women leadership, Diversity

INTRODUCTION

Women have played an integral and transformative role in shaping the fabric of society across the ages. Their contributions span across various fields, from science, literature, and arts to politics, business, and beyond. Beyond their evident achievements, women have continuously fought for gender equality, challenging stereotypes and advocating for the empowerment of all individuals. As leaders, caregivers, innovators, and change-makers, women have broken barriers and shattered glass ceilings, proving time and again that their capabilities are limitless. However, it's important to recognize that challenges persist, and efforts to ensure equal opportunities and rights for women must remain steadfast. Celebrating women's accomplishments and supporting their ongoing journey towards equity is not just a matter of justice but a collective endeavor that benefits society as a whole.

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EMPOWERMENT

The genesis of this empowerment and its conceptualization was rooted in the civil rights movements of the USA in the 1960s. To define empowerment more precisely, it is widely understood as an individual process involving assuming control and responsibility over one's life and circumstances, while also securing human rights and social justice for oneself and others.
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WOMEN EMPOWERMENT

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The United Nations (2001) articulates the concept of women's empowerment through five distinct components: firstly, it involves women's self-esteem and recognition of their own value; secondly, it encompasses their entitlement to make and exercise choices; thirdly, it pertains to their access to opportunities and resources; fourthly, it relates to their authority in directing their own lives, both within and beyond their homes; and finally, it refers to their capacity to shape the trajectory of social progress, aiming for a fairer and more equitable social and economic order, both on a national and international scale.

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The main objective of the current paper is to investigate the factors responsible for women empowerment explored by previous studies.

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REVIEW OF LITERATURE

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7	Bijoy Prasad Das (2021)	full opportunities of self decision making and participating in social, political and economic life of the country with a sense of equality
8	Roy, B. (2022)	Gender Discrimination ,Educational Factor,Mass Media,Steps Regarding Implementation of Women Development Programme along with Numerous Acts,Changes in Women's Attitude-
9	Naguib, R. and Madeeha, M. (2023)	gender-based discrimination, poor relationships with supervisors and dissatisfaction with work–life balance, access to decision-making opportunities, workplace supports their professional growth and advancement.

From the above literature we can interpret that in the modern context, the following are the factors that contribute to shaping women's empowerment:

1. Education and Skill Development: Women's empowerment begins with access to quality education and skill development. Education equips women with knowledge, critical thinking skills, and the ability to make informed decisions. It opens doors to better employment opportunities and enhances their overall socio-economic status
2. Economic Autonomy: Women's ability to achieve economic independence through employment, business ventures, and financial inclusion is a significant driver of empowerment.
3. Health and Well-being: Adequate healthcare services, encompassing reproductive health, play a crucial role in women's overall empowerment.
4. Legal and Policy Frameworks: Strong legal protections and policies that promote gender equality are instrumental in advancing women's empowerment.
5. Political Participation: Enhanced representation of women in political processes and decision-making spheres empowers them to influence policies and societal norms.

6. Equitable Resource Access: Ensuring women's access to resources such as land, credit, and technology is essential for fostering empowerment.
7. Transforming Gender Norms: Challenging and transforming detrimental gender norms and societal expectations is imperative for women's empowerment.
8. Digital Literacy and Technology: Access to technology and digital literacy expands women's horizons, offering new avenues for economic and social advancement.
9. Supportive Family Dynamics: Families that encourage women's aspirations and choices provide a solid foundation for their empowerment.
10. Work-Life Integration: Policies and practices that promote work-life balance enable women to manage professional and personal responsibilities effectively.
11. Combating Gender-based Violence: Eradicating gender-based violence is critical for women's safety, well-being, and participation in society.
12. Media Representation: Positive portrayal of women in media challenges stereotypes and contributes to reshaping societal perceptions.
13. Leadership Models: Visible female leaders and role models inspire other women to strive for leadership roles.
14. Inclusive Decision-Making: Inclusion of women in decision-making processes, at all levels, amplifies their voices and advances gender-sensitive policies.
15. Financial Literacy: Equipping women with financial knowledge empowers them to make informed economic decisions.
16. Global Collaborations: International partnerships and collaborations play a vital role in advocating for women's rights and empowerment on a global scale.

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In the modern perspective, women's empowerment is about breaking down barriers and creating an environment where women have the agency to make choices, pursue opportunities, and lead fulfilling lives on their own terms. It's a dynamic process that requires collective efforts to challenge norms, address inequalities, and create a more just and equitable society for all genders.

CONCLUSION

Women's empowerment is a multifaceted and intricate notion that necessitates the rectification of gender inequalities and the propagation of gender parity. Despite notable advancements, substantial obstacles impeding women's empowerment persist, including entrenched gender stereotypes, discriminatory practices, and inequitable resource access. To bolster women's empowerment, several strategic avenues can be pursued, such as enacting policy reforms, fostering education and awareness, and embracing gender mainstreaming. Unless women are granted equal opportunities as men, entire societies will inevitably underperform, unable to reach their true potential. The pressing requirement of our time is to shift societal attitudes towards women. As the saying goes, "When women progress, families, villages, and nations advance." This is crucial because their beliefs and values shape the foundation of healthy families, thriving communities, and ultimately prosperous nations. Perhaps the most effective method of empowerment is to integrate women into the mainstream of development. The true and impactful empowerment of women materializes when they have access to income and property, enabling them to be self-reliant and establish their presence in society. In the 21st century, the empowerment of women has emerged as a paramount concern, not just nationally, but globally. Relying solely on government initiatives won't suffice to attain this objective. Society must proactively foster an environment devoid of gender bias, providing women with ample opportunities for autonomous decision-making and active involvement in the social, political, and economic facets of the country, all grounded in a sense of parity.Through the promotion of women's empowerment, a more equitable and fair society can be fashioned, benefiting not only women but also the entirety of humanity.

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A Study on Role of Social Media in Advancing Women's Empowerment

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ABSTRACT

In the digital age, social media has developed as a effective drive forming the way we communicate, interface, and expend data. It has revolutionized the way we associated with one another and has significantly affected different angles of our lives. Among its many transformative effects, one of the most important is its role in the empowerment of women. From amplifying voices to cultivating communities, social media has ignited a revolution that is transforming the landscape of gender equality. This study takes an in-depth look at how social media has elevated the empowerment of women to unprecedented heights

Key word: Digital age, Women Empowerment, Social Medial, Gender equality.

INTRODUCTION

Social media platforms like Twitter, Facebook, Instagram, Pinterest and Linkedin facilitate the creation, sharing and exchange of content and information between users. These platforms allow individuals, groups, and organizations to connect, interact, and participate in virtual communities in a variety of ways. Social media includes a wide range of websites and applications that serve a variety of purposes, from connecting with friends and family to sharing news, photos, videos, and more. It has become an integral part of modern communication, having a profound impact on how people connect and interact with each other, and how information is disseminated and consumed**.**

Women's empowerment is a way of empowering women by giving them proper rights. IT is about giving women power and control over their lives. It allows them to be who they want to be and do whatever they want in situations that were previously not allowed. In order to equalize the value of men and women in this country, it is necessary to accelerate the empowerment of women. Women's empowerment should be a national priority in all respects. In recent days social media has become an effective tool to communicate, when women's voices are restricted and serves as a platform for sharing and empowering women's voices.

The issue of women's empowerment needs to be brought to light. Families, societies and nations need empowerment to have a bright future and to be able to make their own decisions for their loved ones. When a person's voice is silenced thanks to social media, it can be amplified in every imaginable way.

The objectives of the Study

The main objective of the studies to know

- How social media is influencing women empowerment
- What are the various ways in which social media can be used in the female empowerment

Literature Review

In Gupta's (2018) study, she found that 85% of respondents have a high degree of power over their health care decisions and 90% over their decision to employ servants in home. This indicates a high percentage of empowered women. On the other hand, Gupta (2018) found that 86% of respondents are nicely empowered in terms of economic empowerment. This shows that in India women are very empowered. Their empowerment percentage shows a moderate level of empowerment and a high percentage of the influence of media and technology. This shows that women are well aware of the factors that can lead them towards empowerment.

Narayana (2016) found that Media has a great potential to empower women, but the overall use of media by women is very low. The study suggested that the strong and positive role of the media in the empowerment and gender equality of women should be supported and further explored. The study also found that how the media can increase the participation and accessibility of women to express themselves and make decisions.

In 2013, Asif said, "The development of society can be enhanced if women are empowered." The role of media in empowering women is important because it provides self-sufficiency and there is a direct impact of media on all spheres of life. The new media is that anyone can participate in the global information sharing process by any means, at any time, in any form of any article, and on any social platform.

Analysis of the study

Women's empowerment is a many-sided concept that involves intensify the social, economic, political, and psychological status of women, enabling them to control their life and impart to society on equal terms with men. In recent years, social media platforms have emerged as

strong tools for encourage women's empowerment by providing a space for connection, support, fabric, and self-expression.

This study explores the intersection of women's empowerment and social media, highlighting the various ways in which social media platforms have contributed to advancing women's rights and gender equality.

- **Access to Information and Education**

Social media has exponent access to information and education, allowing women in colorful corridor of the world to learn about their rights, health, education, and profitable openings. Women can pierce online coffers, attend webinars, and engage in conversations on platforms like Facebook, Twitter, and YouTube, empowering them to make informed opinions about their lives.

- **Amplification of Voices**

Social media has given away a voice to women who may not have had a platform else. It has enabled women to partake their stories, adventures, and perspectives, querying traditional gender morals and chronicles. The use of hashtags like#MeToo and#EverydaySexism has gave a platform for women to participate their adventures of importunity and distinction, leading to wide mindfulness and societal difference.

- **Networking and Support**

Social media provides a space for women to connect with alike- inclined individualistic and associations, fostering a sense of community and support. Platforms similar as LinkedIn have eased professional networking, while online forums and groups offer emotional support and guidance on colorful issues, from parenthood to entrepreneurship.

- **Advocacy and Activism**

Social media has played a vital part in catalyzing women's advocacy and activism sweats. Online juggernauts and desires have mustered people to demand policy changes, challenge gender- grounded violence, and promote gender equivalency.

- **Entrepreneurship and Economic Empowerment**

Social media platforms have come vital for women entrepreneurs to showcase their products and services, reach a wider followership, and establish their businesses. Platforms like Instagram and facebook have handed women with openings to come financially independent and challenge traditional gender places within the business world.

- **Challenges and Concerns**

While social media offers multifold openings for women's commission, it isn't without challenges. Issues like online importunity, cyberbullying, and the spread of dangerous conceptions can disproportionately affect women. also, the digital gender peak and lack of access to technology can hamper the commission eventuality for marginalized women.

- **Representation and Visual Culture**

Social media has the possibility to to challenge prevailing beauty ethos and promote different representations of women's bodies and individualities. Influencers and content generators are using platforms to review beauty morals and encourage body Positive

- **Privacy and Safety Concerns**

Digital stand has raised enterprises about women's integration and safety online. Women may face cyberbullying, and pitfalls, impacting their capability to express themselves freely and share in online conversations.

Conclusion

The study suggests that social media has played a significant part in advancing women's empowerment by providing a platform for information sharing, advocacy, networking, and self- expression. While it has really opened up new openings for women, challenges similar as online importunity and digital inequalities must be addressed to completely harness the eventuality of social media for promoting gender equivalency and woman's rights. unborn exploration should continue to explore the evolving dynamics between woman's commission and social media, considering the ever- changing landscape of technology and society

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A STUDY ON THE AWARENESS OF INDIAN GOVERNMENT SCHEMES AMONG THE WOMENEMPOWERMENT IN COIMBATORE DISTRICT

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ABSTRACT:

Women's commission has come a significant content of discussion in development and economics. Empowering women to share completely in profitable life across all sectors is essential to make stronger husbandry, achieve internationally agreed pretensions for development and sustainability, and ameliorate the quality of life for women, men, families and communities. As we all know that India is a manly dominated country where males are dominated in every area and ladies are forced to be responsible for only family care and live in the home including other numerous restrictions. Nearly 50 of the population in India is covered by the womanish only so the full development of the country depends on the partial population means women, who aren't empowered and still confined by numerous social taboos. In similar condition, we cannot say that our country would be a developed in the future without empowering its half population means women. However, first of all it's veritably necessary to empower women by the sweats of men, government, if we want to make our country an advanced country. The Government of India initiated so numerous Schemes for commission of Women. Ministry of Women and Child Development, Government of India has started so numerous Programmes. The Study is Purely Theoretical. The Study is grounded on secondary data sources. The necessary information about the Women commission Schemes in India and its colourful factors are collected from Books, Journals, Internet Source or related content.

1. INTRODUCTION:

The need for women empowerment arose as a result of gender discrimination and male dominance in Indian society since ancient times. Women are suppressed by their family members and society for many reasons. They have been the target of many kinds of violence and discriminatory practices by male family members and society in India and other countries.

The bad and old practices of women in society have taken the form of well-developed customs and traditions since ancient times. In India, there is a tradition of worshiping many female goddesses, including the worship of female forms in society, such as mother, sister, daughter, wife, and other female relatives or friends. However, it does not mean that only respecting or honouring women can fulfil the need for development in the country. It needs the empowerment of the remaining half of the country's population in all areas of life. India is a famous country proving the common adage like "unity is diversity" where there are people of many religions in the Indian society. Women have a special place in every religion which acts as a big curtain covering people's eyes and helps in continuing many bad practices (including physical and mental) against women as a norm since ages. In ancient Indian society there was the custom of sati pratha, nagar vadhu system, dowry system, sexual violence, domestic violence, infanticide, parda pratha, wife burning, sexual harassment at workplace, child marriage, child labour, devadashi pratha etc. including other discriminatory practices. All these bad practices are due to male superiority complex and patriarchal system of society. The most famous quote by Pandit Jawaharlal Nehru is, “To wake up men, women must be woken up. As soon as it's her turn, the family moves, the village moves, the nation moves". In India, for women empowerment first need to kill all the demons killing women's rights and values in the society like dowry system, illiteracy, sexual harassment, inequality, femicide and domestic violence against women, rape, prostitution, illegal human trafficking and others problems. Gender discrimination in a nation brings cultural, social, economic and educational differences that push the country backwards. The most effective means of killing such devils is to empower women by ensuring the right to equality mentioned in the constitution.

India prioritizing gender equality facilitates the empowerment of women across the country. To achieve the high goal of women empowerment, it should be encouraged from childhood in every family. She needs women to be strong physically, mentally and socially. Since better education can be started at home from childhood, the upliftment of women needs a healthy family to bring holistic development of the nation.

Through the empowerment of women, it may be possible to change a male-dominated country into an equally dominated country of rich economy. Empowerment of women can easily help the growth of every single family member without any extra effort. A woman is considered responsible for everything in the family, so that she can better solve all problems on her own. Empowerment of women would automatically bring empowerment to all. Empowering women is a better solution to any human, economic or environmental problem big or small. In the past few years, the benefits of women's empowerment have been

unfolding before us. Women are more aware of their health, education, career, work and responsibility towards family, society and country. They participate in all areas and show great interest in every field. Finally, after long years of hard struggle, they are getting their rights to move forward on the right path. In this way the Indian government has started so many programs for the empowerment of women.

Government programs and policies for the empowerment of girls and women

The future of the country depends on whether the generations to come are adequately represented, qualified and able to carry the mantle of development. As a nation, our past is full of gender inequality, but she aims to remedy this situation; the government is taking steps to empower, educate and uplift girls.

Central and state government policies and programs aimed at improving the lives of girls in India are listed below

• Beti Bachao Beti Padhao Scheme

• Diagram of one contact center

• Women's Helpline Scheme

• UJJAWALA: A comprehensive scheme for the prevention of human trafficking and the rescue, rehabilitation and reintegration of victims of human trafficking and commercial sexual exploitation

• Hostel for working women

• SWADHAR Greh (Program for women in difficult circumstances)

• NARI SHAKTI PURASKAR

The Ministry of Women and Child Development is implementing various schemes/programs for women empowerment and child development across the country. The details of these schemes are as follows:

TO EMPOWER WOMEN:

• **Pradhan Mantri Matru Vandana Yojana (PMMVY)**, {formerly Maternity Benefit Scheme}, contributes to a better environment by providing cash incentives to improve the health and nutrition of pregnant and lactating mothers.

• **The Adolescent Girls Program** focuses on girls in the age group of 11-18 years, to empower and improve their social status through nutrition, life skills, domestic skills and vocational training.

• **The Pradhan Mantri Mahila Shakti Kendra program** promotes community participation through the involvement of student volunteers for the empowerment of rural women.

• **The national crèche** system provides day care facilities for children aged 6 months to 6 years of working women who are employed.

• **Rastriya Mahila Kosh (RMK)** to provide micro-credit to poor women for various livelihood and income generating activities on concessional terms in a client-friendly manner to achieve their socio-economic development.

• **Swadhar Greh** to provide relief and rehabilitation to destitute and needy women.

• **Ujjawala**, a comprehensive system for the prevention of human trafficking and for the rescue, rehabilitation, reintegration and repatriation of victims of human trafficking for commercial sexual exploitation.

• **Working Women Hostels** to provide safe accommodation for women working away from their residence. Under this scheme, 2 new proposals have been received and 2 approved in Himachal Pradesh during the last three years.

• **One Stop Center (OSC) and Women Helpline (WH) schemes** are being introduced to facilitate access to an integrated range of services including medical assistance, police assistance, legal assistance/case management, psychosocial counseling and temporary support services for women affected by violence. .

• **The Gender Budgeting Scheme** is implemented as a tool for gender mainstreaming at various stages of planning, budgeting, implementation, impact assessment and revision of policy/programme objectives and allocations. The program helps in strengthening institutional mechanisms and training various stakeholders to mainstream gender issues in central and state governments.

Beti Bachao, Beti Padhao

Launched with an initial funding of Rs 100 crore, the program aims to address the declining picture of child sex ratio (CSR) and is a national initiative jointly run by the Ministry of Women and Child Development, the Ministry of Health and Welfare and the Ministry of for the development of human resources.

Beti Bachao Beti Padhao (BBBP), a comprehensive program is being implemented to address the declining gender ratio (CSR) and related issues of women's empowerment across the life cycle continuum.

Highlighting

• Focuses on multi-sectoral actions in 100 districts across the country with low CSR.

• Aims at creating awareness about the importance of girls and improving the effectiveness of social services for girls in India.

• Work to prevent female infanticide.

• Under the BBBP scheme, district level education officials also have to ensure that the benefits of free primary education reach all girls in their area.

Sukanya Samriddhi Yojna

Part of the 'Beti Bachao, Beti Padhao' campaign, this savings scheme supported by the Government of India is aimed at parents of girls. The program encourages them to build a fund for their child's future education and marriage expenses. Parents can start saving early because the minimum investment required is small and the account is active for 14 years from the date of account opening.

Highlighting

• Has tax benefits and an interest rate of 9.1%.

• It is intended for girls under 10 years of age.

• You can open an account with just Rs.1000.

• Maximum deposit is Rs 1, 50,000 per year.

Balika Samridhi Yojna

This program was launched by the Government of India on 15 August 1997 and covered all girls born on or after 15 August 1997 who are below the poverty line. The key goals of the programs, which are aimed at offering financial assistance to girls born on or after August 15, 1997, include improving girls' enrollment and retention in schools and helping raise daughters until they are of legal marriageable age. If successful, the young girls will receive an education that will help them gain employment to create a steady income.

Highlighting

A gift deposit of Rs 500 at birth and a second fixed amount deposited every school year when he advances to class 10.

• Upto 3rd Class – Rs 300 per annum

• For Class 4 – Rs.500 per annum

• For Class 5 – Rs 600 per annum

Only one girl in a family can avail this scheme.

CBSE SCHOLARSHIP SCHEME / POLICY FOR GIRLS EDUCATION

This central government scheme is available only in CBSE government schools. It is for one girl per family across India and aims to supplement school fees.

Highlighting

• Relaxation of Rs 500 per month on school fees.

• Girl should score at least 60% or 6.2 CGPA in her 10th board exams.

• The girl should be the unmarried daughter of her parents.

• Her school fees should not be more than Rs 1500 per month.

2. OBJECTIVE OF THE STUDY

The objectives of this scheme are as follows:

• To assess the awareness level of women about various government social security schemes in India.

• To know the rate of use of social systems by women.

• To know the impact of awareness and use of social programs on the overall development of women.

3. SCOPE OF THE STUDY:

The present research work was initiated to investigate the awareness of government schemes among the western people in Coimbatore district.

4. STATEMENT OF THE PROBLEM:

Both the central and state governments have introduced various new schemes for the development of Women. The success of the scheme can be measured by ascertaining the level of utilization by the beneficiaries. Women empowerment use only selected programs supported by the government. The reason for the low use of government programs may be the ignorance of Women empowerment. Thus, in this study, an attempt was made to identify the awareness level of Women empowerment about the programs introduced by the government for the development of Women empowerment in Coimbatore district.

5. LIMITATION OF THE STUDY

- The study is restricted to Coimbatore only.
- Due to time constrain the questionnaire was collected only from the 100 respondents.

6. REVIEW OF LITERATURE

M. Bhavani Sankara Rao (2011) has highlighted that health of women members of SHG have certainly taken a turn to better. It clearly shows that heath 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.

Ram, Usha. (2008), has studied the inability of women to have children becomes a cause to subject them to social discrimination and place restrictions on their participation in social events and celebrations. The women who remain childless face many adverse results in the form of divorce/desertion and discrimination.

Singh and Srivastava (2001) have talked about in detail the gender equality and women empowerment. They edited 30 well-written essays on diverse dimensions of gender equality

Subrahmanyam (2011) 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 terms empower means to give lawful power or authority to act. It is the process of acquiring some activities of women.

Swabhiman, Bhubaneswar. (2005), women with disabilities are more vulnerable to sexual, physical and emotional abuse.

Mohammad, Noor & Shahid, Mohammad. (2004) has analysed the outdoor participation potential of women; the process of women‘s empowerment; and the interrelationships of women participation, empowerment, gender equality and their functional dependency on age, education, income and caste.

National Commission for Women, New Delhi. (2002) Indian Trust for Innovation and Social Change studied a large number of judicial decisions of Supreme and various High Courts; examined the legal provisions available for women; conducted personal interviews with a number of legal experts and other eminent persons; and organized a brainstorming meet to look at policy issues and future plans that could best enhance the role of women‘s contribution towards sustainable development in the country. It also investigated the challenges that policy makers and the judiciary face on how to improve the status of women. The study examined the merits and demerits of the existing provisions of law and other policies.

7.RESEARCH METHODOLOGY

The study is intended to analyse the Study on the awareness of Indian Government Schemes among the WomenEmpowerment in Coimbatore District.

AREA OF STUDY

The study area is limited to Coimbatore district.

SOURCE OF DATA

This study is grounded on primary and secondary data. Primary data was collected through questionnaire and secondary data from books, magazines and internet.

PRIMARY DATA

First-hand information was collected by the researcher after the completion of the study area. Primary data was collected through a well-structured questionnaire. It was collected from 100 respondents.

SECONDARY DATA

Secondary data was collected from websites, journals and magazines related to the study. It has been collected through a library to facilitate proper understanding of the conceptual framework and products.

TOOLS USED FOR THE STUDY:

- Percentage Analysis

TABLE 1.1

TABLE SHOWING THE AWARENESS LEVEL OF VARIOUS GOVERNMENT SCHEME PROVIDED BY WOMEN EMPOWERMENT

Various Government Scheme		Highly Aware	Aware	Not-aware	Percentage
Beti Bachao-Beti Padhao Scheme	No	20	60	20	100
	%	20%	60%	20%	100%
One Stop Centre Scheme	No	50	40	10	100
	%	50%	40%	10%	100%
Women Helpline Scheme	No	15	65	20	100
	%	15%	65%	20%	100%

UJJAWALA	No	40	50	10	100
	%	40%	50%	10%	100%
Working Women Hostel	No	30	50	20	100
	%	30%	50%	20%	100%
Pradhan Mantri Matru Vandana Yojana	No	20	60	20	100
	%	20%	60%	20%	100%
Scheme for Adolescent Girls	No	30	50	20	100
	%	30%	50%	20%	100%
Pradhan Mantri Mahila Shakti Kendra scheme	No	30	60	10	100
	%	30%	60%	10%	100%
National Creche Scheme	No	10	60	30	100
	%	10%	60%	30%	100%
Rastriya Mahila Kosh (RMK)	No	20	60	20	100
	%	20%	60%	20%	100%
Swadhar Greh	No	20	60	20	100
	%	20%	60%	20%	100%

SOURCE: PRIMARY DATA

INTERPRETATION:

The above table shows that 60% of the respondents are aware of Beti Bachao- Beti Padhao Scheme based on the awareness, 50% of the respondents are highly aware of One Stop Centre Scheme based on the awareness, 65% of the respondents are aware of Women Helpline Scheme based on the awareness, 50% of the respondents are aware of UJJAWALA based on the awareness, 50% of the respondents are aware of Working Women Hostel based on the awareness, 60% of the respondents are aware of Pradhan Mantri Matru Vandana Yojana based on the awareness, 50% of the respondents are aware of Scheme for Adolescent Girls based on the awareness, 60% of the respondents are aware of Pradhan Mantri Mahila

Shakti Kendra scheme based on the awareness , 60% of the respondents are aware of National Creche Scheme based on the awareness, 60% of the respondents are aware of Rastriya Mahila Kosh (RMK) based on the awareness, 60% of the respondents are aware of Swadhar Greh based on the awareness.

Most 65% of the respondents are aware of Women Helpline Scheme

TABLE NO: 1.2

TABLE SHOWING THE NO OF POPULATION USING VARIOUS SCHEMES

Various Government Scheme	NO. OF POPULATION USING THIS SHEMES	PERCENTAGE
Beti Bachao- Beti Padhao Scheme	6	6%
One Stop Centre Scheme	15	15%
Women Helpline Scheme	20	20%
UJJAWALA	13	13%
Working Women Hostel	17	17%
Pradhan Mantri Matru Vandana Yojana	6	6%
Scheme for Adolescent Girls	8	8%
Pradhan Mantri Mahila Shakti Kendra scheme	5	5%
National Creche Scheme	5	5%
Rastriya Mahila Kosh (RMK)	3	3%
Swadhar Greh	2	2%
TOTAL	100	100%

SOURCE: PRIMARY DATA

INTERPRETATION:

The above table shows that 6% of the respondents are aware of the Beti Bachao- Beti Padhao Scheme , 15% of the respondents are aware of the One Stop Centre Scheme, 20% of the respondents are aware of the Women Helpline Scheme, 13% of the respondents are aware of the Ujjawala, 17% of the respondents are aware of the Working Women Hostel and 6 % of the respondents are aware of the Pradhan Mantri Matru Vandana Yojana. 8% of the respondents are aware of the Scheme For Adolescent Girls, 5% of the respondents are aware of the Pradhan Mantri Mahila Shakti Kendra scheme , 5 % of the respondents are aware of the National Creche Scheme. 3 % of the respondents are aware of the Rastriya Mahila Kosh (RMK) and 2% of the respondents are aware of the Swadhar Greh.

MOST 20% of the respondents are aware of Women Helpline Scheme

8. FINDINGS

- Most 25% of the respondents are aware of the Working Women Hostel.
- Most 20% of the respondents are aware of the Women Helpline Scheme.

9. SUGGESTIONS:

Government should take responsibility to reach out to the women empowerment through social media, public campaigns, the local chambers of commerce etc. Educational institutions in Coimbatore district should join hands with the Government to create awareness of entrepreneurship schemes. Similarly, Lions and Rotary club members should also extend necessary assistance to Government for promoting awareness of women schemes among women empowerment. Banks in Coimbatore district should prominently display various government schemes promoted by the Government at their branches.

10. CONCLUSION:

Empowering women empowers women to make their own decisions about their personal addictions. Empowerment of women means making them independent in all aspects of mind, thinking, rights, decisions etc. by leaving all social and family constraints. It aims to bring about equality in society for both men and women in all areas. Empowerment of women is very necessary for the family, society and country to have a good future.

Women need a fresh and more capable environment to make the right decisions in every area, be it for themselves, family, society or country. For a country to become a fully developed country, women empowerment is a necessary tool to achieve the goal of development. The government and other private

institutions support women in leadership positions in the public sector. Women's leadership in the public sector is key to development in the country. Representation of women in the public sector is only a matter of equity, but all perspectives need to be presented for women's empowerment to be effective. Both women and men have unique and different experiences, so both are important to bring influence to the decision-making process. Equalizing the rights of women and men in society improves the quality of work and thus the economic status of the nation. To truly bring about the empowerment of women in Indian society, it needs to understand and remove the root cause of unfair practices against women which is the patriarchal and male dominated system of society. There is a need to be open and change the old mind-set towards women along with the constitutional and other legal provisions. So there are so many women empowerment programs in India.

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“A STUDY ON WOMEN EMPOWERMENT IN INDIA - CURRENT SCENARIO”

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“It is impossible to think about the welfare of the world unless the condition of women is improved. It is impossible for a bird to fly on only one wing.” - Swami Vivekanand

Abstract:
Women empowerment has been completely bandied in the last two decades it refers to adding and perfecting the social, profitable, political and legal strength of the women, to insure equal-right to the women. Women are significant contributors to the growing frugality. Women commission is essential for the achievement of sustainable development. The full participation and cooperation of both women and man is needed in productive and reproductive life. In all parts of the world, women are facing threats to their lives, health and well- being as a result of being overburdened with work and of their lack of power and influence. The current script of women commission is veritably misbalance across the colourful member of the society. Knowledge plays a pivotal part in promoting women's right, achieving commission, enhancing overall livelihood and social status of women. Various measures have been taken by ways of making laws and enforcing programs to empower women, but still there's a big gap that needs to be filled by way of apply further stronger programs and laws and creating a terrain of mindfulness.
Keywords :- Women Empowerment, knowledge, Urban, Rural, Adult education, Sexual abuse, Domestic Violence, Physical abuse, Social Struggle, Government Role, Status of Women

Introduction:-

In Vedic times, women were supposed to be equal to men in all the way, there were no restrictions on the women. This was accepted by scholars like ‘Sir Herbert Risley ’ that the women of Vedic period in India had enjoyed more freedom than the European women of the moment. She acquired the good position in the society, but the freedom didn't continue for a long time and 18th and 19th century women had to face numerous bad immoralities like Sati, Purdah pratha, Child marriage etc.

Although by the great sweats of social liberals these immoralities were dissolved, they didn't get the same freedom like Vedic time and continued living a down trodden life. 1 Before independence, the status of women within India was in an important-depressed state. They were overwhelmed by the practices of polygamy, sati, child marriage, womanish infanticide etc.

Advancements came into their conditions from the great sweatshops of social liberals like Raja Ram Mohan Roy, Swami Vivekananda, Ramakrishna Param hansa etc. After the Indian constitution came into actuality the conformation of laws abolished the immoralities and started the women commission process by giving them numerous rights.

Women empowerment can be defined as promoting women's capability to determine their own choices and their right to impact social change for themselves and others. Women's commission and promoting women's rights have surfaced as a part of a major global movement and are continuing to break new ground in recent times. By standing up for equivalency, women have helped other women speak up and empowered them.

In the words of ' Gloria Steinem ', an American positivist, intelligencer and social political activist, " Women are always saying ' we can do anything that men can do ' but men should be saying, ' we can do anything that women can do ".

A Pakistani activist for womanish education and the youthful Nobel Prize laureate 'Malala Yousafzai ' said " I raise up my voice not so I can roar, but so that those without a voice can be heard. We cannot succeed when half of us are held back".

The position of women and their status in any society is an indicator of its civilization. Women are to be considered as equal mates in the process of development. But, because of centuries of exploitation and subjection, Indian women have remained at the entering end. Their commission of women becomes necessary as they're being discerned against on all fronts.

The concept of women empowerment was introduced at the transnational women's conference held at Nairobi in 1985. Women empowerment means liberation of women from the colourful grips of social, profitable, political, estate and gender- grounded demarcation. It means granting women the freedom to make life choices. Women empowerment itself elaborates that social rights, political rights, profitable stability, judicial strength and all other rights should also be given inversely to women.

Swami Vivekananda quoted that " there is no chance for the weal of the world unless the condition of women is bettered. " Kofi Anan quoted that, " We cannot all succeed if half of this are held back ".

There are numerous attributes for women empowerment, which are as follows:-

- Pradhan Mantri Matru Vandana Yojana (PMMVY), {erstwhile Maternity Benefit Programme} has been contributing towards better enabling environment by providing cash incentives for improved health and nutrition to pregnant and nursing mothers.

- Scheme for Adolescent Girls aims at girls in the age group 11-18, to empower and improve their social status through nutrition, life skills, home skills and vocational training Pradhan Mantri Mahila Shakti Kendra scheme, promote community participation through involvement of Student Volunteers for empowerment of rural women.

- National Creche Scheme to provide day care facilities to children of age group of 6 months to 6 years of working women who are employed.

- Rastriya Mahila Kosh (RMK) to provide micro-credit to poor women for various livelihood support and income generating activities at concessional terms in a client-friendly procedure to bring about their socio-economic development.

- Swadhar Greh to provide relief and rehabilitation to destitute women and women in distress. Ujjawala, a Comprehensive Scheme for prevention of trafficking and for rescue, rehabilitation, re-integration and repatriation of victims of trafficking for commercial sexual exploitation.

- Working Women Hostels for ensuring safe accommodation for women working away from their place of residence. Under this scheme, 2 new proposals have been received and 2 sanctioned in Himachal Pradesh during last three years.

- Schemes of One Stop Centre (OSC) and Women Helpline (WH) are being implemented to facilitate access to an integrated range of services including medical aid, police assistance, legal aid/ case management, psychosocial counselling and temporary support services to women affected by violence.

- Gender Budgeting Scheme is being implemented as a tool for mainstreaming gender perspective at various stages of planning, budgeting, implementation, impact assessment and revisiting of policy/programme objectives and allocations.

The Scheme helps in strengthening of institutional mechanisms and training of various stakeholders so as to mainstream gender concerns in Central and State Governments. For Child Development Integrated Child Development Services (ICDS) Scheme is being implemented through States/UTs with the aim of holistic development of children upto 6 years of age and to meet nutritional needs of pregnant women and lactating mothers.

- Integrated Child Protection Scheme (ICPS) (now Child protection Services) is being implemented through the State Government/UT Administrations to create a safe and secure environment for overall development of children in need of care and protection in urban and semi-urban areas.

- National Nutrition Mission (NNM): The Government of India has approved setting up of National Nutrition Mission (NNM) commencing from 2017-18. The NNM, as an apex body, will monitor, supervise, fix targets and guide the nutrition related interventions across the Ministries. The programme through the targets will strive to reduce the level of stunting, under-nutrition, anaemia and low birth weight babies.

- Beti Bachao Beti Padhao (BBBP), a comprehensive programme is being implemented to address the declining Child Sex Ratio (CSR) and related issues of empowerment of women over a life-cycle continuum. And a national initiative run jointly by the Ministry of Women and Child Development, the Ministry of Health and Family Welfare and the Ministry of Human Resource Development.

Highlights

- It's focused on multi-sector action in 100 districts across the country with a low CSR.

• Aims at generating awareness about the importance of girl children and improving the efficiency of welfare services intended for girls in India.
• Working towards preventing female infanticide.
• Under the BBBP scheme, even district-level education officials must ensure that the benefit of free elementary education reaches all the girls in their area.

- Sukanya Samriddhi Yojna Part of the 'Beti Bachao, Beti Padhao' campaign, this Government of India backed saving scheme is targeted at the parents of girl children. The programme encourages them to build a fund for future education and marriage expenses for their female child. Parents can start saving early as the minimum amount of investment required is small, and the account is active for 14 years from the date of opening the account.

Highlights
• It has tax benefits and an interest rate of 9.1%.
• It is meant for girls under the age of 10 years.
• You can start the account with just Rs 1,000.
• The maximum deposit is Rs 1,50,000 per year.

- Balika Samridhi Yojna This scheme was launched by the Government of India on 15th August 1997 and covered all girls born on or after 15 August 1997 who are below the poverty line. Aimed at offering financial aid to girl children born on or after 15 August 1997, the schemes key objectives include improving the enrolment and retention of the girl child in schools and helping raise daughters until their legal age of marriage. If successful, young girls will get an education that will help them with jobs to generate a steady income.

Highlights
Gift deposit of Rs 500 at birth and second fixed amount deposited every year of school she progresses until class 10.
• Up to Class 3rd - Rs 300 per year
• For Class 4 - Rs 500 per year
• For Class 5 - Rs 600 per year
• For Class 6 & 7- Rs 700 per year
• For Class 8 - Rs 800 per year
• For Class 9 & 10 - Rs 1000 Only one girl child per family can use this scheme.

- CBSE Scholarship Scheme/Policy for Girl Education This central government scheme is available at Government CBSE schools only. It is applicable for one girl child per family across India and aims to supplement the school tuition fee.

Highlights
• Relaxation of Rs 500 per month in school tuition fee.
• The girl should have scored at least 60% or 6.2 CGPA in her 10th board exams.
• The girl child should be the single girl child of her parents.
• Her school fees should not be more than Rs 1500 a month.

While many of these programs tackle the issue of savings and education, some like the Kishori Shakti Yojana also aim to educate adolescent girls about the importance of health care. Adolescent girls get access to current and updated healthcare initiatives and learn about good hygiene. As future mothers to be, knowing about 13 life-saving vaccines that the

government provides free of cost and the importance of MMR, Polio and similar vaccination is integral to their health and reducing child mortality through vaccine-preventable diseases in the future.

Challenges Faced by Women Entrepreneurs

The World Economic Forum finds India slightly improving in gender parity ratio though it is still ranking low as per Global Gender Gap Report, with economic status widening the gap in women's equality in every sphere. Let us look closely at those specific areas where women need a nudge.

- **Limited Finance**

According to an IFC report published in 2022, about 90% of female entrepreneurs in India had not borrowed from a formal financial institution. In addition, whereas 53% of male business owners lacked financial reserves during the 2020 lockdown, the number for female-led enterprises was as high as 72%.

In India, women obtain credit equal to just 27% of the deposits they provide, compared to males who receive credit equal to 52% of their deposits. This disparity might be attributed to financial organisations not granting credit evenly to women.

- **Access to Professional Networks**

Another fundamental issue for women entrepreneurs in India is a lack of access to professional networks. According to the Google-Bain survey, 49% of respondents experience a lack of professional support as a result of restricted inclusion in formal and informal networks.

- **Family Duties**

Women in India are expected to be the caretakers at home regardless of their duties in the office or business. Juggling roles, they are expected to be efficient in both. It is time that women start addressing these gaps and stop playing the super women that eventually compromise their output.

- **Lack of Training**

A major chunk of female entrepreneurs (44%) say that lack of structured knowledge and skills is a significant impediment to expanding.

- **Health problems**

We have made progress in several areas related to health as substantiated by the success in barring or controlling conditions similar as smallpox, leprosy, polio and TB, still there are other pointers which highlights serious problems. High frequencies off malnutrition continues to affect our children and women limiting their literacy capacity. Our motherly mortality rates and child mortality rates are still far too high. The prevalence of anaemia among women and children is at inferior situations. Our pastoral population continues to warrant in access to affordable health care(GOI 20074 . The weak social structure similar as the lack of acceptable seminaries or health centres, drinking water, sanitation and hygiene installations inhabit a veritably large section of man and woman.

- **Education and knowledge**

A broad ideal of the national education policy (NEP), 1986 modified in 1992 has been that education should play a positive and interventionist part in correcting social and indigenous imbalances, empowering women. Education is the most important strategic variable affecting the status of women. In our country, due to conservative conservatism, women’s status has,

through periods been considered to be lower than that of man, in malignancy of the recognition of women's status equal to that of man, the maturity of them suffer in primitive ignorance as ever ahead. Maternal station, lack of structure, lack of security, superstitions related to girls, socio profitable condition of parents are the major challenges for promoting girl's education in India.

- **Violence against women**

Women are getting affected by the colorful violence nearly every day which is dismembering the society. Women are being victims of the violence at huge position day by day because of adding crimes against women. They may face violence within the family(dowry related importunity, death, connubial rape, woman battering, sexual abuse, privation of healthy food or, outside the family- hijacking , rape murder etc.

- **Gender demarcation**

Women are considered as weaker section off the society than the man and given lower significance. There are also demarcation of power and work between men and women because of the patriarchal system families in India. Gender demarcation affects woman in the areas like nutrition, education, health care, decline of womanish population, public life etc.

Government Loan Schemes for Women

- Mudra Yojana Scheme
- Stand-Up India Scheme
- Mahila Coir Yojana
- CGTMSE (Credit Guarantee fund Trust for Micro and Small Enterprises)
- PMEGP (Prime Minister Employment Generation Programme)
- Udyam Shakti
- TREAD (Trade Related Entrepreneurship Development Assistance Scheme)
- Economic empowerment of women enterprises and start-up by women
- Bharatiya Mahila Bank Business Loan
- E-Kisan Vikas Patra Scheme, Government Saving Bonds, Gold Monetization Scheme, PPF (Public Provident Fund), agree to an EPF (Employees' Provident Fund), ULIP (Unit-Linked Insurance Plan) that also provides tax benefits, NSC (National Saving Certificate), SSY (Sukanya Samriddhi Scheme) and the latest small saving scheme Mahila Samman Savings Certificate.

Conclusion

Achieving change requires policy and programme conduct that will ameliorate women's access to secure livelihoods and profitable coffers, palliate their extreme liabilities with respects to housework, raise social mindfulness through effective programmes of education. Education is one of the most important means of empowering women with the knowledge, chops and tone- confidence. Thus, it's vital to induce mindfulness and formulate measures that would help in barring all practices that distinguish again women, violence against women, discriminative practices by employers against women and encouraging them towards attainment of commission openings. Government should establish mechanisms to accelerate women's equal participation and indifferent representation at all situations of the political

process and public life in each community and society. Although numerous sweats have been taken by Indian government like Protection of women from domestic violence Act, 2005 have been legislated to criminalise cases of dowry and domestic violence. The government has also increased motherliness leaves for women in employment from 12 weeks to 26 weeks under Maternity Benefit Act in 2017. But still there's huge gap that needs to be filled, participation of Government, common people and colourful association is needed to spreading mindfulness about rights of women, and taking all measure to adding knowledge, adding chops and upgrade livelihood of women, and therefore leading to needed commission of women.

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“BARRIERS TO THE EMPOWERMENT OF WOMEN IN THE MODERN PERSPECTIVE"

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ABSTRACT:

Women's empowerment can be defined in many ways, including accepting women's perspectives, seeking them out, and empowering women through education, awareness, literacy, and education. Empowerment is one of the main procedural concerns when addressing human rights and development.

Many barriers to women's empowerment and equality are the result of cultural norms. Women are the victims of immense violence because of the violence that is increasing day by day.

INTRODUCTION:

Women's empowerment can be defined in many ways, including accepting women's perspectives, seeking them out, and empowering women through education, awareness, literacy, and education.

Women empowerment helps boost women's status through literacy, education, training and awareness creation. Furthermore, women's empowerment refers to women's ability to make strategic life choices that were previously denied them. Nations, businesses, communities and groups may benefit from implementing programs and policies that adopt the notion of female empowerment.

Women's empowerment has become an important topic of discussion in development and economics. Economic empowerment empowers women to control and benefit from resources, assets and income. It also helps mitigate risks and improves women's well-being.

BARRIERS TO THE EMPOWERMENT OF WOMEN EMPOWERMENT IN MODERN PERSPECTIVE

Many barriers to women's empowerment and equality are the result of cultural norms. While many women are aware of the problems caused by gender inequality, others are used to it. Many men in power hesitate to break social norms that are unfair to women.

Structural discrimination, sexual and gender-based violence, persistent gender gaps... are just some of the main factors that prevent women from fully and equally exercising all their rights and releasing their full potential. Underrepresentation in STEM education and occupations remains a major obstacle. International Women's Day is an opportunity to promote the empowerment of women and girls, to encourage more women to challenge stereotypes and ful-fill their dreams in the fields of science, technology, engineering and mathematics, as well as other male-dominated roles.

Some of the problems faced by women that affects their empowerment are

1. Selective abortion and female infanticide
2. Sexual harassment
3. Dowry and Bride burning
4. Disparity in education
5. Domestic violence
6. Child Marriages
7. Inadequate Nutrition
8. Low status in the family
9. Women are considered as inferior to men
10. Status of widows

Some of the major problems modern women are still facing mentioned below:

1. Violence against women:

Women experience different types of violence almost every day, which is worrying to society Women are the victims of immense violence because of the violence that is increasing day by day crimes against women (according to the Central Criminal Records Bureau Report Ministry). A woman is robbed every minute, raped every 7 minutes, 17 dowry deaths daily etc. They may face domestic violence (related to dowry harassment, death, marital rape, wife abuse, sexual abuse, deprivation of healthy food, wife genital mutilation, etc.) or outside the family (robbery, rape, murder, etc.).

2. Gender discrimination

Women are considered a weaker part of society than men and are given less importance. Girls become real victims of discrimination. There is also discrimination power and work between men and women due to patriarchal family system in India. Gender discrimination affects women in areas such as nutrition, education, health, care and economic decline about the female population, work, public life, etc.

Though sexual harassment at work is a widespread and relatively well-known issue, many women are unable to report this behaviour due to fear of social or professional retaliation, civil or criminal consequences or backlash, loss of immigration status, and fear of being disbelieved or blamed for their own experiences. Fear of experiencing gender-based violence in the workplace is yet another factor constraining women's economic opportunities and contributing to gendered job segregation.

Women's empowerment is defined by several principles, for example, to be empowered, a woman must come from a weakened position. They must gain power rather than have it given to them by an outside party. Other studies have shown that definitions of empowerment require people to be able to make important decisions in their lives and at the same time act on them. Empowerment and powerlessness relate to each other last time; empowerment is a process rather than a product.

CONCLUSION:

Finally, I would like to emphasize the importance of women's empowerment. Effective policies, supported by measures that guarantee their rights and equal opportunities, are crucial to strengthen efforts to prevent gender-based violence against women and other citizens in conflict.

Increasing the organizational capacity of women gives them more voice and strongly influenced by the promotion of their own needs, interests and priorities market and state actors whose actions may have created obstacles to women's economic development in the past, but who could be forced to come agents of change.

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A Study on Women as Drivers of Sustainable Economic Development in India.

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Abstract

This study explores the pivotal role of women as catalysts for sustainable economic development in India. Analysing historical trends, policy interventions, and contemporary dynamics, the research highlights the transformative impact of women's economic empowerment on inclusive growth, poverty reduction, and societal advancement. It investigates the linkages between women's economic participation, education, health, and entrepreneurship, shedding light on how these interconnected factors contribute to sustainable development outcomes. By examining success stories and challenges faced by women entrepreneurs, the study underscores the potential of women-led businesses to drive innovation and resilience in India's economy. Through a gender-responsive lens, the study emphasizes the need for policy coherence and collaborative efforts to unlock the full potential of women, thus accelerating India's progress towards achieving the Sustainable Development Goals (SDGs) and ensuring a more equitable and prosperous future.

1. Introduction

In the landscape of global economic development, women have emerged as key drivers of progress, contributing significantly to sustainable growth and societal transformation. The recognition of women's role in shaping economies and communities has gained momentum, underscoring their potential to be agents of change and innovation. Nowhere is this potential more apparent than in the context of India, a nation undergoing dynamic economic shifts and societal transitions.

Historically, women's economic roles in India have been deeply intertwined with cultural norms, traditional practices, and evolving policy frameworks. Over the years, changing perspectives, increased access to education, and shifts in labour markets have paved the way for a re-evaluation of women's contributions to economic development. From the villages to

the bustling metropolises, women are actively participating in diverse economic activities, ranging from agriculture and small-scale entrepreneurship to professional careers in various sectors.

The aim of this study is to delve into the multifaceted dimensions of women's contributions to sustainable economic development in India. By analysing historical contexts, policy interventions, and contemporary trends, we seek to illuminate the ways in which women's economic empowerment has become a cornerstone of India's growth story. This study will investigate the various avenues through which women's participation in the economy has led to positive outcomes such as poverty reduction, improved livelihoods, and enhanced well-being for individuals and communities.

Furthermore, we will explore the interplay between women's economic agency, education, health, and entrepreneurship. Education has been recognized as a pivotal catalyst, equipping women with the skills and knowledge needed to thrive in today's complex economic landscape. Additionally, we will examine how women's active participation in economic activities influences their ability to make informed decisions about their health and family planning, thereby shaping demographic and health-related trajectories.

2. Objectives

- To Understanding Women's Economic Roles for the development activities
- To Assess Contemporary Trends among women activities.
- To Explore Empowerment through Education sectors.

3. Review of literature

The review of literature on the role of women as drivers of sustainable economic development presents a comprehensive analysis of scholarly works that highlight the transformative impact of women's participation in various sectors of the economy. This review synthesizes a range of perspectives and research findings to underscore the multifaceted contributions of women to economic growth, social progress, and long-term sustainability.

- **Historical Context and Contributions:** Gerda Lerner and Leela Dube have explored the historical context of women's economic roles, unveiling the significant yet often

overlooked contributions of women in shaping economies throughout history. Their research underscores the integral role of women in sustaining communities and economies, challenging conventional narratives that marginalize women's economic agency.

- **Contemporary Trends and Workforce Dynamics:** Naila Kabeer and Gita Sen delves into contemporary trends in women's economic engagement. These studies analyze workforce participation, sectoral distribution, and barriers women face in accessing quality employment. They highlight women's increasing presence in formal sectors and emphasize their potential as key drivers of innovation and growth.
- **Education as a Catalyst for Empowerment:** The transformative role of education in women's economic empowerment is underscored by scholars like Martha Nussbaum and Amartya Sen. Their work demonstrates how education equips women with skills, enhances their decision-making abilities, and fosters economic self-reliance, thereby contributing to sustainable development.
- **Health, Well-being, and Economic Agency:** Anita Raj and S. V. Subramanian explore the intricate linkages between women's health and economic empowerment. These studies reveal how improved healthcare and family planning contribute to women's economic agency, resulting in enhanced productivity, reduced healthcare burdens, and broader societal benefits.
- **Entrepreneurship and Innovation:** Sharmila Kantha and Rajshree Agarwal focus on women-led entrepreneurship as a catalyst for economic innovation and growth. Their research highlights how women entrepreneurs drive job creation, introduce novel products and services, and foster resilience within economies.
- **Policy Interventions and Enabling Frameworks:** Caren Grown and Radhika Balakrishnan delve into gender-responsive policies and strategies that promote women's economic empowerment. These works assess the impact of policy

4. Overview

The role of women as drivers of sustainable economic development is a dynamic and multifaceted area of study that highlights the integral contributions of women to economic growth, social progress, and long-term sustainability. This overview provides a

comprehensive glimpse into the transformative impact of women's participation in various aspects of the economy and their roles in shaping a more inclusive and prosperous future.

- **Historical Foundations:** Women have historically played essential roles in sustaining economies, often in informal sectors or marginalized positions. Their contributions in trade, agriculture, craftsmanship, and community-building have been critical to local and regional economic resilience.

- **Contemporary Trends:** In recent years, there has been a noticeable shift in women's participation from informal to formal sectors, as well as their increasing presence in entrepreneurship, technology, finance, and leadership roles. This shift has sparked innovative approaches and catalyzed economic growth.
- **Education and Empowerment:** Education emerges as a key pathway to women's economic empowerment. Educated women are better equipped to access economic opportunities, make informed decisions, and contribute to sustainable development, thereby enhancing their individual well-being and that of their communities.
- **Health and Well-being Linkages:** Women's health and well-being are interconnected with economic development. Improved access to healthcare, family planning, and maternal support empowers women, enabling them to participate more effectively in economic activities and contribute to healthier societies.
- **Entrepreneurship and Innovation:** Women-led entrepreneurship has gained momentum as a significant driver of economic innovation and job creation. Women entrepreneurs bring fresh perspectives, introduce new products and services, and foster resilience in the face of economic challenges.
- **Policy Interventions:** Gender-responsive policies and interventions have been instrumental in creating an enabling environment for women's economic participation. Microfinance initiatives, targeted training programs, and equitable labor policies contribute to women's enhanced economic agency.
- **Socio-Cultural Factors:** Societal norms, cultural attitudes, and gender stereotypes have historically shaped women's economic roles. Addressing these factors is crucial to unlocking the full potential of women as drivers of sustainable economic development.
- **Socioeconomic Impact:** Empowering women economically not only improves their individual livelihoods but also has far-reaching effects on poverty reduction,

household welfare, and community development, fostering more inclusive and equitable growth.

- **Alignment with Sustainable Development Goals (SDGs):** The active participation of women aligns closely with the United Nations' SDGs, contributing to goals such as gender equality, decent work, reduced inequalities, and overall sustainable development.
- **Future Prospects and Advocacy:** Advocacy efforts and forward-thinking strategies aim to further elevate women's economic roles. Embracing technological advancements, fostering innovation, and forming collaborative partnerships are crucial for advancing women as drivers of sustainable economic progress.

5. Model and Approach: Women as Drivers of Sustainable Economic Development

The "Women as Drivers of Sustainable Economic Development" model and approach encompass a comprehensive framework that recognizes and leverages the transformative potential of women's active participation in various economic sectors. This model emphasizes the integration of women's empowerment, economic growth, and sustainable development, aiming to create inclusive and resilient economies. The approach entails a multi-dimensional strategy that addresses key areas for action:

- **Empowerment and Capacity Building:** The model begins with empowering women through education, skill development, and leadership training. By enhancing women's capabilities, decision-making abilities, and self-confidence, the approach equips them to actively engage in economic activities and contribute effectively to sustainable development.

- **Access to Resources and Opportunities:** Ensuring equal access to resources such as financial services, land, technology, and markets is essential. The approach focuses on removing barriers that hinder women's participation and creating an enabling environment for them to thrive as entrepreneurs, workers, and leaders.
- **Gender-Responsive Policies and Legal Frameworks:** Gender-sensitive policies and legal reforms are central to the model. The approach advocates for equitable labor laws, anti-discrimination measures, and social protection mechanisms that promote women's economic agency and protect their rights.

- **Promoting Women-Led Entrepreneurship and Innovation:** Encouraging and supporting women-led entrepreneurship and innovation is a cornerstone of the approach. By providing mentorship, access to finance, and business development support, the model fosters a conducive ecosystem for women entrepreneurs to launch and scale their enterprises.
- **Health and Well-being Integration:** Recognizing the link between health and economic empowerment, the model emphasizes comprehensive healthcare services, including reproductive health and family planning. Ensuring women's well-being enhances their participation in economic activities and improves overall societal outcomes.
- **Inclusive Value Chains and Market Access:** The approach focuses on integrating women into value chains and expanding their market access. This entails building networks, facilitating partnerships, and connecting women-owned businesses with larger markets, both domestically and globally.
- **Data Collection and Evidence-Based Decision-Making:** The model underscores the importance of gender-disaggregated data collection and analysis. By generating evidence on women's economic contributions, challenges, and opportunities, policymakers and stakeholders can make informed decisions that drive sustainable economic development.
- **Community Engagement and Social Norm Change:** Engaging communities and challenging gender norms is integral to the approach. Promoting positive attitudes towards women's economic roles and fostering social acceptance contribute to a more supportive environment for women to excel.
- **Advocacy and Awareness:** The approach includes advocacy efforts that raise awareness about the economic potential of women and the benefits of gender equality. Advocates work to mobilize support, influence policies, and create a groundswell for change.
- **Sustainable Development Goal Alignment:** The model aligns with the United Nations' Sustainable Development Goals, particularly Goal 5 (Gender Equality) and Goal 8 (Decent Work and Economic Growth). By advancing women's economic empowerment, the approach contributes to broader development objectives.

6. Effectiveness and Impact of Women as Drivers of Sustainable Economic Development

The active engagement of women as drivers of sustainable economic development has shown significant effectiveness and a positive impact across various dimensions of society. Empowering women economically not only benefits individuals but also contributes to broader societal advancement, leading to more inclusive and resilient economies. Here are key aspects highlighting the effectiveness and impact of women's roles in driving sustainable economic development:

- **Economic Growth and Productivity:** Women's increased participation in the workforce, entrepreneurship, and leadership roles directly contributes to economic growth. Studies indicate that closing gender gaps in labor force participation could result in a substantial boost to national economies. Women-led businesses often bring fresh perspectives, innovation, and resilience, leading to increased productivity and competitiveness.
- **Poverty Reduction and Household Welfare:** Empowering women economically has a direct impact on poverty reduction. When women have access to economic resources, they are better equipped to provide for their families and invest in education and healthcare. Women's economic agency leads to improved household well-being, higher living standards, and enhanced food security.
- **Gender Equality and Social Progress:** Women's economic empowerment is closely tied to achieving gender equality. By participating actively in economic activities, women challenge traditional gender roles and contribute to shifting societal attitudes. Empowered women often become agents of change, advocating for women's rights and influencing social norms.
- **Health and Well-being:** Economic empowerment positively affects women's health and well-being. Access to resources allows women to make informed decisions about their own health and the health of their families. Improved health outcomes contribute to higher productivity and a healthier workforce.
- **Education and Skill Development:** Empowered women are more likely to invest in education and skill development, not only for themselves but also for their children. Educated women play a crucial role in breaking the cycle of intergenerational poverty and contribute to a better-educated and skilled workforce.

7. Factors and Implications of Women as Drivers of Sustainable Economic Development

The role of women as drivers of sustainable economic development involves a complex interplay of factors that influence their empowerment, participation, and impact on economic growth. Understanding these factors and their implications is crucial for crafting effective strategies to harness women's potential for driving sustainable development. Here are key factors and their implications:

- **Access to Education and Skills Development: Implication:** Limited access to quality education and skill development inhibits women's ability to engage effectively in economic activities. **Impact:** Investing in education and skill development for women enhances their economic agency, improves job prospects, and fosters entrepreneurship, contributing to sustainable economic growth.
- **Gender Norms and Societal Expectations: Implication:** Deep-rooted gender norms and societal expectations often restrict women's roles to traditional caregiving and domestic spheres. **Impact:** Challenging and transforming gender norms enable women to explore diverse economic opportunities, enter leadership roles, and drive innovation, thereby promoting inclusive and equitable development.
- **Access to Financial Resources and Services: Implication:** Limited access to credit, capital, and financial services constrains women's ability to start and expand businesses. **Impact:** Ensuring women's access to financial resources empowers them to invest, expand enterprises, and participate actively in economic activities, leading to increased economic productivity and sustainability.
- **Workplace Equality and Equal Pay: Implication:** Gender pay gaps and workplace discrimination hinder women's full participation in the labor force and limit their economic contributions. **Impact:** Eliminating gender-based pay disparities and ensuring workplace equality create an environment where women's skills and talents are fully utilized, driving overall economic growth.
- **Health and Well-being: Implication:** Inadequate healthcare and lack of family planning options affect women's health and limit their ability to engage in economic activities. **Impact:** Improved health and well-being enable women to participate fully in the workforce, make informed economic decisions, and contribute to sustainable development.

8. Findings

- **Economic Growth and Innovation:**

    1. Women's active participation in the labor force, entrepreneurship, and leadership roles significantly contributes to economic growth and innovation.
    2. Women-led businesses often introduce novel products, services, and business models, driving economic resilience and adaptability.

- **Entrepreneurial Resilience:**
    1. Women entrepreneurs exhibit resilience in the face of challenges, contributing to the stability and growth of local economies.
    2. Their ability to navigate obstacles and persevere fosters economic sustainability and community development.

- **Labour Force Dynamics:**
    1. As women increasingly participate in formal sectors, they contribute to a more diverse and skilled workforce, positively impacting productivity and competitiveness.
    2. Closing gender gaps in labour force participation can lead to higher GDP and improved overall economic performance.

- **Inclusive Growth:**
    1. Women's economic empowerment leads to more inclusive growth by reducing income disparities and promoting equitable distribution of resources.
    2. Inclusive growth is linked to poverty reduction and improved well-being for marginalized communities.

- **Health and Education Linkages:**
    1. Empowered women are more likely to invest in the health and education of their families, leading to improved human capital development.
    2. Women's economic agency contributes to better health outcomes and increased educational attainment within communities.

- **Policy Implications:**
    1. Gender-responsive policies and legal frameworks that promote women's economic rights and access to resources are essential for sustainable development.
    2. Interventions such as microfinance programs, vocational training, and childcare support contribute to women's economic empowerment.

- **Technology and Digital Inclusion:**

1. Bridging the digital gender divide is critical for enabling women to leverage technology for economic activities, market access, and information sharing.
2. Technology-enhanced skills empower women to participate in the digital economy and drive innovation.

- **Community Development:**
    1. Women's economic engagement is closely linked to community development and social cohesion.
    2. Women-led initiatives often prioritize community well-being, contributing to sustainable development at the grassroots level.
- **Advocacy and Policy Change:**
    1. Research on the economic contributions of women can influence policy decisions, leading to the implementation of gender-sensitive strategies and programs.
    2. Advocacy efforts play a vital role in raising awareness about women's economic roles and influencing societal attitudes.
- **Sustainable Development Goals Alignment:**
    1. Empowering women aligns with various Sustainable Development Goals, including gender equality (SDG 5), decent work and economic growth (SDG 8), and reduced inequalities (SDG 10).
    2. Advancing women's economic agency contributes to achieving broader global development targets.

9. Conclusions:

The exploration of women as drivers of sustainable economic development reveals a compelling narrative of empowerment, resilience, and transformation. As key agents of change, women's contributions span economic, social, and cultural domains, underscoring their crucial role in shaping prosperous and equitable societies. The conclusions drawn from this discourse highlight the imperative of recognizing and harnessing women's potential for driving sustainable development. women as drivers of sustainable economic development embody a force that propels societies toward resilience, equity, and progress. Recognizing the multifaceted contributions of women across diverse contexts and sectors is not only a moral imperative but also an economic necessity. By championing women's economic

empowerment, societies pave the way for a more inclusive, innovative, and sustainable future for all.

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DIGITAL INCLUSION AND WOMEN'S EMPOWERMENT: BRIDGING THE DIGITAL GENDER DIVIDE

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ABSTRACT:

In the modern era, digital inclusion has emerged as a critical pathway to women's empowerment, enabling them to harness the transformative power of technology for personal and societal advancement. This book chapter essay explores the intricate relationship between digital inclusion and women's empowerment, unraveling the multifaceted dimensions, challenges, and opportunities that define this intersection. From addressing the digital gender divide to examining the role of education, access, and digital literacy, this chapter delves into the ways in which digital inclusion can catalyze women's economic, social, and political empowerment. It also emphasizes the importance of fostering a gender-responsive digital ecosystem and the potential of women's voices in shaping technology and innovation. Through a comprehensive exploration, this chapter underscores the imperative of bridging the digital gap to pave the way for a future where women's empowerment is propelled by the digital age.

Keywords: Digital Inclusion, Women's Empowerment, Digital Gender Divide, Access to Technology, Digital Literacy

INTRODUCTION:

The pervasive integration of technology across various spheres of contemporary existence has elevated the significance of digital inclusion to the vanguard of societal progress. Yet, amid the sweeping tide of this digital transformation, a sobering reality persists: the advantages borne of this revolution are not uniformly accessible. A profound gender disparity has emerged within the digital realm, casting a shadow over the promise of inclusivity. Women, frequently impeded by systemic obstacles and historical biases, find themselves disproportionately excluded from the vast opportunities presented by digital tools and platforms. This exploration embarks on a dynamic journey, illuminating the intricate

interplay between digital inclusion and the empowerment of women—a relationship characterized by its mutual reinforcement. Unfurling before us is a narrative interwoven with transformative implications, one that underscores how the act of bridging the digital gender divide serves as a potent catalyst for unlocking the latent potential of women. This intricate connection reverberates with the profound truth that empowering women digitally possesses the remarkable ability to not only redefine individual trajectories but also to unleash a cascade of positive transformations across the fabric of societies and economies.

The digital gender divide encompasses a tapestry of multifaceted challenges that span beyond mere access, permeating connectivity and digital literacy. Women, particularly those residing in marginalized communities, encounter an array of hurdles, from a paucity of technological infrastructure to deeply ingrained gender norms that curtail their participation in the digital arena. Within this exploration, we venture to untangle the intricate threads of these challenges, peering into the intricate web of socio-cultural forces that perpetuate these disparities. The narrative accentuates the imperative for strategic and targeted interventions, designed to dismantle these barriers and ensure that digital inclusion evolves into a bedrock of gender parity. As our exploration progresses, it becomes manifest that digital inclusion stands as a transformative cornerstone in the realization of women's empowerment. Here, digital literacy emerges as a powerful enabler, imparting women with the skills and confidence requisite for navigating the intricate landscapes of the digital age. Through education and tailored training, women not only acquire the proficiency to adeptly traverse the digital realm but also gain agency to influence and shape it. The narrative unravels the profound impact of digital literacy initiatives, illustrating their potential in propelling women beyond the boundaries of adaptability and into the realm of active digital architects.

Furthermore, the exploration delves into the economic dimensions amplified by digital inclusion, casting light on its ability to augment women's participation in the workforce and entrepreneurial endeavors. By dismantling the digital barriers that once hindered them, women gain unfettered access to online platforms and burgeoning marketplaces that transcend geographical confines. This newfound connectivity can set in motion an unprecedented era of economic innovation, enabling women to establish and expand businesses, explore new markets, and galvanize economic prosperity. The narrative underscores how this newfound economic agency, fueled by digital inclusion, becomes an instrumental force in mitigating and ultimately eradicating gender-based economic disparities. Thus, the intricate relationship between digital inclusion and women's

empowerment emerges as a guiding star in the pursuit of gender parity. This exploration navigates the rich tapestry of technology, gender dynamics, and societal advancement, revealing how the act of bridging the digital gender divide is poised to unfurl a panorama of transformative possibilities for women. It underscores the paramount importance of collective efforts to reshape the digital landscape, ensuring that women ascend not only as beneficiaries but as active participants, pioneers, and trailblazers in the shaping of the digital future.

ADDRESSING THE DIGITAL GENDER DIVIDE:

The digital gender divide, an intricate landscape marked by pronounced discrepancies in access, connectivity, and proficiency in digital skills, stands as a formidable hurdle that impedes the journey of women towards empowerment in the digital age. Within the contours of this section, we embark on an insightful exploration of the multifaceted factors that intricately weave this divide, unraveling a narrative that encompasses socio-economic limitations, cultural norms, and deeply entrenched gender biases. This collective tapestry of challenges constitutes a formidable impediment, one that necessitates strategic, targeted, and concerted efforts to surmount. At the very heart of the digital gender divide lies a complex interplay of socio-economic constraints that conspire to curtail women's access to the digital realm. Oftentimes, financial limitations intersect with technological barriers, rendering the tools and devices necessary for digital participation beyond the reach of marginalized women. As this section delves into the nuances of these constraints, it becomes evident that bridging the digital gender divide requires holistic approaches that address not only technological accessibility but also the broader socio-economic factors that contribute to exclusion.

Cultural norms further deepen the trench of the digital gender divide, erecting formidable barriers that limit women's engagement with technology. The narrative journey navigates through the intricate pathways of cultural biases and societal expectations that subtly discourage women from fully embracing the digital age. From early childhood influences that steer girls away from technology-related pursuits to persistent stereotypes that relegate women to passive roles within the digital landscape, the exploration underscores how these deeply ingrained norms act as subtle but potent roadblocks to gender parity in the digital sphere. Gender biases, both explicit and implicit, reverberate as an underlying force within the digital gender divide. This section peels back the layers of bias, unveiling how preconceived notions about women's aptitude and competence in technology seep into

educational systems, workplaces, and digital platforms. These biases perpetuate a cycle of underrepresentation, creating a self-fulfilling prophecy that women are inherently less skilled or interested in digital domains. As the narrative probes into these biases, it underscores the urgency of debunking stereotypes, promoting equitable opportunities, and fostering environments that challenge and dismantle discriminatory attitudes.

In the trajectory toward bridging the digital gender divide, the role of governments, NGOs, and private sectors emerges as a pivotal force. The exploration casts a spotlight on the agency and responsibility of these entities in fostering an inclusive digital landscape. Strategic interventions, policies, and initiatives are highlighted as mechanisms to proactively break down barriers, elevate awareness, and create pathways that empower women to fully participate in the digital age. By leveraging their collective influence, these stakeholders can champion initiatives that not only amplify women's access to technology but also cultivate an environment that recognizes and celebrates their digital contributions. Thus, the digital gender divide looms as a multifaceted challenge, intricately woven from socio-economic constraints, cultural norms, and gender biases. As we traverse this complex terrain, it becomes evident that the path to bridging this divide requires deliberate and multi-pronged approaches. By addressing these challenges head-on, governments, NGOs, and private sectors have the power to craft an inclusive digital ecosystem that empowers women to fully harness the transformative potential of the digital age.

EMPOWERMENT THROUGH EDUCATION AND ACCESS:

Education stands resolutely as a foundational pillar on the intricate path toward both digital inclusion and the empowerment of women. This section embarks on an illuminating exploration, delving into the profound transformative power inherent within digital literacy programs. These programs, like beacons of enlightenment, serve to arm women with the competencies and knowledge required to traverse the digital landscape with confidence, unlocking doors to limitless possibilities. As the narrative unfurls, the spotlight turns toward the transformative potential embedded within digital literacy initiatives. Here, the profound impact of these programs in enabling women to navigate the intricate contours of the digital realm takes center stage. Through carefully crafted curricula, hands-on training, and interactive learning experiences, women are empowered to demystify the complex world of technology. This newfound proficiency not only bolsters their ability to access information,

engage in online communication, and leverage digital resources but also cultivates a profound sense of digital agency that empowers them to contribute to and shape the digital narrative.

Yet, the journey toward digital inclusion and women's empowerment extends beyond individual empowerment—it is a collective voyage that seeks to leave no woman behind. It is within this context that the narrative underscores the paramount importance of expanding access to technology infrastructure, particularly in marginalized communities. These communities, often marginalized by socio-economic disparities, lack the essential digital infrastructure that serves as the conduit for connectivity and participation. As the narrative unravels, it becomes evident that the quest for inclusivity mandates a concerted effort to bridge the digital divide by ensuring that every woman, regardless of her background, possesses the tools and resources necessary to embark on this digital journey. Moreover, the narrative accentuates the role of governments, NGOs, and private entities in driving this transformative agenda. By championing initiatives that provide equitable access to technology, these stakeholders play a pivotal role in cultivating an environment where digital literacy flourishes as a fundamental right rather than a privilege. Through partnerships, funding, and community-driven efforts, these entities can work in tandem to establish digital hubs, training centers, and educational programs that lay the groundwork for a more inclusive digital landscape. Thus, education emerges as an unwavering cornerstone, a catalyst that propels the dual aspirations of digital inclusion and women's empowerment forward. This section serves as an exploration of the profound potential nestled within digital literacy programs, showcasing how they nurture skills, foster confidence, and ignite digital agency within women. Simultaneously, it underscores the collective responsibility to bridge digital divides, ensuring that women from all walks of life can embark on this transformative digital journey, empowered to shape their own narratives within the intricate tapestry of the digital age.

DIGITAL EMPOWERMENT FOR ECONOMIC ADVANCEMENT:

Digital inclusion serves as a dynamic gateway that not only empowers women but also propels them into active participation across the spectrum of workforce engagement, entrepreneurship, and the tapestry of economic development. Within this section, we embark on an immersive exploration, delving into the myriad avenues through which access to digital platforms and online marketplaces serves as a catalytic force, igniting a transformative journey towards economic autonomy. The narrative journey navigates through the

transformative landscape of digital empowerment, casting light on how these accessible avenues enable women to carve their own trajectories within the realms of business and entrepreneurship. The digital age bestows upon women a powerful toolkit, one that empowers them to transcend geographic confines and break down traditional barriers. Armed with digital prowess, women can seamlessly establish and expand businesses, leverage e-commerce platforms, and even venture into untapped markets with unprecedented reach.

As we venture deeper into this exploration, the spotlight turns to the profound impact of digital empowerment on women's economic autonomy. Case studies and success stories from diverse corners of the world come to life, exemplifying how women, once armed with digital skills and access, ascend to the forefront of industries that were once deemed male-dominated. These narratives illuminate the transformative power of digital inclusion as women recalibrate traditional sectors, harnessing technology to innovate, diversify, and expand economic horizons. The winds of change that digital empowerment ushers forth extend beyond mere innovation—it also orchestrates the emergence of entirely new economic paradigms. Through a rich tapestry of examples, the narrative underscores how women, leveraging digital platforms, have fostered the rise of novel industries, birthing fresh economic opportunities that ripple across communities and regions. These stories serve as beacons of inspiration, illuminating the capacity of digital inclusion not only to reshape traditional sectors but also to serve as a launchpad for pioneering women-led endeavors. The narrative's crescendo unveils a profound truth—digital inclusion is a dynamic force that transcends boundaries, redefining economic landscapes and fostering unprecedented opportunities for women. As digital platforms and online marketplaces become instrumental conduits, they not only amplify women's economic contributions but also stand as pillars of transformation, heralding a future where economic autonomy knows no bounds. This exploration thus crystallizes the pivotal role of digital empowerment in sculpting an inclusive and vibrant economic tapestry, one in which women take center stage as architects of change and catalysts for growth.

CULTIVATING A GENDER-RESPONSIVE DIGITAL ECOSYSTEM:

Central to the discourse is a resounding call for the establishment of a digital ecosystem that stands attuned to the rich tapestry of diverse needs and experiences that women bring to the table. Within this pivotal section, we embark on a profound exploration, delving into the imperative of crafting technology and digital services with an astute consciousness of gender-

specific requisites. The resounding echo of women's voices is recognized as an indispensable ingredient in the alchemy of product development and innovation, ensuring that their perspectives are thoughtfully woven into the very fabric of the digital landscape. The narrative's gaze is firmly fixed on the role of technology and innovation in shaping a gender-responsive digital ecosystem. Here, the spotlight shines brightly on the essence of designing with intention—a process that takes into account the unique requirements, challenges, and aspirations that women bear. Through this lens, technology emerges as a vessel for empowerment, serving as a conduit that transcends conventional boundaries and ushers in an era of inclusivity and accessibility. It is within this context that the narrative underscores the pivotal role of engaging women at every juncture of product development, ensuring that their voices permeate design decisions, functionalities, and user experiences.

Intricately woven into this discourse is the profound potential of AI and technology to dismantle and address the insidious specter of gender biases that oftentimes lurk unnoticed within digital landscapes. This exploration delves into the transformative capabilities of AI, casting a light on how it can be harnessed as a tool to recalibrate algorithms, systems, and processes that have historically favored one gender over another. By fostering neutral and unbiased frameworks, technology evolves into a force that amplifies women's participation, ensuring that their contributions are recognized, valued, and equally rewarded. As the narrative unfurls, the potential of AI-driven applications to enhance women's participation takes center stage. From career advancement to educational opportunities, the symbiotic relationship between technology and gender equity is unearthed, painting a vivid picture of a future where the gender gap steadily diminishes and the digital landscape becomes an inclusive haven where women flourish. These possibilities exemplify the intersection of technology and empowerment, where the lines blur between innovation and social progress, and the digital realm becomes a dynamic stage for the realization of gender equality.

In essence, the narrative resounds as an anthem for the creation of a gender-responsive digital ecosystem—an ecosystem that not only acknowledges but celebrates the myriad facets of women's experiences. It is a rallying cry that reverberates across industries, challenging technology pioneers, innovators, and decision-makers to embrace a vision where digital landscapes become beacons of inclusivity, amplifying women's voices, eradicating biases, and paving the way for a future where the full spectrum of human potential knows no boundaries.

AMPLIFYING WOMEN'S VOICES AND AGENCY:

Within the digital realm, platforms emerge as vibrant arenas where women wield the power to amplify their voices, champion social transformation, and immerse themselves in the currents of civic engagement. This section embarks on an illuminating journey, delving into the profound ways in which social media, online activism, and the art of digital storytelling unfurl a dynamic tapestry of empowerment for women. These platforms serve as a potent conduit, empowering women to shatter stereotypes, galvanize awareness surrounding gender-related concerns, and propel tangible shifts in policy. The narrative unfolds against the backdrop of social media, a dynamic realm where women harness the potency of their voices to drive change. Online activism emerges as a force to be reckoned with, enabling women to transcend geographical confines and catalyze collective efforts in unprecedented ways. The exploration delves into how social media campaigns, hashtags, and viral movements act as catalysts for change, igniting a global dialogue that places pressing gender issues at the forefront of societal discourse.

At the heart of this section lies the art of digital storytelling—a compelling tool that enables women to weave their narratives, challenge preconceived notions, and catalyze empathetic understanding. Through digital platforms, women become storytellers of their experiences, encapsulating the intricacies of their lives, struggles, and triumphs. This storytelling serves as an intimate and powerful mechanism that humanizes gender-related challenges, evoking resonance and fostering collective empathy. The narrative journey extends to the transformative potential of these platforms in instigating policy shifts and systemic change. By harnessing the reach of digital spaces, women magnify their influence and advocate for policy reforms that address gender disparities. The exploration uncovers how digital activism can propel a ripple effect, prompting policymakers to acknowledge and respond to the pressing needs of women, thereby engendering a more equitable and just society.

Moreover, this section delves into the profound potential of digital advocacy to transcend borders and forge an interconnected network of women change-makers. In the digital age, women across continents become united by a shared purpose, coalescing into a global sisterhood that defies geographic limitations. Digital platforms become bridges that connect diverse voices, experiences, and perspectives, amplifying their collective power to effect change on a scale previously unimaginable. Thus, digital platforms serve as vibrant arenas where women emerge as architects of transformation, wielding their voices to amplify

narratives, dismantle stereotypes, and catalyze policy changes. This exploration unveils a tapestry of empowerment, where online activism, digital storytelling, and the art of advocacy converge to elevate women's voices, magnify their impact, and pave the way for a future where gender equality is not just a distant ideal, but a living reality woven into the fabric of our digital age.

CONCLUSION

The convergence of digital inclusion and women's empowerment weaves a narrative of profound transformation in the landscape of the 21st century. At its core lies a vision where the divide between genders in the digital realm is dismantled, digital literacy is a widespread empowerment tool, and a gender-responsive digital ecosystem becomes the norm. Within this dynamic framework, societies stand poised to unlock the boundless potential of women as dynamic agents of change within the unfolding digital age. This narrative reverberates with the urgent call for collective endeavors, underscored by the realization that women must not be mere beneficiaries of technology, but proactive contributors, innovative trailblazers, and steadfast leaders in shaping a digital horizon that is truly inclusive and equitable. As the chapter essay unfolds, the tapestry of digital inclusion and women's empowerment is meticulously woven, layer by layer, to unveil a vision where women stand as equals in the digital landscape. The digital gender divide, which once cast shadows over opportunities, is bridged through deliberate efforts and targeted interventions. This exploration shines a light on how, by providing equitable access, dismantling socio-economic barriers, and nurturing a culture of inclusivity, societies can usher in a realm where women seamlessly navigate the digital terrain.

At the heart of this narrative lies the compelling narrative of digital literacy. The exploration navigates through the transformative potential of empowering women with the knowledge, skills, and confidence to navigate the digital universe. These skills not only empower women to be adept users of technology but also embolden them to be active creators and innovators, contributing their unique perspectives to the evolving digital narrative. The narrative gains momentum as it unveils the significance of a gender-responsive digital ecosystem. A landscape designed with intention, where the diverse needs, aspirations, and experiences of women are honored and integrated into every facet of technological advancement. The exploration delves into the role of collaboration, inclusivity, and representation in fostering

an environment where technology becomes a catalyst for gender equality, rather than a perpetuator of disparity.

Furthermore, the chapter essay delves into the pivotal role that women assume as architects of change in the digital age. Armed with digital literacy, unburdened by gender-based restrictions, and bolstered by an inclusive digital ecosystem, women emerge as proactive drivers of progress. They harness technology to challenge norms, amplify their voices, and spearhead innovative solutions that transcend boundaries and catalyze societal transformation. In essence, the synthesis of digital inclusion and women's empowerment conjures a visionary tapestry where women's voices resonate, influence thrives, and progress flourishes. This chapter essay stands as a resounding call to action, heralding a future where collective efforts not only empower women to partake in the digital revolution but empower them to be its vanguards. It beckons for a world where women are not just beneficiaries of digital progress, but revered as architects of a digital frontier that thrives on diversity, equality, and human potential.

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ENTREPRENEURSHIP AND WOMEN'S EMPOWERMENT IN TAMIL NADU

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Abstract

The study tries to explore the relationship between entrepreneurship and women's empowerment in the state of Tamil Nadu. With a focus on understanding the impact of entrepreneurial endeavors on women's socio-economic status, this study delves into the challenges and opportunities faced by women entrepreneurs in Tamil Nadu (Jeyaraj, 2018). The paper also examines the policies and initiatives implemented by the government and non-governmental organizations to promote women's participation in entrepreneurial process, ultimately leading to their empowerment. To conduct this research, both qualitative and quantitative methods were utilized, including interviews, surveys, and a comprehensive literature review. The findings highlight the significant role of entrepreneurship in uplifting women's economic independence, decision-making power, and overall empowerment in Tamil Nadu.

Key words: Entrepreneurship, women's empowerment, Tamil Nadu, Economic Impact, Sustainable development, Government Polices.

Introduction

The study "Entrepreneurship and Women's Empowerment in Tamil Nadu" explores the complex connection between entrepreneurship and women's empowerment in the context of

Tamil Nadu. This study investigates how women's participation in entrepreneurship enhances their socio-economic empowerment, challenges prevailing gender conventions, and sparks improvements in their individual and communal agency. It aims to offer important insights into the ways in which entrepreneurship can serve as a pathway towards enhancing women's autonomy, economic standing, and overall empowerment in a vibrant and culturally rich region by examining the experiences, successes, and challenges faced by women entrepreneurs collecting necessary primary and secondary sources in Tamil Nadu.

Objectives of the Study

a) To analyze the impact of entrepreneurship on women's empowerment in Tamil Nadu.
b) To identify the challenges and barriers faced by women entrepreneurs in the region.
c) To examine the government policies, measures and initiatives supporting women's entrepreneurship.
d) To propose recommendations for further promoting women's empowerment through effective entrepreneurship in Tamil Nadu.

Literature Review

The current study on women's entrepreneurship and empowerment in Tamil Nadu is reviewed in this section, with an emphasis on the socioeconomic variables, cultural norms, and governmental frameworks influencing women's entrepreneurial experiences.

Acharya, S., & Chatterjee, S. (2018). Women entrepreneurship in Tamil Nadu: Challenges and prospects. International Journal of Applied Engineering Research, 13(12), 9850-9855. This study investigates and identified the challenges and prospects faced by women entrepreneurs in Tamil Nadu. It delves into the barriers hindering their entrepreneurial journey and assesses the potential opportunities for growth. They identified the key factors influencing women's participation in the entrepreneurial landscape and provide insights into strategies that could enhance their prospects.

Banerjee, S., & Dutta, A. (2019). Impact of entrepreneurship on women's empowerment in Tamil Nadu. South Asian Journal of Business Studies, 8(2), 208-221. This study analyses the relationship between entrepreneurship and women's empowerment in Tamil Nadu. It also analyzes how engaging in entrepreneurial activities affects women's autonomy, decision-making power, and overall well-being. The researchers also discuss the potential for policy interventions to further enhance women's empowerment through entrepreneurship.

Dhar, S. K., & Nair, V. R. (2018). Women entrepreneurship in Tamil Nadu: Role of government policies and programs. Journal of Entrepreneurship & Management, 7(1), 1-15. This research delves into the impact of government policies and programs on women's entrepreneurship in Tamil Nadu. It assesses the effectiveness of existing initiatives in promoting women's participation in entrepreneurial activities and suggests ways in which policy interventions can be enhanced to better support women entrepreneurs and their constant growth in a respective domain.

Eswaran, V., & Krishnan, R. (2019). Gender disparities in entrepreneurship in Tamil Nadu: A comparative study. Journal of Development and Administrative Studies, 30(1), 45-57. Focusing on gender disparities in entrepreneurship, this study compares the entrepreneurial activities of men and women in Tamil Nadu. It examines the factors contributing to gender-based differences in entrepreneurship and suggests relevant strategies to bridge the gap and promote equal opportunities for women.

Gopalakrishnan, U., & Kumar, S. (2017). Women's economic empowerment through micro-enterprises in Tamil Nadu. International Journal of Economics, Commerce and Management, 5(12), 247-260. This study explores the role of micro-enterprises in contributing to women's economic empowerment in Tamil Nadu. It states how participation in micro-enterprises can offer women with income-generation opportunities, leading to improved socio-economic conditions and increased agency.

Jeyaraj, A., & Kuppusamy, M. (2018). Women entrepreneurs in rural Tamil Nadu: Challenges and opportunities. The Journal of Entrepreneurship, 27(2), 155-170. It mainly Focusing on rural areas, investigates the challenges and opportunities faced by women entrepreneurs in rural Tamil Nadu. It highlighted the unique circumstances that rural women encounter in their entrepreneurial endeavors and discusses strategies to overcome challenges and harness opportunities in their chosen ventures.

Krishnan, R., & Rajendran, C. (2019). Women's empowerment and entrepreneurial success in Tamil Nadu. Journal of South Asian Development, 14(1), 81-96. This study finds the connection between women's empowerment and their entrepreneurial success in Tamil Nadu. It analyzes how women's participation in entrepreneurship contributes to their empowerment and how empowerment, in turn, influences their entrepreneurial journey.

Mahalakshmi, S., & Geetha, S. (2018). Role of self-help groups in promoting women's entrepreneurship in Tamil Nadu. Journal of Women's Entrepreneurship and Education, 3-4,

52-61. This study investigates the role of self-help groups (SHGs) in promoting women's entrepreneurship in Tamil Nadu. It assesses how SHGs provide a platform for women to access resources, develop skills, risk taking capabilities and encourage entrepreneurial activities, contributing to their socio-economic upliftment.

Venkatesan, S., & Kalpana, R. (2019). Women entrepreneurship and social capital in Tamil Nadu. South Asian Journal of Socio-Political Studies, 20(1), 38-51. This research explores the relationship between women's entrepreneurship and social capital in Tamil Nadu. It examines how women entrepreneurs build and leverage social networks to access resources from various repositories, organized information, and financial support for their entrepreneurial ventures.

Entrepreneurship and Women's Empowerment in Tamil Nadu:

Women Entrepreneurship in Tamil Nadu: Women's Entrepreneurship in Tamil Nadu has gained increasing attention due to its potential to drive economic growth and promote gender equality (Gupta, 2021). This study focuses on understanding the role of women entrepreneurs in the state's business landscape and their contributions to women's empowerment. Tamil Nadu, a southern state in India known for its industrial and entrepreneurial culture, serves as a significant backdrop for exploring the dynamic interplay between entrepreneurship and women's advancement.

Impact on Women's Empowerment

Collectively, studies on women's entrepreneurship in Tamil Nadu highlight its significant influence on women's empowerment. Women who pursue entrepreneurial endeavors not only increase their financial independence but also dispel gender stereotypes, increase their power in decision-making, and make important socioeconomic contributions to their families and communities. These initiatives not only empower specific women but also encourage group progress, helping to influence perceptions in the direction of greater gender equality and sociocultural change in the area (Rajagopal, 2022). The initiatives run by the government and NGOs both increase the impact of this by offering specialized assistance, resources, and a supportive environment, creating a holistic environment where female entrepreneurs can thrive and continue to make significant advancements in their journey toward empowerment. The study examines how entrepreneurship affects several aspects of women's empowerment, including economic empowerment, decision-making authority, and social standing.

Challenges and Barriers

- **Sociocultural Norms**: Deep-rooted traditional gender norms and cultural expectations can limit women's ability to pursue entrepreneurial ventures, as societal perceptions often prioritize women's roles in the household.
- **Finance accessibility**: Limited access to funding and credit hinders women's ability to start or scale their businesses, as financial institutions may be biased or require collateral that women may not possess.
- **Lack of Education and Training**: Insufficient access to quality education and training programs in entrepreneurship and business management can hinder women's skill development and their confidence to run successful businesses.
- **Family Responsibilities**: Balancing family responsibilities with business demands can be challenging, particularly in societies where women are expected to prioritize household duties over entrepreneurial pursuits.
- **Market Entry Barriers**: Women entrepreneurs may face difficulty entering male-dominated sectors due to stereotypes and resistance from established players.
- **Legal and Regulatory Hurdles**: Navigating complex regulatory procedures and legal barriers can be daunting for women entrepreneurs, potentially hampering business growth.
- **Work-Life Balance**: Striking a balance between business commitments and personal life can be particularly challenging, impacting women entrepreneurs' overall well-being.
- **Technological Challenges**: Limited technological literacy and access to modern tools can hinder women's ability to compete in a rapidly evolving business landscape.
- **Stigma and Discrimination:** Facing gender-based discrimination and stigma can undermine women entrepreneurs' self-confidence and limit their opportunities.
- **Infrastructure and Logistics**: Inadequate infrastructure, transportation, and logistical support can hamper the efficient functioning of women-led businesses.
- **Access to Markets**: Gaining access to markets and distribution channels can be a challenge, affecting women entrepreneurs' ability to reach a wider customer base.

- **Gender Bias**: Gender bias in business interactions, negotiations, and decision-making processes can hinder women entrepreneurs' ability to establish themselves and secure partnerships.

These challenges and barriers highlight the need for targeted interventions, policies, and support systems to address the specific needs and concerns of women entrepreneurs in Tamil Nadu and promote their empowerment in the entrepreneurial ecosystem.

Government and NGO Initiatives:

Government and non-governmental organizations (NGOs) play crucial roles in promoting women's empowerment in entrepreneurship (Chowdhury, 2023). Their collaborative efforts are essential for creating an environment conducive to fostering women entrepreneurs, enabling them to overcome challenges, access resources, and contribute to economic development. Here's an overview of the roles that both entities play:

Government Initiatives:

- **Policy Formulation and Implementation**: Governments can create policies that specifically address the barriers faced by women entrepreneurs. These policies might include provisions for easier access to credit, streamlined regulatory processes, and support for skill development and capacity-building.
- **Access to Finance:** Governments can establish funding mechanisms, grants, and loans tailored to women entrepreneurs. Financial institutions can be incentivized to extend credit to women-owned businesses, ensuring that lack of capital doesn't hinder their growth.
- **Skill Development**: Training programs and workshops can be organized to enhance women entrepreneurs' skills in areas such as business management, marketing, and financial literacy. These programs can be government-sponsored or facilitated through partnerships with educational institutions.
- **Incubators and Accelerators**: Establishing and supporting incubators and accelerators specifically for women entrepreneurs can provide them with mentoring, networking opportunities, and access to resources that aid business growth.
- **Market Access**: Governments can assist women entrepreneurs in accessing domestic and international markets by creating platforms, trade fairs, and exhibitions that showcase their products and services.

- **Legal Support**: Ensuring legal protections against gender-based discrimination and providing avenues for dispute resolution can empower women entrepreneurs to operate their businesses without fear.

NGO Initiatives

- **Awareness and Advocacy**: NGOs can raise awareness about the importance of women's entrepreneurship and advocate for policies that create an enabling environment. They can also challenge societal norms and stereotypes that hinder women's participation in business.
- **Capacity-building Programs**: NGOs often provide training, workshops, and mentorship programs to equip women entrepreneurs with the necessary skills to run successful businesses.
- **Networking and Support Groups**: NGOs can facilitate networking opportunities and create support groups where women entrepreneurs can share experiences, seek advice, and learn from one another.
- **Access to Resources**: NGOs can connect women entrepreneurs with resources such as mentors, investors, and business development services, thereby helping them overcome barriers to growth.
- **Microfinance and Savings Groups**: NGOs often set up microfinance initiatives and savings groups that provide women with access to small loans and financial services to start or expand their businesses.
- **Tailored Services**: NGOs can provide customized support to women entrepreneurs based on their specific needs and challenges, considering factors such as location, industry, and socio-cultural context.

In essence, both government and NGO initiatives are essential for creating a holistic ecosystem that empowers women in entrepreneurship. Their combined efforts can help break down barriers, provide necessary resources, and drive meaningful change, contributing to women's economic empowerment and overall societal advancement.

Major Recommendations

Based on the research findings, this section presents actionable recommendations for enhancing women's empowerment through entrepreneurship in Tamil Nadu.

- **Comprehensive Skill Development Programs**: Establish and fund skill development programs tailored to women entrepreneurs in Tamil Nadu. These programs should focus on

building business-related skills, financial literacy, digital marketing, and technology adoption to enhance their competitiveness in the market.

- **Access to Finance**: Collaborate with financial institutions to create specialized financial products, including low-interest loans and credit facilities, targeted at women entrepreneurs. Encourage and incentivize banks to relax collateral requirements and simplify loan application procedures for women-owned businesses.
- **Mentorship and Networking Initiatives**: Establish mentorship programs connecting experienced entrepreneurs with aspiring women entrepreneurs. Encourage the creation of networking forums and platforms where women can exchange ideas, seek guidance, and explore potential collaborations.
- **Promotion of Role Models**: Celebrate and promote successful women entrepreneurs as role models through media campaigns, conferences, and award ceremonies. These efforts will inspire other women to pursue entrepreneurship and showcase the impact of women-led businesses on the economy.
- **Support Rural Women Entrepreneurs**: Focus on empowering rural women by providing them with access to market linkages, training, and financial resources. Establish Women Entrepreneurship Development Centers in rural areas to support and nurture rural women's business ideas.
- **Institutionalizing Gender Sensitivity**: Integrate gender sensitivity training into all levels of government and private sector organizations. Sensitize policymakers, bureaucrats, and industry leaders to the unique challenges faced by women entrepreneurs and the benefits of gender-inclusive policies.
- **Monitoring and Evaluation Mechanisms**: Implement a robust monitoring and evaluation system to assess the impact of various initiatives and policies on women's entrepreneurship and empowerment. Regularly evaluate the effectiveness of programs and make data-driven improvements.
- **Encourage Corporate Collaboration**: Encourage corporate entities to collaborate with women-owned businesses through supplier diversity programs. This will create more procurement opportunities for women entrepreneurs and foster inclusive growth.
- **Promote Women in STEM Entrepreneurship**: Develop initiatives to support women's participation in Science, Technology, Engineering, and Mathematics (STEM) entrepreneurship. Encourage more women to venture into technology-driven businesses and start-ups.
- **Inclusive Incubation and Co-working Spaces**: Establish inclusive incubation centers and co-working spaces that offer specialized support and facilities for women entrepreneurs.

These spaces should foster a conducive environment for creativity, collaboration, and innovation.

- **Advocacy for Policy Reforms**: Advocate for policy reforms that address gender disparities and encourage women's participation in the workforce, particularly in entrepreneurial activities. Engage with policymakers to create an enabling environment for women-led businesses.
- **Community Outreach and Awareness Campaigns**: Conduct community outreach programs and awareness campaigns to educate women about the opportunities and benefits of entrepreneurship. Disseminate information about available resources and support services.
- **Promote Social Entrepreneurship**: Encourage the growth of social entrepreneurship among women, focusing on businesses that address social and environmental challenges. Provide training and financial incentives for women who aim to create sustainable and impactful ventures.
- **Public-Private Partnerships**: Foster public-private partnerships to pool resources and expertise in supporting women entrepreneurs. Collaborate with industry associations and non-governmental organizations to create a unified approach to women's empowerment.
- **Inclusive Vendor Development Programs**: Encourage large corporations and government bodies to establish inclusive vendor development programs, where women-owned businesses can participate in procurement opportunities.
- **Measures to Balance Work-Life Commitments**: Implement policies that support work-life balance for women entrepreneurs, such as flexible work hours, childcare facilities, and parental leave provisions.
- **Digital Literacy and E-Commerce Training**: Provide digital literacy training and e-commerce skills to women entrepreneurs, enabling them to expand their reach beyond local markets and access a broader customer base.
- **Investing in Research and Data Collection**: Invest in research to gain a deeper understanding of the challenges and opportunities faced by women entrepreneurs in Tamil Nadu. Use this data to inform evidence-based policymaking.
- **Encourage Male Participation**: Promote male involvement in women's empowerment initiatives, fostering a gender-equitable society where men actively support and champion women entrepreneurs.
- **Continuous Evaluation and Improvement**: Continuously evaluate the impact of all initiatives and policies aimed at promoting women's entrepreneurship. Iterate and improve strategies based on feedback and outcomes to ensure sustained progress.

These extended recommendations aim to provide a roadmap for empowering women entrepreneurs in Tamil Nadu and fostering an inclusive and thriving entrepreneurial ecosystem in the region.

Conclusion

In conclusion, this research paper sheds light on the intricate relationship between women's entrepreneurship and women's empowerment in the context of Tamil Nadu. Through a comprehensive exploration of the entrepreneurial landscape in the state, it has become evident that women entrepreneurs are playing a pivotal role in shaping not only the economic trajectory but also the socio-cultural dynamics of the region. The findings of this study underscore the transformative potential of women's entrepreneurship in fostering women's empowerment. Women entrepreneurs in Tamil Nadu are challenging traditional norms and expectations by assuming leadership roles, making independent decisions, and contributing significantly to the state's economic growth (Krishnan, 2019). Their entrepreneurial endeavors have not only improved their financial independence but have also positively influenced their status within their families and communities. Socio-cultural factors continue to influence women's entrepreneurial experiences, with gender norms and family responsibilities often acting as barriers (Banerjee S, 2019). This necessitates a multi-faceted approach involving government agencies, non-governmental organizations, educational institutions, and the private sector to create a supportive ecosystem for women entrepreneurs. As the state continues to evolve, the contributions of women entrepreneurs will be central to shaping a more inclusive, equitable, and prosperous future for all.

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Intersectionality in Women's Empowerment

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Abstract

In the context of women's empowerment,intersectionality emphasis the importance of recognizing that women's experiences are shaped not only by their gender but also by other aspects of their identity such as *race ,ethnicity,class,sexual orientation*,andmore.intersectionality is a critical framework that examines the complex interplay of various social identities and system of oppressing,highlighting the unique experiences of individuals who belong to multiple *marginalizedgroups.*By embracing intersectionality,women's empowerment efforts become attuned to the diverse lived realities of individuals who belong to multiple marginalized groups.This framework unevils the complexity of their experiences,reflecting how dicscrimination and privilege intersect in nuancedways.Modern intersectional women's *empowerment* recognizes that not all women share the same struggles or benefits .it implies the need for tailored situation that addresses the specific challenges faced by women at the intersections of various identities.This perspective also encourages solidarity among women from different backgrounds,fostering collabaration in pursuit of common goals.in a world marked by increasing diversity and interconnectedness,*intersectionality* offers a powerful lens to analyse ,strategize and advocate for meaningful change .By highlighting the complexities of women's experiences and advocating for their inclusion and agency across all dimensions of identity.Intersexuality prompts a reevaluation of traditional empowerment strategies that may inadvertently overlook or exclude certain voices.Modern intersectionality enriches and propels the ongoing discourse and practice of women's empowerment.

keywords:Intersectionality,Empowerment,Marginalized groups,Ethnicity,Race,Sexual Orientation

Introduction

In the contemporary landscape of gender equality and women's empowerment,the concept of intersectionality has emerged as a profound and illuminating framework. Coined by Kimberle Crenshaw in 1989,intersectionality challenges conventional perceptions of gender-based discrimination by unveiling the indicate interpaly between diverse social identities and system oppression.Studies highlight that women's empowerment cannot be understood solely through a gendered lens.Rather intersectionality acknowledges the intersecting factors of race ,class,ethnicity,sexual orientation and more that shape women's opportunities and barriers.This is why intersectionality is crucial:

Recognizes Diversity Within Women's Experiences:Intersectionality acknowledges that women are not a monolithic group;they have diverse identities that intersect and shape their lives.it considers factors such as race ,ethnicity,class,sexual orientation ,disability and more allowing for adeeper understanding of how various forms of discrimination and privilege intersect to influence women's empowerment.

Unveils Marginalization and Inequities: Intersectionality highlights the compounded effects of multiple realities.Marginalized groups often experience heightened level of discrimination.This perspective unveils inequities that might be obscure by examining gender alone and prompts the need for targeted interventions to address these disparities.

Informs Inclusive Policy-Making:Policies designed solely for a gender lens may inadvertendly overlook specific challenges faced by women from different background.Intersectional analysis lead to policies that conside the overlapping factors that impact wome'slife.

Recognizes Overlapping Identities:Kimberle highlights the reality that individuals possess overlapping identities race ,class,gender etc.In the context of women's empowerment,this recognition is vital as it unveils how these intersecting identities create unique forms of discrimination and privilege that cannot be understood by examining each identity in isolation.

Advocate For Justice for All Women:Kimberle need justice and empowermenr for all women regardles of their ovelapping identities.it calls for comprehensive approach that acknowledges the different layers of oppression and seeks to uplift all women in their diverse contexts.

Evolving Concept:Intersectionality is not a fixed concept but an involving framework that adapts to changing understandings of identity and social dynamics.It encourages ongoing analysis and reevaluation.

Inclusive Feminist Movements:Movements began to address not only gender-based discrimination but also intersecting forms of oppression that affect marginalized women.This shift led to a more understanding of how different identities intersect to shape women's empowerment experiences.

Empirical Studies on Intersectionality and Women's Empowerment

There are several studies that explore the intersection of identity factors and their impact on women's empowerment.These studies provide insights into how different identities intersect and shape women's experiences of empowerment;

Kimberle Crenshaw(1989) coined the term "intersectionality" and introduced in her paper "Demarginalizing the Intersection of Race and Sex".**Gloria Anzaldua(1980)** studied the experiences of individuals navigating multiple cultures and identities at the intersections . **Patricia Hill Collins(1990)** Intoduced the concept of the matrix of domination emphasizing the interconnected nature of multiple systems of oppression and their impact on individuals experiences.**Audre Lorde (2000)**In his studies there is a identity,power and activism continued to influence intersectional analysis particularl in self care ,creativity,and

resistance.**Blau** &**Kahn**(2017): This study analyze how gender and ethnicity intersect to affect wage disparities .it examines how the gender wage gap differs for women from various racial and ethnic backgrounds,highlighting how multiple identities contribute to wage inequality.**Dominguez** et al.,(2018):This study explores the intersection of ra e and socio-economic status in maternal mortality rates in US .Itexamines how women from different racial econmic backgrounds experience varying levels of risk during pregnancy and childbirth

Historical Context of Women's Empowerment and Intersectionality

In historical context of women's empowerment and intersectionality reflects the ongoing evolution of feminist thought and activism.modern women empowerment movements build upon the foundations laid by earlier generations.The mid -20th century saw thw emergence of second-wave feminism,focusing on issuins like reproductive rights,workplace equality and combating gender-based violence.This phase laid the ground work for subsequent waves which expands the intersectional concerns.Intersectionality challenged traditioanl feminist movements to become more inclusive and responsive to diverse realities.Modern technology has facilitated global feminist movements that emphasize unity among women from diverse backgrounds.social media and online platforms allow activists to share stories ,strategies and intersectional analysis the resonate internationally.

Early feminist movemnts predominantly focused on gender-based inequalities ,while these movemnts were instrumental in challenging traditional gender roles and advocating for women's right ,they often disregarded the diverse experiences of women from different background.

Intersectionality and activism

Intersectionality encourages contemporary feminist and empowerment movements to adopt an inclusive approach that recognizes that diverse experiences of individuals with intersecting identities.It ensures that the voices and struggles of marginalized groups are central movement.Intersectional frameworks lead to transformative activism that seeks to dismantle systamatic inequalities at their root .Movements go beyond addressing surface level issues to addressing the complex interaction of power and identity.Intersectionality influences policy advocacy by highlighting the need for policies that unique challenges faced by individuals.Movements advocate for laws and policies that are sensitive to these complexities.

Challenges and Critiques of intersectionality

Critics argue that intersectionality can be complex and challenging to understand potentiallly deterring broader engagement.They worried that intersectionality can essentialize identities,assuming that certain experiences are universally shared within specific identity groups.This simplification can undetermine the individuality of experiences.Some argue that an excessive focus onintersectional difference can fragment movemnts and detract from shared goals.criticques note that theresn't a standardized methodolgy for applying intersectionality across different disciplines making it challenging to operationalize in research and policy.concerns have been raised that an overemphasis on intersectionality might over shadow universal goals and values leading to

divisions within movements striving social change.Creating a perception of elitism and excluding individuals who are not familiar with these terms.critics point out that applying intersectionality in practic,whether in policies or activism can be complex and challenging.Balancing the unique needs of different groups can lead to difficulties in developing effective strategies.

Intersectionality and Future Directions in Women's Empowerment

Intersectionality is the critical framework that recognizes how various aspects of identity such as race,gender,class and more intersect to shape individual's experiences and opportunities,they are not uniform but are influenced by the combination of their identities.This perspective help us understand how different women may face unique barriers and benefits.For instance ,a women from amarginalized radical background might face additional challenges that a women might not encounter.similarly,a women from a lower socio-economic background may experience different obstacles compared to a women from a higher socio-economic class,recognizing these intersection is essential for creating more inclusive and effective strategies for women's empowerment,ensuring that the efforts address the specific needs and contexts of diverse groups of women.

In the evolving landscape of women's empowerment ,intersectionality encourages shift away from a one –size –fits-all approach.Instaed ,it prompts us to consider the complex interplay of identities and experiences that shape women's lives.By these intersections ,policy makers,organizations and advocates can design initiatives that are more holistic,equitable and impactful.This approach contributes to a more comprehensive understanding of women's empowerment that takes intoaccount the diversity of experiences and challenges faced by the women around the world.There are several promising areas for future research and development of intersectional approaches.

Policy Making:Exploring how intersectionality can inform the design of policies and program is vital.This could involve examining how policies address the unique needs of specific intersectional groups or evaluating unintended consequences of policies that might disproportionately affect certain groups.

Economic Empowerment: Researching these factors the impact of economic opportunities of women is important.This could include studying the barriers faced by the women with multiple marginalized in accessing jobs,promotions equal pay and enterpreneurship.

Healthcare Disparities:Investigating how intersectionality influences across to healthcare ,medical treatment and health outcomes can shed light on disparities faced by different groups of women.This might involve understanding how race,gender and socio-economic status intersect to create inequalities in healthcare access and outcomes.

Representation and Leadership:Examining how intersectionality affects representation in various fields and leadership positions is crucial.Research could fcuos on barriers amd obstacles faced by women from diverse backgrounds.

Violence and Safety:Studying how different intersections imapct women's vulnerability to various forms of violence,abuse and descriminationis essential.This could involve understanding how identity factors intersect to create unique risks and challenges.

Education and Training: This could include investigating the experiences of women from different backgrounds in vaocationaltraining and skill development.

Cultural and Social Norms:This might involves studying how cultural stereotypes and biases affect women with multiple marginalized identities nd how social norms can be transformed into more inclusive.

Conclusions:

The significance of intersectionality in advancing women's empowerment is profound.It challenges traditional feminist approaches that identify the strategies that encompass diverse experiences.it pushes to examine critically examine power dynamics,privilege and work toward dismantling systamatic oppression..it enrichess our understanding informs policy and activism,and empowers us to create more just and equitable societies.In conclusion the concept of intersectionality has profoundly impacted the discourse on women's empowerment,reshaping how we perceive and address the gender –based inequalities .intersectionality recognizes that identity is multifaceted ,acknowledging that women's experiences are shaped by the various socio-economic,cultural,and identity factors.this understanding challenges traditiona, approaches that via gender as the sole determinent of oppression and empowerment.

Empowermrnt efforts informed by intersectionality have demonsrated the need of tailore strategies that account for the diverse experiences of different groups of women.Moeover ,intersectionality has prompted a shift from understanding of oppressionto a holistic perspective that recognizes the interconnected nature of inqualities.It has encouraged solidarity among diverse groups of women and inspired collaboration across various social justice movements,recognizing that shared struggles transcend singular identitie.As we more forward foraward,intersectionality will continue to shape women;s empowerment.Its significance lies capacity to foster a deeper understanding of lived experiences of all women ensuring that empowerment initiatives are inclusive ,comprehensive and transformative.By embracing intersectionality,we commit to dismantling systematic barriers uplifting marginalized voice and working collectively toward a world where every women's agency, dignity and rights are avalued and protected.

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Title: Gender Equality and Women Empowerment for Sustainable Community Development in Karnataka

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Title: **Gender Equality and Women Empowerment for Sustainable Community Development in Karnataka**

Abstract

This research paper investigates the pivotal role of gender equality and women empowerment in fostering sustainable community development in the Indian state of Karnataka. By analyzing the interplay between gender dynamics, empowerment initiatives, and their impact on community progress, the paper highlights the transformative potential of women's involvement in driving positive change. The study explores how gender equality and women empowerment contribute to economic growth, social equity, health improvement, leadership enhancement, and environmental sustainability. Through case studies and analysis of successful initiatives, the paper underscores the significance of empowering women for creating resilient and prosperous communities in Karnataka.

Keywords: Gender Equality, Women Empowerment, Sustainable Community Development, Karnataka, Economic Growth, Social Equity, Health Improvement, Leadership Enhancement, Environmental Sustainability, Case Studies, Initiatives.

Introduction:

Gender equality and women empowerment are fundamental pillars of sustainable community development, contributing to social progress, economic growth, and overall well-being. In the context of the Indian state of Karnataka, the pursuit of gender equality and women's empowerment has gained significant momentum as a catalyst for creating resilient and thriving communities. This paper delves into the intricate relationship between gender dynamics, empowerment initiatives, and their profound impact on sustainable development within Karnataka's diverse communities.

1. Context and Importance:

Karnataka, with its rich cultural heritage and dynamic economy, stands at a crossroads of traditional values and modern aspirations. Recognizing the critical role of women in shaping communities, policy makers, organizations, and communities themselves are increasingly embracing initiatives aimed at gender equality and women empowerment. The significance of these efforts lies not only in addressing historical gender disparities but also in leveraging women's untapped potential to drive holistic development.

2. **Gender Equality as a Catalyst:**

Economic Development: Equal participation of women in economic activities enhances overall household income and local economies.

Social Equity: Gender equality bridges social disparities and fosters inclusive community structures.

3. **Empowering Women for Change:**

Education and Skill Development: Equipping women with education and skills improves their participation in decision-making and community initiatives.

Entrepreneurship and Income Generation: Women-led businesses stimulate local economies, creating employment opportunities.

4. **Women's Health and Well-Being:**

Health Awareness: Empowered women advocate for health and sanitation, contributing to improved community health.

Maternal and Child Health: Active participation of women leads to better maternal and child healthcare outcomes.

5. **Leadership and Decision-Making:**

Local Governance: Women's representation in local governance enhances community planning and resource allocation.

Policy Advocacy: Empowered women advocate for policies that address community needs.

6. **Addressing Gender-Based Violence:**

Safe Communities: Empowerment programs create awareness on gender-based violence, making communities safer.

Support Systems: Women's empowerment enhances their ability to access support and resources in cases of violence.

7. **Women's Role in Environmental Sustainability:**

Natural Resource Management: Women play a critical role in sustainable agriculture, water management, and conservation.

Climate Resilience: Empowered women contribute to building climate-resilient communities.

8. **Challenges and Opportunities:**

Deep-Rooted Norms: Overcoming traditional gender norms that limit women's participation.

Access to Resources: Ensuring equal access to education, healthcare, and economic opportunities.

9. Case Studies of Successful Initiatives:

Self-Help Groups: Examining the impact of women-led self-help groups in Karnataka's community development.

Women's Cooperatives: Analyzing the success of women's cooperatives in promoting economic self-sufficiency.

Conclusion:

Gender equality and women empowerment stand as essential cornerstones for achieving sustainable and holistic community development in Karnataka. Through the lens of diverse dimensions such as economic growth, social equity, health improvement, leadership enhancement, and environmental sustainability, this research has illuminated the transformative power that empowered women hold within the context of community progress..

“RECENT TRENDS IN WOMEN EMPOWERNMENT IN INDIA”

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"...Empowerment of Women is essential as their value systems lead to the development of a good family, good society and ultimately a good nation." – Dr. APJ Abdul Kalam

Abstract:-

According to the saying of Dr. APJ Abdul Kalam's world does progress without the commission of women, the world empowerment is always associated with women because it's always presented as a weaker part of society. Behaviour on the commission of women living in the state, original (panchayat), and public situations. Still, women encounter isolation in the utmost sectors such as education, profitable openings, health and medical support, and political participation, which shows that there are significant gaps between strategy progress and real exercise at the community position. It also explores recent developments in the advancement of women. Through skills, training and microfinance, women can be financially stabilized so that they're no longer dependent on others in society. The Indian Constitution contains some provisions that specifically focus on the commissioning of women and prevent segregation from women in society. Composition 14 addresses equality before the law and also to make special provisions for women in Article 15 allows the state. Since the progress of humanity is insufficient without women, successive governments have introduced a number of programmes to promote women in male-dominated society.

Keywords:- Empowerment, laws, education, women's rights, Constitution of India.

Introduction

The term women commission is each about authority, or the power embarked on women participating indistinguishable rights. Women comprise around 50 of the country's population, and a bulk of them stays economically dependent on each other without employment. In the age of feminism, a small portion of women in India are freed and can employ their free will and are permitted to sculpt out their lives the way they want. But there's a considerable division of the women in this nation who bear auspicious support. In utmost Indian town lets and semi-urban metropolises, women are still denied abecedarian education and are now authorized to continue advanced education despite amassing the understanding needed. Women are known for delivering multiple places painlessly per day, and therefore, they're considered the backbone of every society. Living in manly- dominating societies, women play a wide range of places, similar as minding matters, loving daughters, and able associates. The stylish part is that they fit the bill impeccably in every part. Nevertheless, they've also stood as a neglected bunch of society in different corridor of the world. In turn, it has redounded in women surviving the mass of unevenness, fiscal responsibility, oppression, and distinct social immoralities.

Women have been abiding under the impediment of servility for centuries now that impedes them from attaining professional as well as particular highs. Being an NGO for women commission in India, Hind rise Foundation has designed our dynamic and metamorphosis-acquainted programs in such a manner that the grooming of impoverished youthful girls will host the condition of the nation. The procedure of being empowered underprivileged people involves giving them entrance to vital possibilities, either unswervingly by the relegated individualities themselves or with the help of those who aren't marginalized but partake in their access. It also includes reluctant attempts to reject those chances. Stimulant of and training in tone- adequacy is another aspect of commission that aims to make members of the group less dependent on unborn aid or weak. Starting and carrying out this procedure successfully might be gruelling. Around the world, gender difference and demarcation

against women have also long been problems. Accordingly, women's pursuit of equivalency with men is a global miracle. People who are unfit to support themselves at least come reliant on welfare or charitable organizations. Due to their incapability to sustain themselves fully, they lose their tone of confidence. Due to the chances that are denied to them, they're also denied the sense of pride in their achievements that others who have access to similar openings can witness. This can also affect in issues with cerebral, social, and indeed internal health. Women used to be considered little more than domestic aides.(Panitapu)

Review of literature

1. A research article by (Meena & Sharma, 2020)on "Empowerment of women in India-Historical perspective" The position of women in society are frequently cited as the best indicators of a civilization's development as well as weaknesses. In the case of India, women have come a long way from being Rig Vedic sapient and intellectuals to becoming active participants in the military, the IT industry, politics, the business world, and other important fields while juggling their responsibilities as mothers, wives, and daughters. This Road to Modernization Has Not Been Straightforward. To become stronger and more independent, women in traditional male-dominated Indian society have had to struggle. Even with such developments Rape, workplace harassment and dowry death are negative developments are also too common. The majority of women continue to be illiterate and unaware of their rights. This paper emphasises the development, status, and women empowerment in India from a historical perspective against this backdrop.

2. A study by (Khanday, Shah, Mir, & Rasool, 2015) on "Empowerment of Women in India-Historical Perspective" explains in society's position and status of women are frequently cited as the greatest indicators of a civilization's advancement and flaws. In India, women have gone a long way from being Rig Vedic sages and academics to being in the military, the IT industry, politics, the business world, and other key fields while juggling their responsibilities as a daughter, wife, and mother. Transformationis not an easy task for women. To become stronger and more autonomous, women in traditional Indian civilization had to battle against the male-dominated culture. While all of these are excellent advances,

rape, job harassment, and dowry killings remain all too common. The majority of women continue to be illiterate and unaware of their rights. In light of this context, this study emphasises how women's position, growth, and empowerment have changed historically in India.

3. A study on “A Study on the Status of Women’s Empowerment in urban Bangalore, India” by (Menon , M, & Sharma, 2020)The goal of the current study is to assess the level of empowerment experienced by urban Bangalore women in key areas including economic opportunity, health and well-being, decision-making, and autonomy in all spheres. The examination of a sample population of women in Bangalore City, India's urban regions was part of the research technique. Using a standardised questionnaire that was given randomly to the female population of urban Bangalore, many markers of women's empowerment were examined. The primary focus was on metrics like women's decision-making authority in domestic matters, financial independence, freedom of movement, and access to education. According to data research, there are significant differences in women's freedom of movement and home decision-making according to their age, level of education, and occupation. Only a small percentage of women had the final say in how their money was spent. With maturity and knowledge came an improvement in financial control. The study also shows that access to work and educational opportunities are crucial for promoting women's empowerment, but the degree to which the objective is realised largely depends on public opinion on gender equality.

4. The research article on “Women Empowerment in India: A Critical Analysis” by (Singh & Singh, 2020)Women have been granted a secondary role in our historically patriarchal culture, and this is reflected in the social, political, and economic sectors. The empowerment of women has, however, always been a top priority and has received the highest attention from all parties involved. The essay critically examines India's position in relation to other nations and assesses its readiness to meet UN Sustainable Development Goal No.The thesis in the study is developed using secondary sources, including a review of prior material that has been published in journals, books, reports from different NGOs, Government agencies, and international organisations, as well as websites. The many approaches and dimensions of women's empowerment in India are critically examined in this essay. The study addresses

constitutional protections, government goals and programmes, their execution, and measures of women's empowerment. However, when compared to other nations, the nation does poorly. Programmes must be re-evaluated and modified in order to meet SDG-5 by 2030.

5. A study by (Shettar, 2015)"A Study on Issues and Challenges of Women Empowerment in India" This essay aims to examine the state of women's empowerment in India and to highlight its problems and difficulties. One of the most pressing issues of the 21st century is now the empowerment of women. However, in actuality, women's emancipation remains a fantasy. We see in daily life how different societal ills target women as victims. Women's empowerment is a crucial tool for increasing women's access to resources and capacity to make wise life decisions. Women's empowerment is fundamentally the process of improving the position of historically underprivileged women in society on the economic, social, and political fronts. It entails protecting kids from all sorts of assault. The study only used secondary sources for its data. Despite several government initiatives, the survey shows that women in India still have a comparatively low level of influence and prestige compared to males. It has been shown that women continue to accept gender standards that are not equal in society. The study's conclusion is that women's empowerment is only made possible through access to education, employment, and social structure change.

6. A research article on "An overview of women empowerment in India: A brief discussion from past to the present" by (Kaviarasu & Xavier, 2016)Women's empowerment is a contentious issue. Women enjoyed equal status and authority to males throughout the early Stone Age period. However, throughout the post-Vedic and epic times, they began to have certain challenges. History demonstrates that women were frequently treated like slaves. The standing of women has been progressively shifting from the early 20th century (national movement), and the British people are to thank for this. Only after India gained its independence, and under the competent guidance of Dr. Ambedkhar, did the country's constitutional writers and national leaders begin to vehemently demand and reiterate the equality of women and men in society. It is astounding to see how many Indian women there are in respectable positions now across all professions. However, the numerous events and occurrences that have occurred in the nation over the last two squares make it very evident that women are harassed, mistreated, and tormented both in and outside of the home. It is

encouraging to know that some women have been able to realise their potential despite the pain and suffering. As a result, this article recommends that everyone exercise caution when taking actions to advance the status of women and respect their dignity ("Convention on the Elimination of All Forms of Discrimination Against Women, 3 September 1981, in accordance with article 27 (1) of the Universal Declaration of Human Rights, Articles 1, 2, 7, and 23").

7. A study by (Nayak & Mahanta, 2009) on "Women Empowerment in India" The current study makes an effort to evaluate the level of women's empowerment in India using a variety of measures based on secondary data. Despite several government initiatives, the survey shows that women in India still have a comparatively low level of influence and prestige compared tomales. There is a gender difference in who can access jobs and education. Women's freedom of movement and household decision-making authority vary greatly depending on their age, level of education, and occupation. It has been shown that women continue to accept gender standards that are not equal in society. More over half of the women think that hitting your wife is acceptable for one reason or another. Less women have the final choice in how their earnings are spent. Age, education, and place of residence all enhance the degree of control over monetary earnings. Media exposure for women is also lower than for men. Domestic abuse is more likely to affect rural women than metropolitan ones. Additionally, there is a large gender disparity in political engagement. The study's conclusion is that while employment and educational opportunities are simply enabling variables for empowerment, achieving the objective mostly rests on public attitudes toward gender equality.

8. A research article by (D. Srinivasa & Y S, 2015) on "Recent trends in women Empowerment: An Analysis" explains multidimensional aspects of women empowerment of women which includes social empowerment, political empowerment, ecnomic and legal empowerment. Developing a sense of knowledge, skill, and competence is a key component of empowerment. By include women and girls in social and economic decision-making processes at all levels and providing education, we can provide them the chance to develop their talents and resources. By using the enormous untapped and underutilised potential of

women, this facet of development promotes social inclusion among women and advances society as a whole

Methodology

The applicable or acceptable data is collected from secondary sources like colorful exploration papers, books, journals and internet sources.

Objectives of the Study

- To understand the factors affecting women in modern times.
- To study the special laws for women in Indian constitution.
- To study the recent developments in women.

Factors Affecting Women's Empowerment in India-

Given below are the factors affecting women's empowerment-

1. **Gender Discrimination must be Checked-** The problem of gender discrimination has affected the pace of women empowerment in India. Gender discrimination in all realms of action must be checked. Women must be furnished with a resort to take an active part in decision making at every level and direction procedures to attain the motive of empowering women. They need to get due admiration and prominence, which they rightfully earn on merit basis in society to accomplish their fate.

2. **Educational Factor-** Education is the most vibrant factor of advancement and growth. It is the only significant tool for anticipating women empowerment in India & human resource development.

- ✓ It gives light to the possibilities for access to employment and making a livelihood, which in twirl revivify economic empowerment to women.

- ✓ In order to join the community of developed countries, people should understand the value and importance of women's education and, thereby, put combined efforts to make India on the progressive track.
- ✓ Education makes the individual conscientious, enabling them to comprehend, interpret, criticize, and eventually transform their atmosphere.
- ✓ It results in the accession of abundances of skills that heighten a person's enthusiasm and her proficiency to shape life in a better form.
- ✓ Education is the initial line of defense for women who withstand life-imperiling circumstances that traditional lifestyle perpetuates.
- ✓ It motivates a sense of supervision over personal fortune. In addition to this, it unlocks the door to preferences that are not confined by tradition.
- ✓ The women's status strides beyond the restrictions of motherliness. Advancement of education of women and girls allots to the postponement of their marriage timing and the ensuing constriction in the volume of their families.
- ✓ Priority should be plopped on enrolment along with retention of the girl child in basic formal schooling and non-formal education via incentive methods like a supply of textbooks free of cost, midday meals, school bags, science kits, uniform, scholarship, residential and hostel facilities as well as the expulsion of gender discrimination in the curriculum.
- ✓ Education will go an extended way in making women familiar with their legal and personal rights and make them battle for their privileges, which will direct to protecting their rights mentioned in the Constitution.

3. **Mass Media is Bringing the Transformation-** The mass media is responsible for playing a significant function to project and propagate associated issues, most specifically about women empowerment in India. The numerous programmes pertaining to women's prestige revealed the mass media enable her husband to behave toward her wife with loads of honour and respect. He can remake his attitude and assist her in the domestic domain to reduce stress and anxiety. The mass media performs a crucial role in repairing the attitude and way of conversation of husband and other family members towards women.
4. **Steps Regarding Implementation of Women Development Programme along with Numerous Acts-**

Training programme based on action at the village or in rural parts of India along with vocational programmes and the growth-oriented entrepreneurship development programmes must be organized to make women self-reliant after becoming self-employed by enhancing their efficiency and capacities in making prompt decisions. It's extremely important to check cases related to female feticide & infanticide by prohibiting the sex determination of child that is yet to take birth via the Regulation & Prevention of Misuse Act 1994 as well as PNT ACT (Pre-natal Diagnostic Techniques Act) other rulings correlating to marriage, succession, divorce, adoption, dowry and moral safety or protection against sexual harassment needs to be implemented for serving the goal of women empowerment in India.

5. **Changes in Women's Attitude-** Women should empower themselves by becoming to be aware of their oppression, indicating initiative, and confiscating chances to bring a shift in their status. Empowerment must come from within the soul. Women need to empower themselves by bringing a major change in their attitude.

- Women must know that opportunities will not reach their laps.
- They would have to determine ways to create them.
- They should fight back to rebuild their prominent position in Indian communities and societies.
- They must flourish hard to carry out their rights and maintain justice & equality in society.
- They need to work vigorously for the entire elimination of poverty, dowry-ills, illiteracy, and productive implementation of all programmes and laws related to women.
- Women's empowerment is valuable for the development and advancement of the family, community as well as the nation.

Hence, it must be a leading concern of the Indian Government to bring women into the fore of the development strategy by empowering them via numerous development-oriented schemes.

6. **Organization for Awareness Programmes-** State and National level commissions for women, Non-Governmental Organisations, ICDS Programmes, must undertake e-awareness, the Taskforce for women & children Development DWACRA (Concerning Development of Women & Child in Rural Areas), women's rights, human rights, a campaign about legal rights, education about saving schemes,

population education, environmental education, rehabilitation programmes with all integrity and solemnity.

Special laws for the protection of women

- The Immoral Traffic (Prevention) Act, 1956
- The Dowry Prohibition Act, 1961 (28 of 1961) (Amended in 1986)
- The Commission of Sati (Prevention) Act, 1987 (3 of 1988)
- Protection of Women from Domestic Violence Act, 2005
- The Sexual Harassment of Women at Workplace (PREVENTION, PROHIBITION and REDRESSAL) Act, 2013
- The Criminal Law (Amendment) Act, 2013
- The Indecent Representation of Women (Prohibition) Act, 1986

Recent developments in women

Developments in the year 2023 for women empowerment are as follows:

In recent years, there have been many positive developments in India's efforts to empower women. The government has implemented several programs and policies aimed at improving women's health, education, and economic opportunities. There has been a significant increase in the number of women participating in the workforce, and women have achieved high positions in various fields, including politics, business, and entertainment.

RECENT WOMEN EMPOWERMENT SCHEMES	LAUNCH YEAR	PURPOSES
Protecting Women's Dignity: Swachh Bharat Mission (SBM)	October 02, 2014	SBM has brought about an irreversible improvement in the quality of life of women in the rural and urban areas, by promoting cleanliness, and hygiene, and eliminating open defecation.
Giving Wings to Girl Child:	January 22, 2015	To prevent abortion of girl child selective,

Beti Bachao Beti Padhao		protection of girl child, education of girl child.
Ensuring Smoke-Free Homes: Pradhan Mantri Ujjwala Yojana	May 2016	By empowering women, PMUY has been able to bridge gender inequality with respect to rights, access and economic empowerment
Door to Dignity: Pradhan Mantri Awas Yojana	November 20, 2016,	To facilitate the aspirations of women of owning a pucca house and strengthened their participation in the financial decision making of the household with basic amenities gives security, dignity, and economic power to the women and uplifts their social inclusion.
Drinking Water at the Doorstep: Jal Jeevan Mission	August 15, 2019	To facilitate the women in the planning, decision-making, implementation and monitoring of JJM, the mission is playing an important role in women's empowerment.
Empowering Women Entrepreneurs: Stand-Up India and PM MUDRA Yojana	November 25, 2022	To generate self-employment and getting more job opportunities
Supporting Motherhood: Pradhan Mantri Matru Vandana Yojana	November 21, 2022	To facilitate the scheme has increased awareness and promoted the importance of maternal and child health, thereby empowering women and improving their overall well-being.
Suvidha at ₹ 1: Pradhan Mantri Bhartiya Janaushadhi Pariyojana	February 18, 2023	Main aims to empowering women to manage their menstrual health by offering an affordable solution.
The Mahila Samman Saving Certificate	April 01 ,2023	It facilitate the one time scheme available for two years, from April 2023 to March 2025. It will offer a maximum deposit facility of upto Rs 2 lakh in the name of women or girls for two years at a fixed interest rate of 7.5 % p.a.

Conclusion

Women empowerment has multifaceted benefits on an individual, society and the nation as well. It plays an essential role in the social and economic development of the nation. It removes the obstructions to women's progress and frees their minds making them able to make decisions and progress. Many women were proven globally in many sectors like sports, politics, business, scientific achievements etc. Even though by having many empowerment schemes by state 30-40% of women are still in backward in social, economic, political aspects etc. Being educated many women are still believe in old practices as well as fail to raise voice against such practices. Our constitution and legal system have many provisions and special laws in order to prevent crimes against women as well as for the betterment and development of women to become independent to earn their livelihood. But the crime rate against women is increasing every day. So, it is necessary to identify the loopholes in system and made all schemes to reach every women of the country for their upliftment and change should always start from us. The dream of a developed nation could only be achieved if the women enjoy equal power and opportunities as that of the men in society.

Recommendation

1. Education should be provided every woman as one of the basic needs.

2. Awareness should be created regarding various fundamental rights, special laws and schemes.

3. Many more skill developments and funds for self-employment programs among women should be encouraged.

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Role of women entrepreneur in development of Indian economy

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Abstract

Women empowerment is still a critical issue. Even though women play a vital role in all the roles of the society her existence and contribution are something which is still debated and questioned by the society. In spite of her active participation her decision is not considered just because she is a woman. Empowering women and development of the economy are connected. Development of the economy can alone decrease the inequality between the women and men and women empowerment can lead to development of the economy. This paper throws light on the role of women in the development of the Indian economy.

Key words: Role of women, Indian economy, problem faced, facility provided, suggestion

INTRODUCTION

A wise man of great intellect once said, "The best measure of a nation's progress is the way it treats its women." For centuries, women have faced a lot of challenges and hurdles and that has given her a lot of patience, perseverance and has only helped them to become stronger. From the past few decades, women working as professionals have worked diligently, with their talent, dedication and enthusiasm and hard work and have set an example that women are capable of everything equal to men. They contribute massively towards India's economic growth and prosperity. At present, there are 432 million women of working-age in India, out of which 343 million are employed in the unorganized sector. Engaging women in economic development is called women empowerment. Her role is dependent on many factors like education, family status, environment etc. women as an entrepreneur play a vital role in the Indian economy and have a significant effect on it by employment generation, which accelerates development, and fostering prosperity. As per recent figures, women comprise 14 per cent of the total entrepreneurs in India, which works out to 8 million.

Even in rural India, women have been achieving milestones every day. In spite of social and family problems and restrictions, women have fought for their financial independence, started business on their own from scratch by facing all the challenges in setting up the business they have inspired many other women around them. In the panchayat system, 50% reservation is offered to women while many national programmers, such as 'National Rural Livelihood Mission', are providing leadership opportunities to them at the grassroots level. Government initiatives like the 'Swachh Bharat Mission' and 'Mahatma Gandhi National Rural Employment Guarantee Act' have provided women workforce with supervisory job opportunities. Not just by increasing the employment opportunities for women we can enhance women's economic empowerment, but then, we should aim at reducing the double shift burden that women face. There is a need for endorsement of the 3Rs approach, which involves Recognizing, Reducing and Redistributing the unpaid care work done by women in all areas of policy making. It is very much important to have women-centric and women-friendly policies in place with an aim to encourage and support women in all fields. There is also a requirement to ensure that significant interventions take place to provide easier access to banks and other financial institutions, tax incentives also should be

provided to encourage women to march towards independence and to contribute for economic development.

Objective of the study

1) To know about the role of women in economic development
2) To study about the problems faced by women entrepreneur
3) To know about the contribution of women as an entrepreneur

Review of literature

G palaniappan c. s Ramani Gopal A (19 MARCH 2012) it was analyzed by her that women have started breaking the barriers within the limits and have started setting up the business. This study was made to analyze the motivational factors and other factors that influence women entrepreneurs. It was concluded that lack of training and education facility is one of the factor that has to be given more importance

Dr.Sunil Deshpande& MS. Sunita Sethi (OCT-NOV-2009) In their research paper more focus was given on solutions to the problem faced by women entrepreneurs. And for the betterment of women entrepreneur's education facility should be provided. This study also focused on providing a view to women regarding the importance of her role in the society.it was concluded that women are facing finance and training problems.

Role of women entrepreneur

By running tiny businesses and small-scale business women have reached a large-scale industry. women have faced a lot of challenges and risks in running the business, though we speak about women empowerment it has been limited to be published in books and to be discussed as a topic. But when it comes to actual implementation of women empowerment practically we are still lacking. Many women are running small-scale businesses successfully which has encouraged many others. It should be examined how a woman in business and their knowledge can be made use of for significant growth.in the current scenario the mindset of people has changed and are ready to accept the fact that women entrepreneur is playing a vital role which in turn leads to wealth generation. Entrepreneurs are very important for the development of the economy. Their contribution acts as a wheel for the economic growth of our country. Women entrepreneurs also have an equal role as an entrepreneur; they have

contributed about 18% of our country's GDP. Presently India is the 3rd largest ecosystem in terms of Startups in the world. Out of this only 10% of them have been run by women founders. Women still need more support in terms of financially and mentally to make them feel strong and to move forward to take up the business. Fortunately, the last few years have seen a standard shift in the entire process of women becoming business leaders and starting up new companies. However, pandemic had a greater impact on the women entrepreneurs this widened the gender gap by 4.3%, which in turn resulted in dipping up the economic opportunities for women.it was indeed leading to a decline in the participation of workforce. This holds them from pursuing higher education and skill development for their entrepreneurial growth.

Problems of women entrepreneur

Entrepreneurship is a challenge and even more when it comes to a woman. Women entrepreneurs face a lot of problems that are unique to their gender compared to men in all the decisions she takes her capability is questioned much more than men. This paper discusses few of the common problems faced by women

1)Women friendly sector: With so many policies and measures made to encourage and promote gender equality, men still dominate India's entrepreneurial system. Recent report stated that the business run by women entrepreneurs mostly operates in low-revenue sectors, while men operate more profitable sectors like manufacturing, construction, and the like. The male-focused industries are one of the reasons for women to operate in sectors that are "women-friendly", such as education, apparel, and beauty care, among others. This limits their experience, opportunities, and capabilities to a greater extent.

2)Problem of Finance: for any idea to turn into a reality, finance is very much required, that is why finance is regarded as "life blood" for any type of business. However, women entrepreneurs always face the problem of finance in running the business. That is because funding women entrepreneurs is always an insecure thing for the bank or for any other financial institutions, as they don't have any property in their name for collateral purposes and also the bank considers females less creditworthy.

3)Tough Competition*:* Women entrepreneurs do not have much money for promoting and advertising their products for this reason they face a lot of competition from the industries which have the ability to pump a lot of money for advertising the product. Sometimes a lot of competition leads to liquidation of women enterprises.

4)Family Ties: our society is of the opinion that women's main duty is to look after the family and children and Man plays a major role. In the case of married women, she has to have a fine balance

between her family and business. Her full involvement in taking care of family and managing the things leaves no energy and time to concentrate more on business.

5)Male-Dominated Society: Male domination still exists in India to a greater extent. Though the Constitution of India speaks of equality between gender. But, in actual practice, women are treated as incapable and are treated accordingly. In husk, women are not treated equal to men in this male dominated society. This, in turn, serves as a challenge and a barrier to women entry into business.

6)Low Risk-taking ability: women in India are always protected by the family. They are less educated compared to other members in the family. They are always dependent on the family members for taking up any decision, all this reduces a woman's ability to take risks involved in running the business.

7)Limited mobility: women become handicapped, when it too comes to traveling to different places for business purposes. Embarrassing attitude of the government relating to labor office, sales tax officials, license etc. Makes life miserable for women. This makes women walk out of business.

Facilities provided to women entrepreneur by the government

1)Mudra Loan: Scheme initiated by the government for the promotion of women entrepreneurs and also to provide financial assistance to small and micro enterprises. This scheme focuses mainly on the empowering of women entrepreneurs for that purpose loans are available in easy terms. a loan up to 10 lakhs will be provided with no collateral and less rate of interest.

2)Stand up India scheme: This scheme is provided to encourage women entrepreneurs and in other communities. Banks should compulsorily provide loan to at least one SC, ST and one woman in all branches. Loan ranges from 10 lakhs to 1 crore.

3)Mahila Coir Yojana**:** This scheme provides the benefit of providing spinning equipment at reduced price and skill development training. women get 75% of price reduction.it provided margin money subsidy of 25% of project cost.

4) **Economic Empowerment of Women Enterprises and Start-up by Women:** This scheme provides incubation center and acceleration programmers to encourage female entrepreneurs to set up a business. This scheme helps the women to come up with creative business.

5) **Dena shakti scheme:** This scheme provides loans up to 20 lakhs to women entrepreneurs in agriculture and small-scale industries. This scheme also provides 0.25% concession in interest rate. along with this they can get a loan up to 50,000 under microcredit category

6)**Udyogini scheme:** This scheme provides loans to motivate women who come from financially weaker sections of the society, this motivates many women to start the business and to become the entrepreneur.

Suggestions to the government

With so much of challenges problems Women entrepreneur has still contributed to almost 18% of GDP .in order to encourage and motivate women entrepreneurs following are the suggestion to the government

1) Government should set up more training centers to women entrepreneurs
2) Loans should be provided at lesser rate of interest
3) More Tax benefits should be provided
4) Conference, FDP should be provided
5) Policies should be made exclusively for women.
6) Help desk and customer care should be setup for instant help of women entrepreneurs
7) Home based business also should be encouraged.
8) Loan procedure in the bank should be simplified.

Conclusion

Women entrepreneurs have proved the capabilities despite the problems and challenges they face. Many women have successfully balanced between family and work. Men cannot have a perfect balance between home and work, but still men are labeled as risk takers. Women are the building block of the nation. For the development of our economy, women are the most important economic agents as they act as a catalyst of development. Also, when the women are given a proper education and when they become independent, then there is no doubt about our country marching towards prosperity and progress and to be a developed country. Government should focus more on women empowerment and should provide more facilities so that many other women will take the entrepreneurial task. At present, many businesses are run by women entrepreneurs in various sectors. Logically, they need not go out in search of employment, whereas they can effectively commence and run the business by using the facility provided exclusively for women entrepreneurs and earn money while staying at home.

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WOMEN'S ECONOMIC EMPOWERMENT

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INTRODUCTION

Empowerment refers to the process of change that gives individuals greater freedom of choice and action. Economic stability broadens a person's options and choices in life. Economic empowerment strengthens women's positions and offers them the power to shape society alongside men, to influence growth at all levels of society, and to make decisions that benefit their families and their own well-being. Women's economic empowerment is dependent on available resources and whether they have the skills to use them; access to economic opportunities; and control over economic rewards that may be used to effect good change. Women's empowerment and economic prosperity are inextricably linked. Inequalities in society can be reduced through development, but gender inequalities can only be reduced by securing women's participation. Women's economic participation is essential for strengthening their rights, giving them control over their lives, and establishing a position for themselves in society.

DEFINITIONS

The Organization for Economic Co-operation and Development (OECD) defines "Economic empowerment as the capacity of women and men to participate in, contribute to and benefit from growth processes in ways that recognize the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth."

The United Nations has defined women's empowerment in terms of five components: "women's sense of self worth; their right to have and determine choices; their rights to have access to opportunities and resources; their right to have power to control their own lives both

inside and outside the home; and their ability to influence the direction of social changes to create a more just social and economic order, nationally and internationally".

Tornqvist and Schmitz have tried to define women's economic empowerment as a "process that increases women's real power over economic decisions that influence their lives and priorities in society". Women's economic empowerment can be achieved through equal access to control over critical economic resources and opportunities and the elimination of structural gender inequalities in the labor market, including a better share of unpaid care work.

Brody et al. defined four types of empowerment that encompass women's empowerment. They are

Economic empowerment means the ability of women to access, own, and control resources.

Political empowerment means the ability to participate in decision-making focused on access to resources, rights, and entitlements within communities. It includes legal rights as well as outcomes such as political participation.

Social empowerment means the ability to exert control over noneconomic decision-making within the household.

Psychological empowerment means the ability to make choices and act on them.

NEED FOR WOMEN'S ECONOMIC EMPOWERMENT

Economic empowerment for women is both the ethical and smart thing to do. Women do the majority of unpaid domestic and care duties. They also work for income or profit in a variety of forms and circumstances, both formal and informal, as waged or salaried workers, employers, own-account workers, and contributing family workers. Gender inequalities in unpaid work and all types of paid work are considerable and persistent, reflecting limits on women's economic prospects and outcomes. Even when women are compensated, they tend to work in jobs that represent gender stereotypes, with low pay, poor working conditions, and few possibilities for growth.

BENEFITS OF ECONOMIC EMPOWERMENT

Women Economic Empowerment brings various benefits to individual woman, society and to the country. They are

Gender Equality

Women are frequently subjected to discrimination and persistent gender inequities, with some women facing different kinds of discrimination and exclusion due to characteristics such as ethnic background or caste. Women's economic engagement strengthens their rights and empowers them to have control over their life and have influence in society, resulting in more just and equal societies.

Employee participation

Education, up skilling and re-skilling over the life course especially to keep pace with rapid technological and digital transformations affecting jobs are improving women's health and wellbeing, as well as their income-generation opportunities and participation in the formal labour market.

Employment opportunities

Companies gain tremendously from boosting female employment and leadership opportunities, which has been proved to increase organizational performance and growth. Companies with three or more women in top management positions are expected to outperform in all categories of organizational performance.

Economic Growth

Women's economic empowerment improves their access to economic resources and opportunities such as jobs, financial services, property and other productive assets, skill development, and market intelligence. Women's economic empowerment promotes productivity, diversification, and income equality, among other good development consequences. Increasing women's economic participation is part of the solution to the financial and economic crises, and it is vital for economic resilience and prosperity.

Reduction of gender-based violence

Women's improved economic circumstances provide opportunity to break the economic dependency on a partner, which is frequently at the foundation of domestic violence. Economic empowerment comprises broadening women's options as well as boosting women's decision-making authority and influence in families.

CONSTRAINTS OF WOMEN'S ECONOMIC EMPOWERMENT

Most women perform unpaid household and care work. Many women are in part-time paid work and in jobs, sectors and occupations reflecting gender stereo- types and characterized by relatively low earnings, poor working conditions and limited career advancement opportunities. In many jobs and sectors, women have restricted scope for collective voice and action. The gender differences both in unpaid work and in all types of paid work are large and persistent, reflecting constraints on women's economic opportunities.

Gender gap

Gender gaps in pay also reflect patterns of employment by occupation and sector, related in part to gender differences in educational choices. While gender gaps in primary and secondary education are closing, even women who finish tertiary school with degrees associated with male-dominated professions are less likely to follow this career track than men with comparable degrees.

Informal and unpaid work

Gender inequality intersects with other disparities such as poverty, location, ethnicity, and so on in affecting women's economic chances in informal work. Women's work is classified as informal, and they are assigned unpaid household chores rather than paid jobs.

Differentiation and discrimination in pay and prospects of women

Men and women typically work in various occupations and positions within the same occupational category, with women typically holding positions of lesser status and pay.

Formal enterprise ownership

For businesses and economies, innovation and technology offer significant opportunities. However, women may face particularly high barriers due to a lack of resources to launch and expand an organization focused on innovation or technology. Women's capacity to launch high growth, innovation-driven firms is significantly constrained by a lack of funding.

DRIVERS OF WOMEN'S ECONOMIC EMPOWERMNET

Economic empowerment of women is one of the possible actions to accelerate progress towards achieving women empowerment and gender equality. It is important to create economic opportunities for women for which various factors or drivers contributing women economic empowerment. They are as follows:

- Combating discriminatory practices and establishing positive role models
- Providing legal protection and amending discriminatory laws and regulations
- Recognize, reduce, and redistribute unpaid labour and care
- Creating physical, financial and digital assets
- Changing corporate culture and procedures
- Enhancing public sector employment and procurement procedures
- Increasing awareness, public opinion, and representation

KEY AREAS FOR WOMEN'S ECONOMIC EMPOWERMENT

Economic empowerment for women is a cross-cutting issue; effective execution of the aid effectiveness agenda necessitates a combination of initiatives aimed directly at enhancing women's access to and control over economic resources.

Women Entrepreneurship

Female entrepreneurs play an important part in any country's economy. They encounter numerous challenges that limit their opportunities and potential as entrepreneurs and businesswomen. They also confront administrative impediments and a lack of knowledge, which impede business development and prevent them from transitioning from informal to formal

economies. As a result, removing barriers to female entrepreneurship and promoting equitable financial services and trade policies are necessary.

Positive Work force

The job market for women frequently presents challenges for both re-entering the workforce following maternity leave and maintaining employment. Policies that support women's skill development, ensure equal pay for equal labour, and provide benefits like paid time off, health insurance, and pensions are required. Public employment services including placement, counselling, assistance with job-seeking or training, employment incentives, direct job creation, and start-up incentives serve as essential tools for encouraging both men and women to pursue careers in non-traditional fields.

Women Education

Higher degrees of education boost women's prospects of formal employment and earnings. Another way to economic empowerment is to encourage women to learn skills in rapidly increasing fields such as ICT, where job prospects and pay levels are relatively high.

Social Protection

Social protection ought to enforce women's economic rights in circumstances where women are vulnerable for a variety of reasons. Social security programmes should take into account the unique circumstances of women and provide them with targeted economic assistance to help them achieve economic independence.

Women Empowerment: Winds of Change

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Abstract

Women have strong minds in making decisions of their own. But as a non-professional, they have to consider the voice of their counterparts in embraced situations both inside and outside of the home. Women's education can alone raise their hopes in improving their standard of life in any situation. Educated women acquire knowledge of their rights in the family as well as in society. The empowered women can protect themselves and the family as a whole. Working women face many hurdles in their offices, institutions and other places like trading sectors. Many private institutions trading centres and industries show the disparity in fixing scale of pay to women compared to working men. The salary of women is less to them. Physical harassment and abuse of working women are the next hurdle which prevented in many workplaces. Women empowerment is the need of the hour to have real achievement in all spheres of life. This could be possible if only the women whether educated or not should be regarded alike. This women's empowerment will lead entire humanity to a new era and we hope this happens soon.

Introduction:

Women play different roles in day-to-day life. Their presence in a family comprises important roles such as a wife to a man, daughter to a parent, sister to a brother, and mother to her children.

Women as the main life partner of their husband have a key role in managing a family both inside and outside of their house.

It is very much needed that women should be empowered to carry out their duties and responsibilities without any hindrance. Let us see how far women's empowerment can improve their lives and impact society in the following chapters.

Women and family rights:

Women have strong minds in making decisions of their own. But as a non-professional, they have to consider the voice of their counterparts in embraced situations both inside and outside of the home.

But many family members will agree and adjust to the words of working women. Women, whether they live in villages or towns need socio-economic freedom by which they can lead their lives on their legs independently with grace and regard.

Women's education can alone raise their hopes in improving their standard of life in any situation. Educated women acquire knowledge of their rights in the family as well as in society. The empowered women can protect themselves and the family as a whole.

Educated women have a pivotal role in their children's education. We could see the bright side of women taking responsibility for making their children bright in their curriculum.

But there is a long way to achieve women's empowerment in socially backward communities. Because they lack better education with reference to women in particular. Still, even the women in socially forward communities are denied to take decisions on properties they belong.

Women in socio-economic spheres

There is very less women empowerment in social activities. Hence women's empowerment can be achieved through the following socio-economic spheres.

1. Encouraging both educated and uneducated women to participate in profession-oriented fields. Steps are to be taken to develop them as self-entrepreneurs.
2. More arts and crafts training centres are to be opened for women to improve their creative skills and become self-reliant.
3. Separate women's wings may be opened in essential departments and the appropriate women with specific skills to manage them.
4. Suitable women should be encouraged to join and inculcate politics for their better participation in national politics.
5. Women are the best teachers in all curriculum. Hence opportunity should be raised in the case of women teachers for appointment in all educated institutions.
6. Above all their freedom and safety should be ensured in their working places they all should be treated with dignity and regard.
7. Finally, more should be an important policy to train in leadership and post more women as leaders in the institutions wherever possible.

Challenges against working women in public

Working women face many hurdles in their offices, institutions and other places like trading sectors.

Many private institutions trading centres and industries show the disparity in fixing scale of pay to women compared to working men. The salary of women is less to them.

Physical harassment and abuse of working women are the next hurdle which prevented in many workplaces.

Some companies allot night shifts to the women workers without considering their ability and convenience. Working women feel night shifts as the most inconvenient with reference to their personal safety and their family as well.

Again health of working women is spoiled by allotting overtime work in the working places. This will also be reflected in caring for their children in their houses.

Above all overtime work and night shifts in the office will lead to misunderstandings between husband and wife and finally to divorce in the family.

Remedies to the challenges to working women

Nowadays we can see working women form associations through which they promote awakening among their own employees against illegal activities.

The firms or institutions also have employee redressal committees. The affected women employees can approach this committee and solve their problems.

If the company or institution is adamant about solving the working women's complaint, they can approach the labour court for justice. The government also implemented many constitutional and legal rights for the affected women to lead a peaceful and meaningful life.

The following Acts (constitutions) are being implemented by the government to save various injustices and discrimination against working and non-working women.

1. Equal Remuneration Act – 1976 to implement equal wages for equal work among men and women.
2. Maternity Benefit Act 1961
3. Sexual Harassment of women at workplace (Prevention, Protection) Act – 2013.
4. Dowry Prohibition Act 1961 – To save women from harassment of claiming dowry and related offences.
5. Commission of Sati (Prevention) Act 1987.
6. Pre-Conception and Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act 1994.

Conclusion

Women empowerment is the need of the hour to have real achievement in all spheres of life. This could be possible if only the women whether educated or not should be regarded alike. This women's empowerment will lead entire humanity to a new era and we hope this happen soon.

WOMEN EMPOWERMENT DIGITAL INDIA

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Abstract

The present paper is an attempt to analyze the status of Women empowerment in India using various indicators based on data 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. Gender gap exists regarding access to education and employment. Household decision making power and freedom of movement of women vary considerably with their age, education and employment status. It is found that acceptance of unequal gender norms by women are still prevailing in the society.

Keywords: Women Empowerment, Goals, Attitude and Gender equality.

Introduction

Women empowerment refers to providing the women economical, Social and educational rights, without any kinds of discrimination based on gender, class, religion or social status. It is an essential prerequisite for the development and progress of a nation. Women empowerment is a term used to indicate steps taken for improving the status of women in society. It refers to their social, political, educational and other forms of improvement. It is very essential for women to be provided equal and opportunities as that of men.

The History of Women Empowerment

The history of women empowerment does not start from an exact date, It is a cumulative process. However, there are certain movements, protests, revolutions that furthered the cause of women empowerment much more speedily.

In the ancient days and even in the recent past, women, in hundreds of countries, were not allowed to vote. As time passed, more and more women came together and made their voices heard. Gaining voting rights significantly lifted the position of women in society. Many suffrage movements campaigned daily in support of women's voting rights. In the US, individuals like Elizabeth Stanton and organisations like National American Woman Suffrage Association, National Woman's Party played a key role in securing the voting rights for women. In the UK, the Women's Social and Political Union aggressively campaigned for women's suffrage. It is a shame for society at large when we consider that many countries granted women the right to vote after a very long time. Kuwait, Qatar, Zaire, Bahrain, Andorra, Central African Republic etc granted women the right to vote after the second half of the 20th century.

No woman can be empowered if she is not financially independent. Gone are the days when women had to depend on their fathers or husbands to get things that they wanted. From the 20th century onwards women got more opportunities to join the workforce. However, at the same time, many women in England were forced to work both in the workplace and in the household to support the family. After the Second World War women, on their own, chose to join the workforce. Today more and more jobs are opening up for women. Women are proving to be worthy of the designations assigned to them.

In the household, too, women have gained significant decision-making powers. The decision to have a baby or not is now decided by both men and women. The use of

contraceptive pills empowered women further. Women can now enjoy unhindered work life and education.

Women empowerment cannot be successful if the women in the lower rung of the society are not empowered. After the onset of the 21st century, women belonging to the grassroots level have found many vocational works, labours that were only reserved for men. Today there are many female masons, bus drivers, petrol pump attendants, farmers etc. And all these women are doing their job extremely.

Benefits of Women Empowerment

There are several benefits of women empowerment including that on society and as well as on the country. Some of the benefits of women empowerment are listed as under:

- Women are able to live their life with dignity and Self- respect.
- The Self- confidence of women is increased and they make progress contributing to the growth of the nation.
- The Social Status of women is increased and they are better recognized and appreciated.
- They are able to make financial decisions on their own and become financially independent.
- Women empowerment paves the way for an equal society where no gender discrimination exists.
- Women empowerment brings better health facilities for the women which in turns improve the Overall health status of the country.
- An earning woman adds to the family's income and hence elevates its living Standard and Social Status.

- A well-educated woman ensures that her children are educated as well, making way to a prosperous nation.
- Women empowerment will help achieve the Sustainable Development Goals (SDG 2030) as envisioned by the United Nations.

Education and Women Empowerment

The role of education is very essential when it comes to women empowerment. It is only through education that women gain access to better Opportunities and income. Without education, they are forced to take up low paying jobs and always remain dependent on the men for their needs.

Education is the only tool to make women financially independent and able to make financial decisions of their own. An educated woman is able to pursue her own dream and decide about her life and career.

The Needs for Women Empowerment

Since centuries women around the world are subjected to various kinds of discrimination and atrocities at the hands of the men. They are more Susceptible to domestic violence and considered inferior to the men.

Girls in rural areas are not sent to the school as spending on the education of a girl is considered a failed investment and not necessary. On the other hand, boys are provided complete primary and elementary education and are seen as the backbone of the family and society.

Economic Empowerment of Women

Economic empowerment of women refers to making the women economically independent by developing their skills and making them employable. Policymakers work

together with NGOs and other relevant Organizations to arrange programs for women education and skill improvement, so that they can either gainfully employed or do a business of their own.

The financial Independent of women is the first step towards improving their Social Status and Self- esteem. Unless women become Independent in fending for themselves and their families, all talks of women empowerment are Useless.

Political Empowerment of Women

Political empowerment refers to the involvement of women in parliamentary positions and policymaking as per 2017 estimates, Women Constitute around 23.6% of parliamentary positions, globally.

Some methods of political empowerment of women are providing them the right to vote and allowing them to run high offices. Making reservations for the women in parliaments and Other Constitutional positions will help increase their stake in the political and administrative sphere.

Conclusion

The economical and political empowerment of women is very essential for Improving their social status and making them independent. Policy initiatives in this regard must be taken on a war footing. The dream of a developed nation could only be achieved if the women enjoy equal power and Opportunities as that of the men in Society.

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EMPOWERMENT OF WOMEN IN INDIA: THE ROLE OF EDUCATION IN SHAPING THEIR BRIGHT FUTURE

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ABSTRACT

"EMPOWERING WOMEN IS KEY TO BUILDING A FUTURE WE WANT"

AMARTYA SEN

Women play a dynamic role in society and are considered to be the backbone of the Nation which is required for the growth and development of communities. Gone are the days when women were restricted to four walls of the house, excluded from the workplace, social spaces, and business networks due to male domination in society. In recent times women are progressing in every sphere of life socially and economically playing a key role as working women, efficient home maker, proud mother and daughter. One such progress of women is seen in education which is the right of every individual. As rightly quoted by Nelson Mandela , "Education is the most powerful weapon which you can use to change the world" signifies the importance of education which can bring a lot of change in an individual and contribute to the development of the society. Education is the most powerful tool to empower women which provide opportunities in the workplace enhancing their income and reducing isolation at home. The chapter focusses on the need for women empowerment,role of education in women empowerment,factors affecting women empowerment and schemes for women empowerment. Women education is required for country's development and has a positive impact on society with her capabilities to handle home and professional life effectively.

Keywords*:Backbone, Development,Imapct,Progress and Society*

INTRODUCTION

The process of giving women more autonomy and the capacity to make their own decisions is known as women empowerment. This can involve giving women the freedom to fully participate in politics and the economy as well as the freedom to decide for themselves what is best for their own health and well-being which result in a variety of favourable results, including higher economic growth and development, enhanced health and well-being and more gender equality. Women play multiple roles and are considered to be the back bone of the society.

NEED FOR WOMEN EMPOWERMENT

Women empowerment is essential for achieving gender equality, as social norms, cultural practices, and discriminatory attitudes limit women's opportunities. Women have equal opportunities for education, work, and entrepreneurship, and they contribute significantly to economic growth, poverty reduction, and overall development. Education and Knowledge Educated women are more empowered, competent, and confident, which allows them to challenge gender norms and take part in socio-economic and political life. Violence and discrimination Domestic violence, sexual harassment, and human trafficking are some of the violent crimes that women still face. Women's empowerment through education, awareness, and legal protection helps to challenge these harmful practices, create safer settings, and promote a culture of respect and equality.

Women's voices and views are essential for the development of policies, strategies, and decision-making processes. Gender parity in leadership roles in both the private and public sectors is essential for the promotion of inclusive governance and the fulfillment of society's demands and objectives. Women's empowerment ensures that women have an equal say in decisions that affect their communities and ways of life. Social and cultural change Women's empowerment is essential to challenge social and cultural conventions that promote gender inequity. By empowering women we eliminate prejudice, remove barriers, and promote a culture that honors and respects women's contributions outside of the traditional gender roles. This leads to cultural change and the development of a more inclusive and diverse society that benefits everyone.

ROLE OF EDUCATION IN WOMEN EMPOWERMENT

Education is a vital tool for empowering women which plays a significant role in social and cultural development of the economy. It brings about change in attitude,helps to respond to challenges and builds confidence which bring about changes in their lives. Every woman has her own aspirations and it is through education that which develops interest, ability and potential for woman to choose her field of work.An educated women is a guiding light for the children, family members, Society and nation as she knows how to have a happy family and balanced and healthy relations with others.

Role of Education is explained below:

1. **Education Liberates**: It opens mind to places, people and possibilities about nature, people, nations and the world works. Therefore, an educated woman is a liberated woman.
2. **Education offers Independence**: It helps women to make their own decisionsregarding lifestyle, career and food. Education is the key to understanding the difference between right and wrong, standing up against oppression and gender discrimination and making correct choices in life.
3. **Eradicating Social Evils**: An intellectual and enlightened woman will actively participate in the fight against dowry, sexual harassment, objectification, misogyny and patriarchy.
4. **Financial Independence**:. There is no profession left which can be said is the sole domain of man. The 21st century's liberated and emancipated woman is breaking the glass ceiling and finding her own place in society. The educated woman is no longer dependent on a man to provide her shelter and food. As she is very much capable of earning her own keep, buying her own house and feeding herself.

FACTORS AFFECTING WOMEN EMPOWERMENT

1)Gender Discrimination

Women must be encouraged to take part in all the decisions at every level which will help them earn a better name in the society.

2)Educational Factor

Education helps in women growth, development and help them earn their livelihood. Education enhances their skills, heighten a person's enthusiasm and shape life of a women in a better manner.

3)Women Attitude

Women can be empowered by changing their attitude and be aware of oppression, indicating initiative confiscating chances to bring a shift in status.

4) Implementation of Women Development Programme

Training programmes. Vocational programmes and growth focussed entrepreneurship development programme must be organised for women to become independent by enhancing their skills and capabilities that help in taking effective decisions.

SCHEMES FOR WOMEN EMPOWERMENT

The Government plays a key role in educating women through various schemes such as :

1)Mahila Samakhya

This program, which was started in, acknowledges the importance of education in enabling women to achieve equality. More than 8,000 villages in 53 districts across the states of Gujarat, Karnataka, Kerala, Madhya Pradesh, province, Assam, and Bihar are currently participating in the scheme.

2)Sarva Shiksha Abhiyan

It focuses on mobilizing the institutional, financial, and human resources needed to achieve the goal of universalizing pedagogy.

3)Non-Formal Education

There are approximately 2.92 lakh non-formal education centers serving 73 lakh children in 25 States and UTs, of which 1.15 lakh are specifically designed for women and receive central assistance up to 90%.

4) National Literacy Initiative

By the year 2005, it hopes to have 75 percent of the population at a threshold, sustainable level of functional literacy.

5) Navodaya Vidyalaya

Its three main goals are to provide high-quality modern education to kids in rural areas, ensure that every student masters the three-language formula, and act as focal points in each district for raising college education standards.

6) The Swadhar Greh Plan

For women who are the victims of challenging circumstances and require institutional support for rehabilitation so that they can live their lives with dignity, it is implemented as a centrally sponsored scheme.

7) Ujjawala Plan

Its objectives include stopping trafficking and rescuing, rehabilitating, reintegrating, and repatriating those who have been the victims of trafficking for purposes of commercial sexual exploitation.

8)Hostel for Working Women

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State	Average Literacy Rate	Male	Female
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Bihar	69.82	73.39	53.33
Chhattisgarh	71.04	81.45	60.59
Goa	87.4	92.81	81.84
Gujarat	79.31	87.23	70.73
Haryana	76.64	85.38	66.77
Himachal Pradesh	83.78	90.83	76.6
Jharkhand	66.4	78.45	56.21
Karnataka	75.6	82.85	68.13
Kerala	93.91	96.02	91.98
Madhya Pradesh	70.63	80.53	60.02
Maharashtra	82.91	89.82	75.48
Manipur	79.85	86.49	73.17
Meghalaya	75.48	77.17	73.78
Mizoram	91.58	93.72	89.4
Nagaland	80.11	83.29	76.69

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Tamil Nadu	80.33	86.81	73.86
Telangana	–	–	–
Tripura	87.75	92.18	83.15
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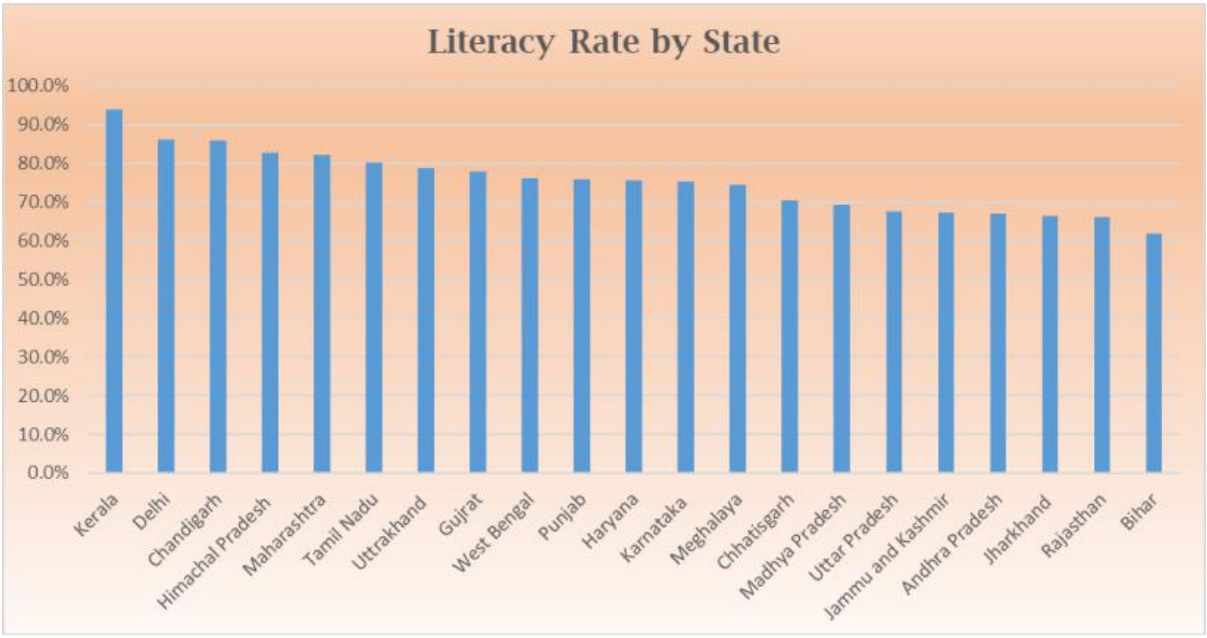
Source:www.google.com



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2)Poverty

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CONCLUSION

Women's empowerment can improve a variety of aspects of their lives including their access to better jobs, level of control over their own lives, their political participation and gender equality. Women can acquire better paying jobs by being given the freedom to participate fully in the economy which can help them and their families escape poverty. Women who are empowered have more influence over their lives and can make decisions that affect their own health, happiness, and future. This can boost their self-confidence and self-esteem and improve their mental and physical health.

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EMPOWERMENT OF WOMEN IN INDIA: THE ROLE OF EDUCATION IN SHAPING THEIR BRIGHT FUTURE

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ABSTRACT

"EMPOWERING WOMEN IS KEY TO BUILDING A FUTURE WE WANT"

AMARTYA SEN

Women play a dynamic role in society and are considered to be the backbone of the Nation which is required for the growth and development of communities. Gone are the days when women were restricted to four walls of the house, excluded from the workplace, social spaces, and business networks due to male domination in society. In recent times women are progressing in every sphere of life socially and economically playing a key role as working women, efficient home maker, proud mother and daughter. One such progress of women is seen in education which is the right of every individual. As rightly quoted by Nelson Mandela , "Education is the most powerful weapon which you can use to change the world" signifies the importance of education which can bring a lot of change in an individual and contribute to the development of the society. Education is the most powerful tool to empower women which provide opportunities in the workplace enhancing their income and reducing isolation at home. The chapter focusses on the need for women empowerment,role of education in women empowerment,factors affecting women empowerment and schemes for women empowerment. Women education is required for country's development and has a positive impact on society with her capabilities to handle home and professional life effectively.

Keywords*:Backbone, Development,Imapct,Progress and Society*

INTRODUCTION

The process of giving women more autonomy and the capacity to make their own decisions is known as women empowerment. This can involve giving women the freedom to fully participate in politics and the economy as well as the freedom to decide for themselves what is best for their own health and well-being which result in a variety of favourable results, including higher economic growth and development, enhanced health and well-being and more gender equality. Women play multiple roles and are considered to be the back bone of the society.

NEED FOR WOMEN EMPOWERMENT

Women empowerment is essential for achieving gender equality, as social norms, cultural practices, and discriminatory attitudes limit women's opportunities. Women have equal opportunities for education, work, and entrepreneurship, and they contribute significantly to economic growth, poverty reduction, and overall development. Education and Knowledge Educated women are more empowered, competent, and confident, which allows them to challenge gender norms and take part in socio-economic and political life. Violence and discrimination Domestic violence, sexual harassment, and human trafficking are some of the violent crimes that women still face. Women's empowerment through education, awareness, and legal protection helps to challenge these harmful practices, create safer settings, and promote a culture of respect and equality.

Women's voices and views are essential for the development of policies, strategies, and decision-making processes. Gender parity in leadership roles in both the private and public sectors is essential for the promotion of inclusive governance and the fulfillment of society's demands and objectives. Women's empowerment ensures that women have an equal say in decisions that affect their communities and ways of life. Social and cultural change Women's empowerment is essential to challenge social and cultural conventions that promote gender inequity. By empowering women we eliminate prejudice, remove barriers, and promote a culture that honors and respects women's contributions outside of the traditional gender roles. This leads to cultural change and the development of a more inclusive and diverse society that benefits everyone.

ROLE OF EDUCATION IN WOMEN EMPOWERMENT

Education is a vital tool for empowering women which plays a significant role in social and cultural development of the economy. It brings about change in attitude,helps to respond to challenges and builds confidence which bring about changes in their lives. Every woman has her own aspirations and it is through education that which develops interest, ability and potential for woman to choose her field of work.An educated women is a guiding light for the children, family members, Society and nation as she knows how to have a happy family and balanced and healthy relations with others.

Role of Education is explained below:

1. **Education Liberates**: It opens mind to places, people and possibilities about nature, people, nations and the world works. Therefore, an educated woman is a liberated woman.
2. **Education offers Independence**: It helps women to make their own decisionsregarding lifestyle, career and food. Education is the key to understanding the difference between right and wrong, standing up against oppression and gender discrimination and making correct choices in life.
3. **Eradicating Social Evils**: An intellectual and enlightened woman will actively participate in the fight against dowry, sexual harassment, objectification, misogyny and patriarchy.
4. **Financial Independence**:. There is no profession left which can be said is the sole domain of man. The 21st century's liberated and emancipated woman is breaking the glass ceiling and finding her own place in society. The educated woman is no longer dependent on a man to provide her shelter and food. As she is very much capable of earning her own keep, buying her own house and feeding herself.

FACTORS AFFECTING WOMEN EMPOWERMENT

1)Gender Discrimination

Women must be encouraged to take part in all the decisions at every level which will help them earn a better name in the society.

2)Educational Factor

Education helps in women growth, development and help them earn their livelihood. Education enhances their skills, heighten a person's enthusiasm and shape life of a women in a better manner.

3)Women Attitude

Women can be empowered by changing their attitude and be aware of oppression, indicating initiative confiscating chances to bring a shift in status.

4) Implementation of Women Development Programme

Training programmes. Vocational programmes and growth focussed entrepreneurship development programme must be organised for women to become independent by enhancing their skills and capabilities that help in taking effective decisions.

SCHEMES FOR WOMEN EMPOWERMENT

The Government plays a key role in educating women through various schemes such as :

1)Mahila Samakhya

This program, which was started in, acknowledges the importance of education in enabling women to achieve equality. More than 8,000 villages in 53 districts across the states of Gujarat, Karnataka, Kerala, Madhya Pradesh, province, Assam, and Bihar are currently participating in the scheme.

2)Sarva Shiksha Abhiyan

It focuses on mobilizing the institutional, financial, and human resources needed to achieve the goal of universalizing pedagogy.

3)Non-Formal Education

There are approximately 2.92 lakh non-formal education centers serving 73 lakh children in 25 States and UTs, of which 1.15 lakh are specifically designed for women and receive central assistance up to 90%.

4) National Literacy Initiative

By the year 2005, it hopes to have 75 percent of the population at a threshold, sustainable level of functional literacy.

5) Navodaya Vidyalaya

Its three main goals are to provide high-quality modern education to kids in rural areas, ensure that every student masters the three-language formula, and act as focal points in each district for raising college education standards.

6) The Swadhar Greh Plan

For women who are the victims of challenging circumstances and require institutional support for rehabilitation so that they can live their lives with dignity, it is implemented as a centrally sponsored scheme.

7) Ujjawala Plan

Its objectives include stopping trafficking and rescuing, rehabilitating, reintegrating, and repatriating those who have been the victims of trafficking for purposes of commercial sexual exploitation.

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A government initiative aims to provide working women with housing that is both safe and conveniently located, as well as daycare services for their kids, in urban, semi-urban, and even rural areas where there are employment opportunities for women. (BBBP).

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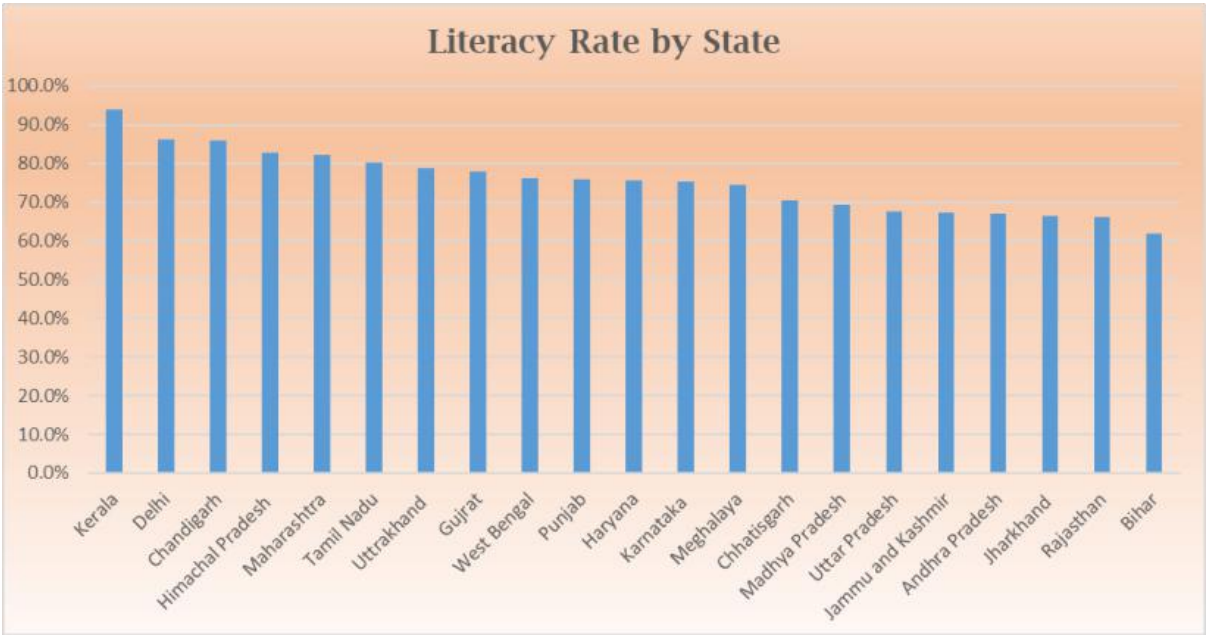

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Women Empowerment in Digital Era

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Abstract: The research article throws light on the contemporary issues with the women empowerment, which show cases the problem with women education and its development. With this research it enforces the necessity of women being educated and being independent with facing all the hurdles of life marching towards producing unique quality and characteristics in the male dominating society.

Key words: Women Empowerment

Introduction:

We all must have come across the term women empowerment which refers to actions performed to rise women's status in society and reduces all gender disparities in a wider sense, it related to women's economic and social empowerment by implementing various economic and social empowerment by implementing various policy measures ensuring every girl child attends school and making their education mandatory is a significant step forward empowering women.

An Educated women can meet both her demands and those of her family they are most well known and have a greater voice in the political and social system. The First step in empowering women is to make them financially independent and protest their rights and interest, giving women economics, social and educational rights without discrimination based on gender, class, religion or social standing which is called "Women Empowerment". It is a necessary condition for a nation to flourish and develop here are with this research article.

Regardless of how progressive almost ll nations have a history of mistreating women in other words, women have been rebellious throughout history to achieve their basic rights and stand where they do today. Third world countries like India still lacking in womens Empowerment while western nations continue to advance womens empowerment is more important than ever in India.

Importance of Women Empowerment:

Women's Empowerment is important for several reasons including Gender Equality, Economic growth, Social justice, Health and well being and sustainable development.

Gender Equality:

Women Empowerment is essential for achieving gender equality which is a fundamental human right. Gender equality means that women and men have equal right, opportunities and resources and can participate equally in all aspect of life.

Economic Growth:

Women's Empowerment is also important for economic growth and development when women have equal access to education, employment and other opportunities they are better able to contribute to the economy and society on the whole.

Women with Social Justice:

Women Empowerment is also essential for achieving social justice. Women and girls are often subject to discrimination violence and other forms of oppression simply because of their gender. Empowering women helps to create a more just and equitable society for everyone.

Women Health and Well-being:

Women Empowerment is also important for promoting health and well being when women have access to education and healthcare, they can better take care of themselves and their families.

Sustainable Empowerment:

Women Empowerment is critical for achieving sustainable development when women are empowered they are better able to contribute to efforts to address environmental challenges, reduces poverty and promote social justice. In short womens Empowerment is crucial for achieving a just, equitable and sustainable world.

Digital women Empowerment:

The convenience offered by mobile and digital technology has ensured that women can more readily balance their homes as well as their career all from the privacy of their home.

Digital fluencies has a major role to play in achieving gender equality enabling catalyzed communication and networking on a global scale.

Important points with Women Empowerment:

Awareness and Senstivity
Unlearn gender biasis
Diversity in work place
Supporting women run business
Communicate and educate

Since the beginning of civilization, there has been bulk evidence of women being considered inferior to men. Almost every country, no matter how progressive has a history of ill-treating women. This has eventually nudged women to retrospect their status in society and has even led women from all over the world to be rebellious to reach the status they have today. Since then, women have been vocal about gender equality and have continuously made efforts to empower themselves to achieve that equality. The empowerment and autonomy of women and the improvement of their political, social, economic, and health status is a highly important end in itself.

In addition, it is essential for the achievement of sustainable development. The full participation and partnership of both women and men is required in productive and reproductive life, including shared responsibilities for the care and nurturing of children and maintenance of the household. In all parts of the world, women are facing threats to their lives, health and well-being as a result of being overburdened with work and of their lack of power and influence.
In most regions of the world, women receive less formal education than men, and at the same

time, women's knowledge, abilities and coping mechanisms often go unrecognized. The power relations that impede women's attainment of healthy and fulfilling lives operate at many levels of society, from the most personal to the highly public.

Education is one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to participate fully in the development process. More than 40 years ago, the Universal Declaration of Human Rights asserted that "everyone has the right to education". But despite notable efforts by countries around the globe that have appreciably expanded access to basic education, there are approximately 960 million illiterate adults in the world, of who two-thirds are women. More than one-third of the world's adults, most of them women, have no access to printed knowledge, to new skills or to technologies that would improve the quality of their lives and help them shape and adapt to social and economic change.

Countries should act to establish mechanisms for women's equal participation and equitable representation at all levels of the political process and public life in each community and society and enabling women to articulate their concerns and needs. Government and organizations should try eliminating all practices that discriminate against women; assisting women to establish and realize their rights, including those that relate to reproductive and sexual health. Adopting appropriate measures to improve women's ability to earn income beyond traditional occupations, achieve economic self-reliance, and ensure women's equal access to the labor market and social security systems.

Also, violence and safety is a major threat to women in society. Domestic violence, rapes, etc are alarmingly increasing day by day. More so, because women are afraid to speak up. Similarly, the women who do the same work get paid less than their male counterparts. It is downright unfair and sexist to pay someone less for the same work because of their gender. Thus, we see how women's empowerment is the need of the hour. We need to empower these women to speak up for themselves and never be a victim of injustice.

There have been several organizations and institutions advocating for women, promoting legal and policy reforms and gender-sensitive data collection, and supporting projects that improve women's health and expand their choices in life. Even governments of various nations are tirelessly trying to promote education for womenfolk. These are clear indications that all the

forces that conform to a society have been collectively supporting empowering women. However, many adversities are blocking the ways to attain a complete gender unbiased society. Moreover, today there are different denotations of the term “Women Empowerment” which have led to different sects of belief. Empowerment holds different meanings to different psyches and this divergence, this comprehension of facts against fiction, this way of interpretation that people of various sects, associations and understanding is making the basic understanding of “women empowerment” more complex. However, it is important for every woman to remember that they must acquire empowerment themselves rather than have it given to them by an external party and women should believe in having the capability to make important decisions in their lives while also being able to act on them.

Empowerment and disempowerment are relative; therefore, empowerment is a process, not a product. There has been immense progress to uplift women financially, politically and socially, but it is still an open-ended process. In the light of many ongoing, a clear vision emerges, a vision of the empowerment of each deserving one. Even though a new age woman is far more empowered but her progress skids to a halt when cases of violence or any unprecedented regressive evil emerges. So, when one evaluates whether women empowerment is a myth or reality, it is not that easy as women empowerment at times seems to be an illusion that has been made into reality by some but remains uncharted territory to many. We, as a society, need to applaud every effort made so far to bring to parity the gender debate and need to understand why this battle is not overrated and is completely important to be justified. Empowering a woman today will lead to a progressive society for tomorrow and this silver lining should be our motivation in analyzing any gender equality discussion.

Factors Affecting Women’s Empowerment in India

Given below are the factors affecting women’s empowerment-

1. **Gender Discrimination must be Checked-** The problem of gender discrimination has affected the pace of women empowerment in India. Gender discrimination in all realms of action must be checked. Women must be furnished with a resort to take an active part in decision making at every level and direction procedures to attain the motive of empowering women. They need to get due admiration and prominence, which they rightfully earn on merit basis in society to accomplish their fate.

2. **Educational Factor-** Education is the most vibrant factor of advancement and growth. It is the only significant tool for anticipating women empowerment in India & human resource development. It gives light to the possibilities for access to employment and making a livelihood, which in twirl revivify economic empowerment to women. In order to join the community of developed countries, people should understand the value and importance of women's education and, thereby, put combined efforts to make India on the progressive track. Education makes the individual conscientious, enabling them to comprehend, interpret, criticize, and eventually transform their atmosphere. It results in the accession of abundances of skills that heighten a person's enthusiasm and her proficiency to shape life in a better form.

Our NGO for social welfare, Hindrise Foundation, is framing the strategies regarding the girl child education so that their remaining life from now onwards would be a steady ride. Being an NGO for women empowerment in India, Hindrise Foundation heightens the accessibility of healthful and uninfected food in the backward societies of rural areas, ensuring that girl children will get the nutrient-rich nutrition to live a healthy life.

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Women's Empowerment Needs in Digital Empowerment

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ABSTRACT

The rapid digitalization of the current environment is evidence of the development of information technology. The contribution that results from this shift affects all facets of society, not just one or two social strata. In terms of the IT industries, men and women both have equal benefits. It is also seen as a highly effective instrument for women to eliminate prejudice and promote equality in participation, which is essential for their social acceptance and the development of their own communities. The current situation places more emphasis on intellectual than physical resources, and digitalization has shown the world that information technology is non-discriminatory in this respect. Their existence is important for the government to ensure that women participate in important economic decisions because of their flexible schedules and ability to work from home using the internet. The rapid expansion of the IT industry has inspired women to not only take the lead but also to discover their latent skills. The IT industry has experienced tremendous expansion in recent years, creating a variety of new, demanding opportunities for women. The Pradhan Mantra Digital Saksharta Abhiyan and several other programmes will enable women to take the lead and enjoy productive lives that are respected. The primary goal of this essay is to investigate the many ways in which IT has helped women in terms of employment, the job landscape for women in IT, the various ways in which IT has helped women, and the situation of women in recently developing IT fields.

KEYWORDS

Women Empowerment, Gender Equality, Digital Technology, Women Enrichment.

INTRODUCTION

Giving someone the ability to make decisions based on their own intellectual competence is what is meant by the phrase empowerment. Giving women the tools they need to navigate the complex social, economic, and business environments is referred to as women empowerment. The role of women is acknowledged by our government while formulating measures to advance contemporary society. Every country in the international economy believes that they play a crucial part in the development of several areas. In a word, we may say that if we neglect our fellow human beings, our country will not advance. Through involvement in decision-making, business, and other activities, the ICT sector is a potent weapon for empowering women to recognise their identity in front of the world. Women undoubtedly have less access to technology. However, there are countless instances that demonstrate how training in this area may significantly alter a person's social position. The fact that it has risen to the startling date given in this piece is proof of the enormous growth of women in this field.

THE IMPACT OF DIGITAL TECHNOLOGY ON THE EMPOWERMENT OF WOMEN

Over the next two years, Canon, a top digital imaging firm in India, wants to increase the percentage of women working there from the current 12 to 20 percent. President and CEO of Canon India, speaking on the importance of its female workforce, stated that Canon policies and initiatives are in line with our objective to build a stronger workforce where women can be leaders in the same way they lead their homes. Today's women truly are superwomen. initiative Athena, a homecoming initiative for former Cisco women employees who want to resume their careers after a sabbatical, was recently introduced by networking giant Cisco. Hinduja Global Solution, which employs over 32% women, offers a daycare project in which the business has partnered with numerous pre-schools. Employees' children receive corporate discounts and subsidised programmes as part of the partnership. Similar to this, the online payment corporation PayPal has launched a novel six-week trial programme dubbed "recharge" to enable women engineers to resume their careers after taking a personal sabbatical. The programme was created to promote diversity in the field of technology and to provide networking and experience-building opportunities for those looking to enter the workforce again.

WORKING PROFILE OF WOMEN IN THE ICT SECTOR

In India, the IT industry has opened up job prospects in industries including banking, retail, education, healthcare, and business. The internet has also led to the creation of new occupations in industries including design, maintenance, and management of websites on the World Wide Web. There is a chance that women will be able to take advantage of chances they never had before. By 2018, 1.5 million people will work in IT-enabled services, predicts the National Association of Software and Services Companies (NASSCOM). The effects would be profound if women held 50% to 70% of these positions.

DIGITAL TECHNOLOGY BENEFITS FOR WORKING WOMEN

By providing ways for women to openly express and share their experiences, concerns, and expertise, information technology has accelerated the process of women's empowerment and provided the potential for their further development. Utilising IT has expanded the range of their operations and allowed them to tackle problems that were previously out of their league. Women have historically been marginalised in the world of external information, whether on purpose or as a result of circumstances that work against them, such as restricted mobility or low levels of education. IT provides women with a direct line to the outside world. They receive information without any filtering or distortion. As a result, views are widened and people's knowledge of their current position is improved. Women now have more flexible job alternatives and the idea of working from home thanks to IT. Employees at Tele-Techlndia, a BPO joint venture between Tele-Tech and the Bharti group, have the option of working four-day weeks rather than the standard five. Housewives and other part-time employees might receive rewards for working 30 hours per week. Women can work from home 20 hours per week for the BPO Data matics Technologies, situated in Mumbai. This makes it easier for married women—especially those with young children to find jobs.

AFFECTATION ON THE EMPOWERMENT OF RURAL WOMEN

Women make up a sizable section of the rural population in India and contribute significantly to the rural sector. These women labour as sellers in cities or participate in economic activities like weaving baskets and textiles, stitching, or rolling cigarettes. The following information is urgently required for their further development:1. Access to education outside of the community. 2. Possibilities for employment in the formal and unofficial sectors. 3. Career advancement programmes run by the government within the bounds of tradition. 4. Up-to-date child care centres. 5. Legal protections against social injustice, domestic abuse, and sexual harassment. The foregoing information was made available via IT, which contributed more to the empowerment of rural women.

WOMEN'S EMPOWERMENT STATUS IN INDIA

In practically every aspect of social life, Indian women's conditions are worse than those of the rest of the world. Due to the movement of male counterparts to cities for informal employment, the participation of women in the labour force is rising in rural areas. In her profession, women essentially work as unpaid agricultural labourers. They have little control on the choices made by children or their mobility in societal enablers. They must undergo the weight of an early pregnancy and delivery, which further restricts their ability to grow in the future. Women continue to have fewer advantageous conditions in the urban economic environment. Higher jobs in urban firms reflect the lower female share in higher education. Numerous labour rules restrict their ability to work in manufacturing companies by enforcing antiquated time restrictions and shop floor regulations. Women's movement in cities is being

further restricted by rising urban violence, which lowers women's engagement. The gender gap is still quite wide in all major spheres, including those of education, health, and finance. The involvement of many stakeholders in utilising ICT technologies to close this gap is important.

CONCLUSION

Women are defying sexist stereotypes and showcasing their true capabilities and mental fortitude. In this global setting, there are countless options for them. They participate equally in all businesses, government initiatives, and employment opportunities. For their advancement, several long-standing social stigmas and conventional restrictions must be lifted. They must demand their rights and be prepared to escalate the battle for justice and honour. There is a tidal change to recruit female employees as the industry becomes more aware of the significance that women play in the ICT sector. MMG and SMG level women in different firms are suffering from the balancing act of family and work-related concerns. They may use their talent, expertise, and experience to succeed as an entrepreneur, which could be seen as a blessing in disguise. Women working at the highest levels are role models for younger generations. In order to succeed in their careers in IT-related sectors, they must tread a narrow line and perform a delicate balancing act. They must, above all, get assistance from their loved ones, including family and friends.

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WOMEN EMPOWERMENT IN DIGITAL INDIA

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Abstract

Rapid transformation of the present scenario to the digitalisation is witness of the growth of the information technology. The contribution arising out of this transformation is not restricted to only particular strata of the society but to all segments of the society. Equal benefits are there for both man and woman as far as IT sectors are concerned. Even it is considered as a very powerful tool for the women to eradicate discrimination, well being, equal participation which is mandatory for their recognition among society and the future of their own communities. Today's scenario is of such nature where emphasis is on intellectual rather than physical resources and information technology through digitalisation have proved itself to the world of being a non-discriminating in this regard. Flexible timing, working home through internet makes their existence a considerable thing for the government to make the women participation in the major economic decision as well. The intensive growth of IT sector have not only made the women to come forward rather in exploring their hidden talents as well. From the past few years, IT sector has seen immense growth and generated many new type of challenging careers for women. Pradhan mantra digital saksharta abhiyan and many other initiatives will benefit the women to come at forefront and lead a contributory and recognised life.

The main objective of this paper is to examine the different way in which IT has benefitted women in terms of employment, employment profile of women in IT, different way in which IT has benefited women, position of the women in newly emerging area of IT.

KEYWORDS

Women Empowerment, Gender Equality, Digital Technology, Women Enrichment.

INTRODUCTION

The word empowerment means to give power which means the right to take decision with own intellectual expertise. Women empowerment means to give powers to women to steer themselves to the challenging social, economical and corporate environment. Our government also recognise role of women while framing policies for improvement in modern day society. All the world economies countries also consider their role pivotal in the growth of various fields. In a nutshell, we can say that our countries cannot progress if we left our half world behind. ICT sector is a powerful tool for the women to recognise their identity before the world through participation in decision making, entrepreneurship, and various other activities. No doubt, women have less accessibility to technology. But there are numerous example which shows that when they are trained in this field, it tweak their social status to the remarkable extent. The soared to the staggering date provided in this article is a evidence of the immense growth of the women in this sphere.

OBJECTIVE OF THE STUDY

The aim of this paper i.e. **"** women empowerment in digital india" is to cover the following objective.

• Different way through which ICT sector benefitted women to get employment.

• Employment profile of the women in ICT sector.

• Benefits of the Digital technology for the working women.

• Impact of the IT on rural employment.

ROLE OF THE DIGITAL TECHNOLOGY TO THE WOMEN EMPOWERMENT

• Canon, a leading digital imaging company in India aims to grow its women workforce to 20 percent from the current 12 percent over the next two years. Speaking about the significance of its women workforce, president and CEO of canon India have said that Canon policies and initiative are in line with our vision to create stronger workforce where women can be leader just like they lead their homes. Women today are superwomen in true sense.

• Networking major Cisco recently launched project Athena which is a homecoming project for former Cisco women employees who would like to return to work after a break.

• Hinduja global solution which has over 32 percent women in their organization has employed a childcare initiative wherein the company has tied up with various pre-schools. As part of the tie-up, employees, children, are provided with subsidized schemes and corporate discount.

• On the same lines, online payment company PayPal has introduced a unique six-week pilot program called "recharge" designed to empower women technologists to return to work after a personal career break. The program is developed to increase diversity in technology, while also giving individual who want to return to work an opportunity to expand their experience and network.

EMPLOYMENT PROFILE OF THE WOMEN IN ICT SECTOR

The IT sector in India has created employment opportunities in areas such as telecommunications, banking, shopping, education, health and business. In addition, the internet has also generated new jobs in areas like the design, maintenance and management and management of sites on the World Wide Web. There are real possibilities that women may be able to access opportunities they never had before. According to prediction by National Association of Software and Services Companies (NASSCOM), by 2018 there will be one and a half million jobs in the IT enabled services. If 50% to 70% of these jobs were to go to women, the impact will be tremendous.

RATIOS OF WOMEN EMPLOYMENT TO TOTAL EMPLOYMENT IN IT SECTOR

Name of the Company	Total Employment	Women Employment	Ratio
Canon	189571	36967	1:5
Cisco	65545	25445	1:3
Wipro	152000	48640	1:3
Infosys	172641	61173	1.4
Oracle India	2702	540	1:5
Rolta India	2634	123	1:2
HCL Technologies	5757	1150	1:5

BENEFITS OF DIGITAL TECHNOLOGY FOR WORKING WOMEN

Information technology has catalyzed the process of women's empowerment by opening up avenues for women to freely articulate and share their experiences, concerns and knowledge created the possibility of their further enrichment. The use of IT has broadened the scope of their activities and enabled them to address issues previously beyond their capacity. Women have traditionally been excluded from the external information sphere, both deliberately and because of factors working to their disadvantage such as lack of freedom of movement or low levels of education. IT opens up a direct window for women to the outside world. Information flows to them without any distortion and censoring. This leads to broadening of perspectives; greater understanding of their current situation. IT has played an important role in changing the concept of work and workplace. Due to IT, women have employment options as flexibility and work at home concept. Tele-Techlndia, a joint venture BPO Company between Tele-Tech and the Bharti group, gives its employees a choice of four-day weeks instead of normal five. There are incentives for housewives & other part time workers for 30 hour weeks. Mumbai-based Data matics Technologies, a BPO which processes data allows women to work from home, 20 hours a week. This facilities employment for married women, especially with small children.

IMPACT OF IT ON RURAL WOMEN EMPOWERMENT

In India, women comprise a large portion of the rural population and play a substantial role in the rural sector. These women engage in economics activities such as handicrafts and sewing or rolling cigarettes, weaving of baskets and fabrics, working in cities as vendors. They are in urgent need of following information for their further development:1. Educational opportunities outside the village. 2. Job opportunities in both formal and informal sector. 3. Government assistance programs career advancement within the restrictions of traditions. 4. Modern child care facilities. 5. Legal provisions to counter sexual harassment, domestic violence & social injustice. By providing above information, IT played a greater role for rural women empowerment.

STATUS OF WOMEN EMPOWERMENT IN INDIA

The condition of women in India is more miserable than the rest of the world in almost every field of social life. In rural landscape, the women participation in labour force is on increase due to migration of male counterpart to cities for informal job. Women are kind of unpaid agriculture labourer in her field. In Societal enablers, they have no control of child decisions and in their mobility. They have to bear the burden of early pregnancy, childbirth which compounds their limitation of future growth. In Urban Economic space, Women is still on the less favourable condition. The lower gender percentage in higher education is manifested in higher jobs in urban corporations. Various labours laws limit their participation in manufacturing enterprises by imposing archaic time limits and shop floor conditions. Growing Urban violence further limits women's mobility in cities causing contraction in women participation. In all key endowments like education, health, financial areas, gender gap is still very large. Various Stakeholders have role to play to leverage ICT tools to bridge this gap.

ROLE MODELS

Women who have achieved commanding position in the industry will inspire more women to follow their footsteps. Managing Director of HP India, Neelam Dhawan has nationwide responsibility for business profit and ensuring the greatest influence from different services of HP. She ensured the company's overall business prospects and heading its strategy and corporate development pursuits to make HP the most respected company in India activities that entails overseas activities, BPO sector, software Engineering and Research and other IT Services, Chandra Prabhakar, Vice President-On Demand Solutions, Ramco Systems has a force multiplier in the areas related to mainframe, client server, and e-commerce. Kalyani Narayanan, CEO of Allfon Systems was able to independently manage large critical applications. She designed developed and deployed applications at the tender age of 22. Dr. M. Revathy Sriram, Director of M/s Tejas Brainware Systems (P) Ltd, has 40 years of IT experience. Mrs. Sumitra Seshan is COO of Fifth Generation Technologies India Ltd. Sudha Jagadish, COO of Dax Networks: She had excelled in service, purchase, credit control and HR, and the major departments of the organization. COO of Thales Group India, Pamela Ramalingam, has vast experience of working in leading US, UK and Indian companies. Sadhana Somasekhar, Joint M.D Future Focus InfoTech is the global head for the organization's business operations and also the founder chairman of Platinum Info systems. The founder of VP Delivery Gayatri Viswanathan, has vast experience of software development, project management and solutions delivery.

CONCLUSION

Breaking old traditional norms, women are showing their real potential and mental strength. They have infinite opportunities in this global arena. They share equal partnership in every business, government activities and jobs. Some age-old traditional barriers and societal attitudes must be removed for their upliftment. They have to demand for their rights and should be ready to take their fight of equity and honour to next level. As the industry is cognizant of women's role in ICT industry, there is a sea change to attract women employees. Balancing act of family and job related issues are making a dent in MMG and SMG level women in various companies. This can be a blessing in disguise as they can use their skill, knowledge and experience to become a successful Entrepreneur. Top level women employees are setting examples for younger generation. They have to walk a tightrope and make a fine balancing act to excel in their carrier in IT related fields. Above all they must get their share of support from their near and dear ones including family and colleagues.

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A Study on Women Empowerment in India

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ABSTRACT

Commission of women is basically the process of upliftment of the profitable, social and political status of women, the traditionally depressed bones, in the society. It's the process of guarding them against all forms of violence. Women commission involves the structure of a society, a political terrain, wherein women can breathe without the fear of oppression, exploitation, apprehension, demarcation and the general feeling of persecution which goes with being a woman in a traditionally mannish dominated structure. Women constitute nearly 50% of the world's population but India has shown a disproportionate commerce rate whereby lady's population has been comparatively lower than males. As far as their social status is concerned, they aren't treated as equal to men in all the places. In other countries, women have equal rights and status like men in all stages of life. All the work of women is appreciated and encouraged. But gender disabilities and demarcation are set up in India indeed. Therefore, this paper will concentrate on the place of women in the society of India.

KEYWORDS: Women commission, Education, demarcation, Socio- Economic Status.

INTRODUCTION

Women constituted the crucial part in the bow of Indian society. No doubt the Rig Vedic Women in India enjoyed high status in society and their condition was good. Indeed, the women were handed occasion to attain high intellectual and spiritual standards. But from enjoying free and recognized positions in the Carriage- Vedic society, women started being discerned since the latterly- Vedic period in education and other rights and installations. Indian society dubieties that we're in the midst of a great revolution in the history of women. The voice of women is decreasingly heard in Parliament, courts and in the thoroughfares. While women in the West had to fight for over a century to get some of their introductory rights like the right to bounce, the Constitution of India has given women equal rights with men from the morning The Ancient and medieval status of women in ultramodern Indian society regarding Equality, Education, Marriage and Family life, Race and Gender, Religion and Culture is maintained or deteriorated. During the Vedic Age women were put in a recognized position. She was considered as half of the man, his trust friend, companion in solitariness, father in advice and the rest in passing the nature of Life. The women were handed occasion to attain high intellectual and spiritual standards. There were numerous women Rishis during this period. Though monogamy was substantially common, the richer section of the society indulged in polygamy. There was no sati system or early marriage. But from enjoying free and recognized positions in the Carriage- Vedic society, women started being discerned since the latterly- Vedic period in education and other rights and installations. Child marriage, widow burning or sati, the purdah and polygamy further worsened the women's position The Indian artistic tradition begins with the Vedas. It's generally believed that the Vedic period is spread over from 2000 BC to 500B.C. Vedic women had profitable freedom. Some women were engaged in tutoring work. Home was the place of product. Spinning and weaving of clothes were done at home. Women also helped their misters in agrarian hobbies. The Medieval period proved to be largely disappointing for the Indian women, for their status further deteriorated during this period. Medieval India wasn't women's age; it's supposed to be the' dark age' for them. The Ancient and medieval status of women in ultramodern Indian society regarding Equality, Education, Marriage and Family life, Race and Gender, Religion and Culture is maintained or deteriorated. The Rigvedic Women in India enjoyed high status in society. The women were handed occasion to attain high intellectual and spiritual standards. In Vedic India, women didn't enjoy an inferior status rather they enthralled an honorable place. They had ample rights in the social and the religious fields and limited rights in the profitable and the political fields. They weren't treated as inferior or inferior but equal to men. We've recognized our country as our Motherland " Bharat Mata " and our nationalism has grown up from the seed Mantra " Vande Mataram ". It involves creating an environment where women can participate in society and the economy on an equal footing with men, and where their voices are heard and their rights are protected. Women's empowerment can take many forms, including education, economic, political, and social.

Objectives of the Study:

1. To study the historical profile of Indian Women.

2. To know the need of Women Empowerment.

3. To study the Government Schemes for Women Empowerment.

4. To offer useful suggestions in the light of Findings.

Characteristics of Women Empowerment

Women empowerment possesses certain characteristics. They are the following:

1.Women empowerment enables a greater degree of self-confidence and a sense of independence among women.

2.Women empowerment is a process of acquiring power for women in order to understand her rights and to perform her responsibilities towards oneself and others in a most effective way.

3.Women empowerment enables women to organize themselves to increase their self- reliance.

4.Women empowerment provides greater autonomy to women.

5.Women empowerment means women's control over material assets, intellectual resources and ideology.

6.Women empowerment abolishes all gender-based discriminations in all institutions and structures of society.

7.Women empowerment means participation of women in policy and decision-making process at domestic and public levels.

8.Empowerment of women enables women to realize their full identity and powers in all spheres of life.

9.Empowerment also means equal status to women.

10.Women empowerment is a process of creating awareness and capacity building.

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Significance of Women Empowerment.

Women commission is a nonstop and dynamic procedure which allows women to take an interest in the choice – timber in all fiscal, political and social procedures in the general public and improves their capacities to change the structure and condition that keep them hindered. The preface of the 73rd Correction spoke to an exertion for women's commission which was supported by the state and in which 33 seats in Panchayats and in workplaces are saved for ladies. Reservation in the Panchayats was viewed as a noteworthy corner during the time spent empowering women in India. Commission of women is essential for maintaining profitable development of the nation when 50 percent of the crowd comprises ladies. AsEx-PresidentA.P.J.Abdul Kalam stated that empowering women is an essential for making a decent country, when women are empowered, society with stability is guaranteed. Women's commission is pivotal as their considerations and their value system lead to the enhancement of a decent family, great society and ultimately a decent country. It has been conceded worldwide that a country's advancement isn't thinkable without women's commission. The worldwide sweats towards women's commission have made an analogous situation in India likewise where the commission of women has entered precedence on the nation's advancement docket. The time 2001 was placed as Women's commission Time, though previous plans dealt with just welfare of women. The National Policy for commission of women was introduced in India in 2001. To appear effective, a National Plan for action for commission of women was enforced during 2003-04. A coordinated methodology for Women commission with unambiguous objects, targets and a time period had been incorporated in the Tenth Five Year Plan(2002- 07). Since women commission depends not only on profitable determinants but on social factors also, the Government of India has brought forth- three-dimensional strategy of social commission, profitable commission and provision for gender equivalency. The Government has taken a many conditioning including systems and strategies to guarantee this present system's success The Protection of Women from Domestic Violence Act, 2005, the Immoral Traffic Prevention Act, the Antenatal Diagnostic ways Amendment Act, 2003, Sati Prevention Act, the Hindu Succession Act, National Rural Employment Guarantee Act. colorful plans formed under The Ministry of Women and Child Development like Swayam siddha, Support for Training and Employment Program(STEP) and soon., Rastriya Mahila Kosh(provides small scale credit), Kishori Shakti Yojana, Nutrition Program forpre-adult youthful ladies, are the couple of out of multitudinous means tried by the Government to ameliorate fiscal status and gender equivalency. Working ladies' diggings and crèches have also been set up to help working ladies in adding fiscal power and further their societal position. Strengthening legal system to exclude demarcation against women and mainstreaming gender perspective in development process are the main objects of the 11th Five Time Plan. The vision for the Twelfth Five Year Plan(2012-2017) is to guarantee perfecting the position and condition of ladies by addressing structural and institutional boundaries as well as strengthening gender mainstreaming.

WOMEN EMPOWERMENT IN INDIA

Commission of women would mean equipping women to be economically independent, tone-reliant, have positive regard to enable them to face any delicate situation and they should be suitable to share in development conditioning. For the heirs of the women, the government has espoused different schemes and programs i.e. the National Credit Fund for Women (1993), Food and Nutrition Board(FNB), Information and Mass Education(IMF)etc. The most positive development has been the growing involvement of women in the Panchayati Raj institutions. There are numerous tagged women representatives at the vill council position. Women are also involved in mortal development issues of child parenting, education, health, and gender equality. numerous of them have gone into the timber and marketing of a range of cabin products: pickles, acclimatizing, embroidery etc. The profitable commission of women is being regarded these days as a sine- qua- non of progress for a country; hence, the issue of profitable commission of women is of consummate significance to political thinkers, social thinkers and liberals.

Women Rights in India

The guideline of parity status of women is cherished in the Indian Constitution in its Preamble, Fundamental Rights, Abecedarian Duties and Directive Principles. The constitution provides equity to women, yet in addition enables the State to make vittles of positive demarcation in favor of women. Some of the significant papers are as per the following • Equality before law(Composition 14) • No Demarcation by state on grounds only of religion, race, estate, coitus, place of birth or any of them(Article15(i)) • Special provision by state in favor of Women and Children(Composition 15(3)) • Equality of occasion in matters relating to employment Composition 16) • Securing acceptable means of livelihood for men and women inversely(Composition 39(a)) • Equal pay for equal work(Composition 39(d)) • Promoting justice on the basis of equal opportunity and to give free legal aid(Composition 39(A)) Renounce practices depreciatory to women(Composition 51(A).

Government Schemes for Women Empowerment

The Government programs for women development began as early as 1954 in India but the actual participation began only in 1974. At present, the Government of India has over 34 schemes for women operated by different departments and ministries. Some of these are as follows;

1. Rastria Mahila Kosh (RMK) 1992-1993
2. Mahila Samridhi Yojana (MSY) October, 1993.
3. Indira Mahila Yojana (IMY) 1995.
4. Women Entrepreneur Development programme given top priority in 1997-98.
5. Mahila Samakhya being implemented in about 9000 villages.
6. Swayasjdha.

7. SwaShakti Group.
8. Support to Training and Employment Programme for Women(STEP).
9. Swalamban.

CONCLUSION

Women Commission refers to adding the spiritual, political, social, educational, gender or profitable strength of individualities and communities of women. Women's commission in India Heavily dependent on numerous different variables that include geographical position (civic/ pastoral) educational status, social status (estate and class) and age. programs on Women's commission live in the public, state and original(Panchayat) situations in numerous sectors, including health, education, profitable openings, gender grounded violence and political participation. The commission of Women has become one of the most important enterprises of the 21st century not only at public position but also at the transnational position. Government enterprise alone would not be sufficient to achieve this thing. Society must take action to produce a climate in which there's no gender demarcation and women have full openings of tone decision timber and sharing in social, political and profitable life of the country with a sense of equivalency.

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