

## Women's Empowerment -Where is she?

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**Abstract:** In our ancient granthi, we have “यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवता: shloka. It means Women's are God, they are powerful. Their economic decisions, income, and property, all these things together, can change the situation. These days, women are working in every sector. Women are doing quite well in business. While working, they face many problems, like office politics, stressful work environment, time management issues, health problems, support, etc. Women's empowerment refers to increasing and improving women's economic, Social political and legal strength. To ensure equal rights to women and to make them confident enough to claim their rights. The author has studied women's rights, Acts, education level, income level, and their development in this research. As we know at the time of 1947 there were Nandini Satpati, Sushila Nayar, Champa Limaye and Vijayalaxmi Pandit these ladies were powerful in politics. In 1980 our focus was women's education, health, and malnutrition. Slowly India was thinking about Education, Earning, Social development etc. There we have started thinking about women's empowerment. Author have checked the condition of women through women's empowerment.

**Keywords:** Women, Women's Empowerment, Income, Equality, Rights, Sustainable Development.

### INTRODUCTION

Women's empowerment means how confident women are in their country how independent they are, and how much economically sound they are, how they are protected by law. Women are taking part in and uplifting the society and economy of the world. Women empowerment means getting a chance to work & to make their own decisions. Reta Pandit (2023), In India, women constitute 50% of the nation's population. It has a 50% male and 50% women population. A majority of them are economically dependent because of not working. Women contributed 18% to the GDP ratio. United Nations has published data that women constitute 49.58% of the world's population. In the world, the GDP Ratio has mentioned that 109 trillion Dollars is an unpaid amount of household work. They are taking care of the house, taking care of family small household work all these works total salary will be 109 trillion. India's Gross Domestic Income is 300 lakh crores. As per the pyramid Upper 1% of people have 40% wealth 50% of people have 3% wealth. The central government of India has 45 lakh crore & it is beneficial to only 20% of people.

WHO (World Health Organization, 2022). Has mentioned that mental disorders represent a crucial issue in today's world when it comes to enhancing people's quality of life (stein et al., 2021). The United Nations 2030 Agenda for Sustainable Development contains - Goals. Several are relevant to Good Health, Well Being, Reduced Inequalities, Sustainable Cities and Communities; Sustainable Cities and Communities and Peace, Justice, and Strong Institutions.

Prof Claudia Goldin Nobel Laureate has mentioned in her

paper that there would be inequality in the world market if women did not get a chance to work like men, In the 20<sup>th</sup> century more women were educated as compared to men. But yet women are getting less salary as compared to men. If women get equal opportunity at home then only they get equal opportunity in office. She takes care of children and old people at home. It has an adverse effect on her career. She has to look after her family and therefore she has to leave the good opportunity. We have to resolve these problems till then we can not think about equal payment. Women's empowerment means allowing women to make their own decisions and also making an effort to raise them and seek them and uplift the status of the women by providing education, and training. Providing them the mental support, helps them to increase their confidence.

The concept of women's empowerment broadly refers to a process that increases women's "options, choices, control and power" through women's own agency. Women's empowerment is recognized as a right as well as a transformative tool with a multiplier effect for achieving progress in all other areas of social and economic development. It is well established that women's empowerment plays a pivotal role in attaining gender equality, poverty reduction and other internationally agreed development goals. Women's empowerment leads to a transformation of the structural factors, social determinants and unequal power relations that underpin widespread and persistent gender inequalities that result in women's unequal access to opportunities and resources across all areas of political, economic, social, and cultural life. As women's empowerment is a context-specific, dynamic process with diverse intersecting variables, it remains a

latent and unobservable phenomenon. The central question of this paper is how women are empowering through the context of Indian Constitution. This paper also highlights how there is gender equality in India. This paper also discusses some problems, which are obstacles on the path of women empowerment and gender equality. In the conclude part this paper summarizes the whole discussion. Definition:

“Empowerment of women refers to Processes of providing power to women to become free from the control of others assume to power to control of her own life and to determine her own condition”

Women's empowerment means to increase the spiritual, social, economic and political strength of women. 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 the government. The government has taken a number of efforts, but changing the mindset of women is a quite a difficult task, and it happens with time.

India brand equity foundations reported that (2022) In India, 43 crore 20 lakh women are of working age and 34 crore 30 lakh women are working in unstructured sectors. And therefore, there is no record available of how much is their earning. Ladies are getting a lower salary than men. Research Paper Review:

Hindu Daily 2013, India is at a stage of ‘demographic transition’ where the population of young people entering the labour force continues to expand. This means that a working person will have fewer dependents, children, or parents. The dependency ratio declined from 0.8 in 1991 to 0.73 in 2001 & is expected to decline further to 0.59 by 2011. It will also lower the dependency ratio Which means a higher saving ratio.

Dr Aalivah Siddiqui's 2014, ‘Demographic Dividend’ elucidates the economic benefits that a country can gain if it experiences in decline in fertility. The decline in fertility reduces population growth and increases female labour force participation in different fields. The author has mentioned in their paper that the shift in fertility increases the ratio of working age to total population. The compounding ratio is a positive response, which further increases labour supply per capita.

World Health Organization (2005) has mentioned in their report that Human capital is the stock of competencies, Social and personality attributes, including creativity, embodied in the ability to perform labour so as to produce economic value (Simkovic, 2012). Women are getting 33% of seats for women. They have 33% representation by women in Parliament is known to yield positive outcomes for women's empowerment.

Ruta Pandit (2023), In last few year number of working women has risen, Indian government has started different schemes like “Mulagi Shikali Pragati Zhali” “Beti Baicho Beti Padhao” “Sarva Shiksha Abhiyan” and many more.

India Brand Equity Foundation report (2023) has mentioned that there are around 43 crore 20 lakh women are young women and around 34 crore 30 lakh women are working in unorganized sector. As Nobel Lauriat Claudia Goldin has mentioned in her research, women get less salary than men working in the organized sector. Why do ladies get a lower salary? How 50% population get neglected by all? The reason is Men dominated Economic, Social, Consanguineous and Religious policies.

As per Zillah Eisenstein has mentioned in her book review feminism and sexual equality is that women, regardless of income and achieved status, comprised a sexual class which is weakened by patriarchal foundations of family and state. Patriarchy means ‘the politics of transforming female women from the man by privileging the man’. Increasing the primacy of the motherhood role for women is one way to accomplish this and the erosion of affirmative action legislation.

Affirmative action is collective identity which implies that which collective identity. Equality of opportunity is aligned with the American values of individual identity and freedom. Zillah Eisenstein is also mentioned that blaming women is not correct you can blame the capitalist economy for the economy and social woes.

Hedi Hartman has mentioned in her paper that Women are more harassed in house work and daily pay work because here they are doing this work with her housework. All over the world situation is same. Here she cannot neglect her house work and therefore for her it is difficult to manage both the work at a time.

Heidi Equal employment opportunity is an established goal of National Policy. It is not only contributing a better utilization of human resource to achieve economic goal.

There has been some discernible global trend toward integrating a feminist viewpoint into various facet of policy formulation and policy execution, and policy analysis. This transition in approach has been embraced by numerous countries with momentum building after 2014. When Sweden notably adopted the framework of feminist foreign policies (FFP) in its political practices (Aggestaam et al.2019) and recently made the decision to abandon this approach, they have abandoned it under the new right wing of the government. This raises questions about who and where progressive development. We have some role models also (Simi mehta, 2024)

We have three dedicated Women Model like Vijayalaxmi Pandit (1900-1990), the first woman to serve as president of the United Nations General Assembly.

## RESEARCH METHODOLOGY:

It is qualitative research aimed at deliberating the series of issues faced by Indian Women in general. The primary data is collected through various blogs where we have used the existing question-asking comments on the issue.

It is an integral part of sustainable development. Women's

social and economic empowerment also contributes to their ability to pursue their right to a healthy life. Getting power is also important. We have also used cases for study. Research wanted to check the condition, their literacy rate. There are Sustainable Environmental Goals to transform our goal through salutogenesis:

1. No Poverty
2. Zero Hunger
3. Good Health and well-being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation

7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure
10. Reduced Inequality
11. Sustainable Cities and Communities.
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life and Land
16. Peace and Justice strong institutions.
17. Partnerships to achieve the Goals.

### **Women's Education and Gender Equality are important goals that need to be addressed.**

The Objective of the Study:

1. To study the social & and economic development of women.
2. To study the rights of Women.
3. To study political participation.
4. To study the literacy rate and intellectual level of women.
5. To study the financial autonomy
6. To study the exposure to media.
7. To study the position of the women.

### **Literacy Rate in % from 1991 to 2011**

SR NO	YEAR	Persons	Male	Female	The difference between male and female
1	1901	5.35	9.83	0.60	9.23
2	1911	5.92	10.56	1.05	9.51
3	1921	7.16	12.21	1.81	10.40
4	1931	9.50	15.59	2.93	12.66
5	1941	16.10	24.90	7.30	17.60
6	1951	18.33	27.16	8.86	18.30
7	1961	28.30	40.40	15.35	25.05
8	1971	34.45	45.96	21.97	23.99
9	1981	43.57	56.38	29.76	26.62
10	1991	52.21	64.13	39.29	24.84
11	2001	64.83	75.26	53.67	21.59
12	2011	74.04	82.14	65.46	16.68

Source: Sensus of India

### **Crime Level:**

Sr No	Crime Head	Total cases reported	Major State /UT during 2016		
1	Cruelty by husband or his relatives	1,10,378	West Bengal (19,302)	Rajasthan (13,811)	Uttar Pradesh (11,156)
2	Assault on women with intent outrage her modesty	84,746	Maharashtra (11,396)	Uttar Pradesh (11,335)	Madhya Pradesh (8,717)
3	Kidnapping & Abduction	64,519	Uttar Pradesh (12,994)	Maharashtra (6,170)	Bihar (5,496)
4	Rape	38,947	Madhya Pradesh (4,882)	Uttar Pradesh (4,816)	Maharashtra (4,189)

Source: Crime in India 2016

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3. Following are the legal Laws for women.
1. Protection of women from Domestic Violence Act 2005.
2. Immoral Traffic (prevention) Act 1956.
3. Indecent Representation of Women (prohibition) Act 1986.
4. Commission of Sati (prevention) Act 1987.
5. Dowry Prohibition Act 1961.
6. Maternity Benefit Act 1961.
7. Medical Termination of Pregnancy Act 1971.
8. Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act 1994.
9. Equal Remuneration Act 1976.
10. Dissolution of Muslim Marriage Act 1939.
11. Muslim Women (Protection of Rights on Divorce) Act 1986.
12. Family Courts Act 1984.
13. Indian Penal Code 1860.
14. Code of Criminal Procedure 1873.
15. Indian Christian Marriage Act 1872.
16. Legal Services Authorities Act 1987.
17. Hindu Marriage Act 1955.
18. Hindu Succession Act 1956.
19. Minimum Wages Act 1948.
20. Mines Act 1952 and Factories Act 1948.

The following other legislation also contains certain rights and safeguards for women.

1. Employees' State Insurance Act 1948.
2. Plantation Labour Act 1951.
3. Bonded Labour System (Abolition) Act 1976.
4. Legal Practitioners (Women) Act 1923.
5. Indian Succession Act 1925.
6. Indian Divorce Act 1869.
7. Parsi Marriage and Divorce Act 1936.

#### **Top Female Entrepreneurs from India:**

The notable female entrepreneurs listed below are from different walks of life in India.

SR NO	NAME OF OWNER	COMPANY NAME	NET WORTH
1	Falguni Nayar	Nykaa	\$13 Billion
2	Vani Kola	Kalaari Capital	
3	Priya Paul	Park Hotel	

Sr No	Organization	%
1	Nascom survey	18% startup has one lady CEO or Director
2	Nascom	36% Unicorn companies has 1 lady CEO

Source: Maharashtra Times 2023

Our Indian ladies have entrepreneurship in their blood because they are struggling a lot in daily shor. Ladies have a habit of doing so many things in one go. If we observe the last two years there are ladies who are handling business quite well and ladies who are handling different businesses. If we compare with China there are 5% of ladies are in business, in the USA 18% of ladies are in business whereas in Germany 7% and in Japan 3.6% are lady entrepreneurs. there are 40% of ladies who are contributing to their GDP.

#### **Nitee Aayog Report 2023** 13.5 crore Below poverty people have crossed the poverty line:

Sr No	Year	%
1	2014-15	24.85%
2	2019-21	14.96%

Source: Suman Beri (Nitee Aayog -India-The Progress of Review2023)

The above table showed that in 2014-15 there were 24.85 % of people were below the poverty line It means they were poor. When it is checked in 2019-21 reports show 14.96% It means it has reduced by 13.5% , which is a positive sign. It means India is progressing and It has reduced because many hands are getting a job and people are earning a good amount of income. For calculating above % 36 states were selected, & 707 districts were used to collect the data. the report shows that Uttar Pradesh,

Bihar, Madhya Pradesh, Odisha, and Rajasthan are the states who have reduced their poverty. In the last five years MPI rating was 0.117 it was reduced to 0.066. It means poverty from 47% to 44%. In Rural areas, poverty was 32.59% and now it has reduced to 19.28%. Nitee Aayog has also mentioned that the government has improved cleanliness and provided Gas cylinders, Pure Water, and Light. The government has also focused on Day meals, Basic Education, and Cleanliness so indirectly they are providing job in these sectors. And therefore changes have happened for Nitee Aayog has checked Health, Education and standards of living.

In India, the government of Delhi provides free travel to all women on Delhi Transport Corporation (DTC) and cluster buses. The 'Single Journey Free Travel Pass', issued by bus conductors, is also enabling lower income groups to achieve better safety and improved productivity (INTERAGENCY REPORT—SECOND GLOBAL SUSTAINABLE TRANSPORT CONFERENCE 2021)

Inter-agency report (2022) Regarding Women's empowerment, the public-private partnership (PPP) model has been the exclusive vehicle for private investment.

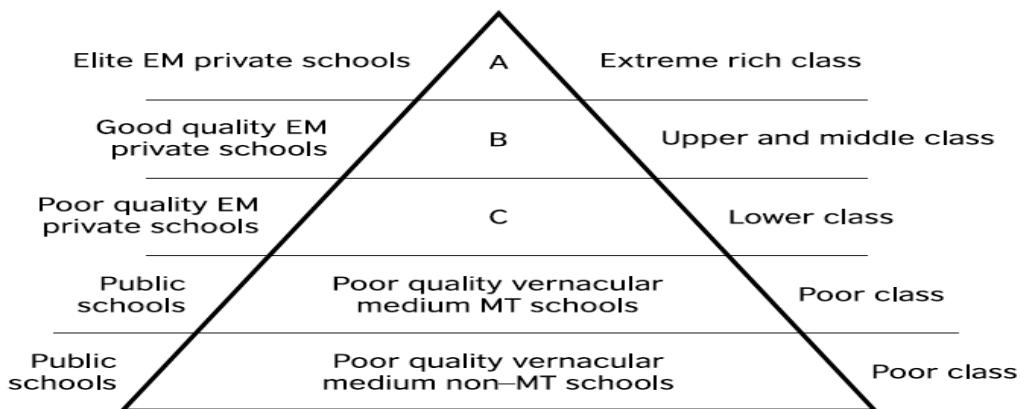
#### **IQ level of Indians**

Sr No	Country	Level
1	Singapore	108
2	Hong Kong	108
3	Japan	105
4	Finland	101
5	India	81

Source: WWworldwideIQtest2021

The above table mentions that India's IQ is 81. so we can say women from India are hard-working and they are talented. How financial inclusion can help in women's empowerment:

Case: As per Newsable Asian News, India Post Payments Bank is revolutionizing financial access, offering services like cash withdrawals, deposits, remittances, and utility payments to an expanding user base of 70 million individuals. India's prowess in developing robust digital public infrastructure empowers both the public sector and businesses to provide secure, paperless, and cashless services accessible. During the Bangalore visit by Bill Gates, they appreciated the Kusuma K's Branch postmaster at Indian Post Payments Bank. With the help of digital Public infrastructure, propelling inclusive financial growth. Kusuma armed with a smartphone and biometrics, exemplifies this transformation. She extended banking services across India, delivering not just financial inclusion but also empowerment and hope for the community. Indian post payments bank is revolutionizing financial access, offering services like deposits, remittances, cash withdrawals, and utility payments to an expanding user base of 70 million individuals. This transformation preserves daily earnings, boosts savings and opens the doors to digital banking for all.



Source: Mohanty, Shalini Borkar, 2023

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#### **Equality:**

Ruta Pandit, 2023, Times of India has mentioned that Islands ladies have been going on strike because they are not getting proper equal treatment. These ladies have gone on trike on 1975 and now in 24<sup>th</sup> Oct, 2023 they are going on trike because things has not yet change after 48 years. Whether women get relief from house shore work. Does anybody take this responsibility. Island is country who rank first in equality.

#### **UNO 2023 Report:**

Sr No	%	Analysis
1	90%	Think that ladies can not take responsibility.
2	40%	Men things that politics is mens field .

In Mumbai High Court has given statement in that it has mentioned that Now Indian Men should take household responsibility as early as possible. Chitra Rajguru 2023 Gents can not do the work as quick as women do so women should give them some time make the learn. This is learning processes We women should learn to see men are working in house. Most of the chef are men it mean men can cook good food at home and outside home. So doing food is not a problem for men.

#### **Time spent in household work:**

Sr No	%	
1	52%	Women spent their time in household work
2	1.5%	Men spent their time for household work.

#### **Why women don't work out**

Sr No	%	Reason
1	56%	Educated women prefer house work instead of working out.
2		

It means Household work is stressful work physically and mentally. But then women cn not use their talent outside she cannot take not develop herself for job, Then she loses her self-confidence. It hampers her self-esteem. Ruta Pandit 2023.25% women think Bitting women by men is ok. How dangerous thought it is?

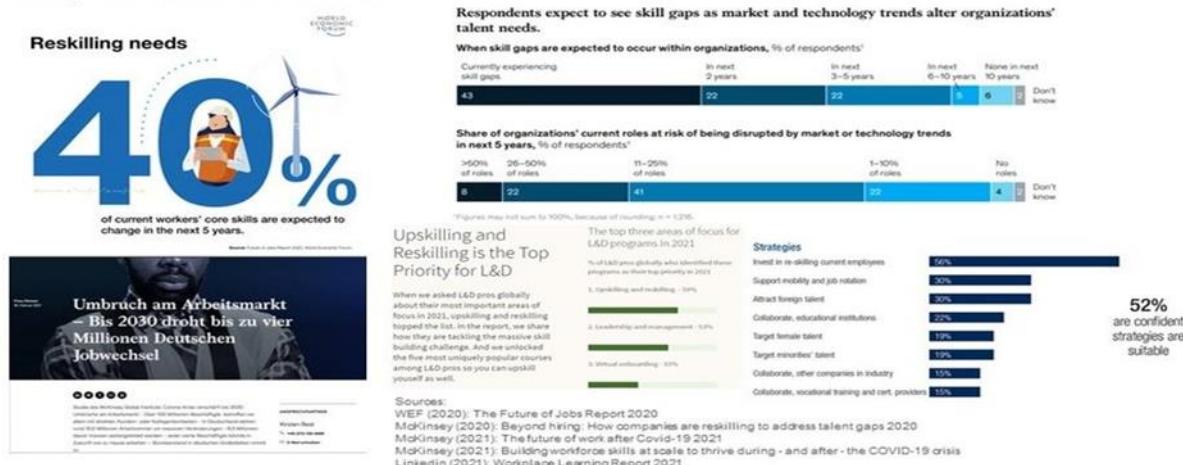
World value survey (United Nation Development Program June 2023) Our though process is wrong in terms of ladies' decision. Women also thought like without them their children and husband can do the simple house work at home.

Therefore, some policy should be implemented by government, Strick are required, for future change. In India in sept 2023 "Women Reservation Policy" has implemented by government which is positive sign in this regards, Global Gender Gap Report 2023 show India out of 146 country we are on 127<sup>th</sup> number. Therefore, women should stand up for their right.

Mokta 2014 (Singh, 2014) Women empowerment process to be studied and it is really very interesting which explore the cognitive dimension. Women understand causes and condition of micro and macro level. Therefore, raising self-esteem and self-confidence is very much important. The belief is that women can act at personal and societal levels to improve their individual realities and the society in which they live. Elimination of discrimination and violence against women and girl child. Building and strengthening the partnership with civil society is important. Enforcement of constitutional and legal provisions are required to strengthening the women right. Building a positive image of women in the society and recognising their contributions in social, economic and political sphere. Women can handle a politics because they have analytical capabilities to organise and mobilize the societal change. Developing ability among women to think critically is important. Everyone should ensure women's participation in every walk of life. Fostering decision making and collective action is required.

#### **Skilling & upskilling & Skill Gaps:**

## Why «Future Skills»?



([https://www.researchgate.net/figure/Skill-Gap-and-Up-Skill-activities-in-various-research\\_fig1\\_357689925](https://www.researchgate.net/figure/Skill-Gap-and-Up-Skill-activities-in-various-research_fig1_357689925))

World's biggest democratic country India has given its first position "Presidency" to Women. Along with India other countries like Bangladesh, Iceland, Aruba, Yuganda, and Samoa these are the country where women are Prime ministers. The United Nations has 193 members, only 21 % of these countries have female Prime Ministers and only 26% of women in parliamentarians. Considering all this women's participation in politics is low. In India in 2024 whether women choose to stay away from politics or are kept in the loop. Dr A Kusuma Research says that in 2024, She says there are challenges to increasing the participation of more women in politics. These are a patriarchal mindset, more violence and crime against women, Lack of opportunity, lack of resources; therefore gram panchayat to country level, the proportion of women in social causes and politics is still low. Increasing number of women in politics, we need to change the social mentality of the family and improve the infrastructure. Social organisations working for women's rights are trying to educate women about their rights and the law, safety measures.

## CONCLUSION:

Women's empowerment in India is a multidimensional and ongoing process that reflects both progress and persistent structural challenges. The study reveals that despite constitutional safeguards, progressive legislation, policy initiatives, and visible role models, women in India continue to face deep-rooted inequalities in social, economic, and political spheres. While improvements are evident in literacy rates, poverty reduction, access to education, health services, and financial inclusion, the gap between men and women remains substantial.

Women's contribution to the economy—both paid and unpaid—is significant yet largely unrecognized. The disproportionate burden of unpaid household and care work restricts women's participation in the workforce, limits career advancement, and negatively impacts mental health and self-esteem. Data on crime against women further highlights the fragile nature of safety, dignity, and equality, reinforcing the need for stronger enforcement of laws rather than mere existence of legislation.

The research underscores that empowerment is not merely about economic independence but also about decision-making power, self-confidence, legal awareness, political participation, and social acceptance. Although government initiatives such as women's reservation policies, education schemes, skill development programs, and digital financial inclusion have created opportunities, patriarchal mindsets and gender-biased social norms continue to act as major barriers. The low representation of women in politics and

leadership positions reflects systemic exclusion rather than a lack of capability.

True empowerment requires a collective transformation—within families, institutions, workplaces, and governance structures. Equal sharing of household responsibilities, recognition of unpaid labour, gender-sensitive policies, safe work environments, and skill-based employment opportunities are essential. Empowerment must also focus on cognitive and psychological dimensions, enabling women to recognise their own potential and assert their rights confidently.

In conclusion, the question "Where is She?" points to a critical reality: Indian women are present, capable, and contributing, yet often invisible, undervalued, or constrained by social structures. Sustainable development, inclusive growth, and democratic strength are unattainable without full and equal participation of women. Therefore, empowering women is not only a women-centric issue but a national imperative that demands sustained commitment, social reform, and shared responsibility.

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