

Empowerment of Women in India

Neha Tomar¹ and Seema Singh²

¹Post Doctoral Fellow, Department of Humanities, Delhi Technological University,
Delhi, India

²Professor of Economics, Department of Humanities
Delhi Technological University, Delhi

Abstract

The Problem – Why we all talk about women empowerment and not men? The subject of empowerment of women has becoming a burning issue all over the world including India since last few decades. Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places in India. Empowerment of women means developing them as more aware individuals, who are politically active, economically productive and independent and are able to make intelligent discussion in matters that affect them **The Solution** – The purpose of this paper is to throw light on historical background of women empowerment in India. The paper addresses three questions: What is the evidence base to support that investing in women is beneficial? What are the major constraints on realizing the full potential of women in the process of economic development? How these constraints can be unblocked? **The Methodology** – The research is based on the literature collected from journals of international repute such as Oxford University Press, Sage Publications, Emerald, Taylor and Francis etc. and Working papers of World Bank, United Nation, Organization for Economic Co-operation and Development, Asian Development Bank and International Labor Organization and International Monetary Fund **Research limitations/implications** – The study will have important implications for further designing of new policies and giving new insights to the role of women in the economy. **Keywords** Women

empowerment, social issues, Economic Development, Economic Growth. Women and Economy.

1. Introduction

Mahatma Gandhi stated that the position of women the society is an index of its civilization. "Train a man and you train an individual, Train a woman and you build a nation". Women are an integral part of every economy. All round development and harmonious growth of a nation would be possible only when women are considered as equal partners in progress with men. Empowerment can be viewed as means of creating a social environment in which one can make decisions and make choices either individually or collectively for social transformation. Although women constitute half of world's population yet they are the largest group which is excluded from the benefits of social and economic development. Women constitute a strong labor force which needs to be mobilized and encouraged to make an effective contribution to the development process. In India, the work participation rate for women is less than half that of men. Empowerment of women has become a subject of growing importance around the world in contemporary times. The concern is seen at different levels and circles which include government, bureaucracy, nongovernmental organizations, researchers and women's empowerment. There has also been a shift in the demands of women from equality in 1970s to development in the 1980s to empowerment- social, political and economic since the 1990s. Since the term empowerment came in to be used from 80s.

Empowerment of women has come to be accepted as a key objective of development. Empowerment is a process of improving women's control over resources, ideology and self. It is a process of enlarging the entitlements and choices of women.

Although India has achieved rapid economic growth during the last two decades but still gender disparities remain deep and persistent in India (Duflo 2012, World Bank 2012). Many studies both theoretical and empirical states that women are of crucial importance to process of introducing innovations into markets, they create employment (including self-employment) contributing to overall wealth creation in all economies (Brush 2006). An increase in female employment could significantly boost growth and per capita income (ILO -2015 and ILO -2014) Advancing gender equality requires strengthening different dimensions of women's autonomy: economic and political autonomy, full citizenship and freedom from all forms of violence, and sexual and reproductive autonomy (AlpizarDurán, 2010). Greater gender equality in employment and education emerge as important determinants of growth but it also appears pivotal to the translation of growth into progress on gender equality across a broad range of fronts (Kabeer and Natali, 2013). Gender inequality in education has a significant negative impact on economic growth and addition to increasing growth, greater gender equality in education promotes other important development goals (Stephan Klasen, 1999).

2. Conceptualizing Women Empowerment

"There is no tool for development more effective than the empowerment of women." Kofi Annan. According to (NaliaKabeer's 2001) to be disempowered means to be denied choice, while empowerment refers to the processes by which those who have been denied the ability to make choices acquire such an ability. According to Kabeer, the concept of empowerment can be explained through three closely interrelated dimensions: agency, resources, and achievements. Agency refers to the processes by which choices are made and put into effect and is central to the concept of empowerment whereas resources are the medium through which agency is exercised and achievements implies outcomes of the agency. How women exercise choice and the actual outcomes will depend on the individual. Choices will vary across class, time and space. Moreover, impacts on empowerment perceived by outsiders might not necessarily be those most valued by

women themselves. McWhirter (1991) defines empowerment as: The process by which people, organizations or groups who are powerless (a) become aware of the power dynamics at work in their life context, (b) develop the skills and capacity for gaining some reasonable control over their lives, (c) exercise this control without infringing upon the rights of others and (d) support the empowerment of others in the community. Empowerment is about working to remove the existence and effects of unjust inequalities (Ward and Mullender, 1991). Empowerment can take place on a small scale, linking people with others in similar situations through self-help, education, support, or social action groups and network building; or on a larger scale, through community organization, campaigning, legislative lobbying, social planning, and policy development (Parsons, 1991). Empowerment is a process whereby women become able to organize themselves to increase their own self-reliance, to assert their independent right to make choices and to control resources which will assist in challenging and eliminating their own subordination (Keller and Mbwewe, 1991).

Empowerment is basically autonomy at both collective and individual level. It encompasses several mutually reinforcing components but begins with and is supported by economic independence (Hapke, 1992). Empowerment is the process in which people assume an increased involvement in defining and promoting their own agenda for political and social projects designed to enact change (Wilkinson, 1990). It is a process aimed at changing the nature and direction of systemic forces which marginalize women and other disadvantaged sections in a given context (Sharma, 1991 and 92). Empowerment is the vehicle which enables women to renegotiate their existence on an equitable basis (Banerjee, 1992). Empowerment is a process to participate effectively, in decisions that affect women's lives at the family, community and higher levels of the political process (ISED, 1991). The empowerment process is facilitated by creating awareness about one's rights and responsibilities and socioeconomic, educational and political opportunities, by developing skills for utilizing productive resources and by involving oneself in collective activities and community life (Pandey, 1993). Empowerment requires transformation of structures of subordination through radical changes in law, property rights, and other institutions that reinforce and perpetuate male domination (Sen and Grown, 1985). Empowerment is all about empowering the powerless, 'power' is fundamental to the enabling process of empowerment. Power

has been defined as "the ability to accomplish one's will regardless of the means employed" (March and Taqque, 1982). Women's empowerment is a multi-dimensional process of civil, political, social, economic, and cultural participation and rights. It is the "frame" of the gender indicators which reflects that an enhanced participation and rights in these domains underlie women's equal citizenship (Moghadam and Senftovan, 2005). The concept of 'empowerment', if it is used precisely and deliberately, can help to focus thought, planning, and action in development. However, when its use is careless, deliberately vague, or sloganizing, it risks becoming degraded and valueless. (Rowlands, 1995) Thus empowerment and autonomy of women refers to improvement in their political, social, economic and health status and overall development.

3. Status of Women in India

The status of Women in India has been subject to many great changes over the past few millennia. Women during the early Vedic period enjoyed equal status with men in all aspects of life. Works by ancient Indian grammarians such as Patanjali and Katyayana suggest that women were educated in the early Vedic period. Rigvedic verses suggest that women married at a mature age and were probably free to select their own husbands in a practice called swayamvar or live-in relationship called Gandharva marriage. The position of Indian women in society further deteriorated during the medieval period when child marriages and a ban on remarriage by widows became part of social life in some communities in India. The Muslim conquest in the Indian subcontinent brought purdah to Indian society. Among the Rajputs of Rajasthan, the Jauhar was practised. In some parts of India, some of Devadasis were sexually exploited. Polygamy was practised among Hindu Kshatriya rulers for some political reasons. In many Muslim families, women were restricted to Zenana areas of the house. During the British Raj, many reformers such as Ram Mohan Roy, Ishwar Chandra Vidyasagar and Jyotirao Phule fought for the betterment of women. With a decline in their status from the ancient to medieval times, [to the promotion of equal rights by many reformers, their history has been eventful. When our country got its independence, the participation of women nationalists was widely acknowledged. When the Indian Constitution was formulated, it granted equal rights to women, considering them legal citizens of the country and as an equal to men in terms of freedom and opportunity. The sex ratio of women at this time was slightly better than what it

is today, standing at 945 females per 1000 males. Yet the condition of women screamed a different reality. They were relegated to the household, and made to submit to the male-dominated patriarchal society, as has always been prevalent in our country. Indian women, who fought as equals with men in the nationalist struggle, were not given that free public space anymore. They became homemakers, and were mainly meant to build a strong home to support their men who were to build the newly independent country. Women were reduced to being second class citizens. In 1951, the first Census taken four years after independence, the picture was not much better. The female literacy rate stood at 7.93 per cent, as compared to 24.95 per cent for men. The 2001 Census suggests a 65.38 per cent literacy rate for India, with 75.85 per cent for males, and 54.16 per cent for females. The number of women goes down as we move to higher levels of education. Females constitute about 50% of country's human resource but lack of education snatches their chance to be a part of the progress and development of India. This means our pace of progress is less than the required pace. Even if females do not use education to work, total illiteracy has a huge negative impact on our society.

4. History of Women Empowerment in India

Women empowerment as a concept was introduced at the International women Conference in 1985 at Nairobi, which defined it as redistribution of social power and control of resources in favour of women. (U. Koko, 1992). Batliwala (1974) defines empowerment as "the process of challenging existing power relation and of gaining greater control over the source of power).

In the process of poverty eradication and reducing gender discrimination, the governments have been implementing various schemes and programmes providing ways and means towards women development and empowerment. The constitution of India has given special attention to the needs of women to enable them to exercise their rights on equal footing with men and participate in national development. Framing of the five year plans was the first major step taken in the direction of welfare state: Jawaharlal Nehru, the first Prime Minister of India and the pioneer of five year plans, stressed on welfare of women, children and tribals in our country. The position and status of women all over the world has risen incredibly in the 20th century. We find that it has been very low in 18th and 19th centuries in India and elsewhere when

they were treated like 'objects' that can be bought and sold. For a long time women in India remained within the four walls of their household. Their dependence on men folk was total.

A long struggle going back over a century has brought women the property rights, an equality in civil rights before the law in matters of marriage and employment

There was a time when women's education was not a priority even among the elite. Since the last quarter of the 20th century and more so after the opening up of the economy, post-1991, a growing number of women have been entering into the economic field, seeking paid work (remunerative jobs) outside the family. Women are playing bigger and bigger role in economic field: as workers, consumers, entrepreneurs, managers and investors.

The Ministry of Women and Child Development (MWCD) and the Central Social Welfare Board (CSWB) are implementing various welfare schemes and programmes for Indian women. The constitution of India provides a number of rights to women and several laws exist to protect women from discrimination. But still Indian women cannot say with pride that they possess complete empowerment equal to men. Still a lot has to be done to make them fully self-dependent and empowered equally with men. Problems like female feticide, torture for dowry, violence against women etc. still restrict the complete empowerment of women (Kapur, 2001).

Prof. Dastgir Alam, (Alam, 2008) in his paper, stated that women have always got a lesser share in labour force participation rate (LFPR). He has described the concept of social justice as a sense of participation in all spheres of human activities, social, economic and political, in the mind of masses. The article written by Smt. Sushila Kaushik (2002) throws light on the different issues responsible for women's achievement as well as the pitfalls. She states that, even if the funds and credit is available to women, one should see whether it is available to women within the households. The author states further that, to improve the status of women, there is a need to integrate them into national structure and policy making rather than have policies on them.

Apart from Government organizations there are other non government organizations and groups which also contributed majorly in empowerment of women. Self-help groups emerged as initiatives by people to earn their livelihood by pooling a

common fund and coming together in their effort. It was the effort of the group to stand by each other, help each other and grow together. The success and potential of the self-help groups was recognized by NABARD and also the Government of India. Women members of the self-help groups have shown increased levels of socio-political awareness and empowerment in the community, raised levels of negotiating power, and changes in community norms, particularly in terms of changing attitudes to gender expectations. (Dash A., 2003).

5. Indian constitution and women empowerment

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favor of women. The constitution of India has greatly enhanced the status of Indian women by throwing upon to them all its series on equal terms with men. All the men and women of India are equity entitled for individual freedom, fundamental rights including the right to participate in social, cultural, religious, educational, economic and political activities. The constitution provides for equality of sex and offers protection to women against exploitation. It has given the voting right to women and in no way treats women as second grade citizens.

Directive principles of State Policy also contains important provisions regarding women empowerment and it is the duty of the government to apply these principles while making laws or formulating any policy. Though these are not justifiable in the Court but these are essential for governance nonetheless. Some of them are:

- Article 39 (a) provides that the State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood.
- Article 39 (d) mandates equal pay for equal work for both men and women.
- Article 42 provides that the State to make provision for securing just and humane conditions of work and for maternity relief.

Apart from this 73rd and 74th Constitutional Amendment of 1993, a very important political

right has been given to women which is a landmark in the direction of women empowerment in India. With this amendment women were given 33.33 percent reservation in seats at different levels of elections in local governance i.e. at Panchayat, Block and Municipality elections.

Thus it can be seen that these Constitutional provisions are very empowering for women and the State is duty bound to apply these principles in taking policy decisions as well as in enacting laws.

There are also some specific laws for women in order to protect their interest and a provides a sense of security and empowerment. The list of some specific laws which were enacted by the Parliament in order to fulfill Constitutional obligation of women empowerment:

- The Equal Remuneration Act, 1976.
- The Dowry Prohibition Act, 1961.
- The Immoral Traffic (Prevention) Act, 1956.
- The Maternity Benefit Act, 1961.
- The Medical termination of Pregnancy Act, 1971.
- The Commission of Sati (Prevention) Act, 1987.
- The Prohibition of Child Marriage Act, 2006.
- The Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.
- The Sexual Harassment of Women at Work Place (Prevention, Protection and) Act, 2013.

Government policies and schemes for women empowerment. Within the framework of a democratic polity, our laws, development policies, Plans and Programmes have aimed at women's advancement in different spheres. From the Fifth Five Year Plan (1974- 78) onwards there has been a marked shift in the approach to women's issues from welfare to development and then from Eighth Five Year Plan emphasis was shifted from development to empowerment. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. India has also ratified various International conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993.

In the year 2001, the Government of India launched a National Policy for Empowerment of Women. The specific objectives of the policy are as follows:

- Creation of an environment through positive economic and social policies for full development of women to enable them to realize their full potential.
- Creation of an environment for enjoyments of all human rights and fundamental freedom by women on equal basis with men in all political, economic, social, cultural and civil spheres.
- Providing equal access to participation and decision making of women in social political and economic life of the nation.
- Providing equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public life etc.
- Strengthening legal systems aimed at elimination of all forms of discrimination against women.
- Changing societal attitudes and community practices by active participation and involvement of both men and women.
- Mainstreaming a gender perspective in the development process.
- Elimination of discrimination and all forms of violence against women and the girl child.
- Building and strengthening partnerships with civil society, particularly women's organizations.

On other hand special budget allocations are made in Five Year Plans regarding empowerment of women. Framing of the five year plans was the first major step taken in the direction of welfare state: Jawaharlal Nehru, the first Prime Minister of India and the pioneer of five year plans, stressed on welfare of women, children and tribal's in our country. The First Five Year Plan (1951-56) contemplated welfare measures for women. To implement welfare measures for the benefit of poor women, the Central Social Welfare Board (CSWB) was established to deal with the problems of women. The CSWB recognized and realized the need for organizing women into Mahila Mandals or women's club as an approach to community development.

The Second Five Year Plan (1956 – 61) intimately concentrated overall intensive agricultural

development. However, the welfare approach to women's issues was determined recognizing women as workers. Further, protection against injuries at work, maternity benefits and crèches for their children. It also suggested immediate implementation of the principal of equal pay for equal work and provision for training to enable women to compete for higher jobs.

The Third Five Year Plan (1961 – 66) sincerely recognized the greater importance of education for women which has been a major welfare strategy for women. This plan allocated the largest share for expending social welfare services and condensed courses of education. As regards to wealth, maternal and child welfare programmes were proclaimed in terms of maternal and child welfare, health education, nutrition and family planning.

Thus the emphasis on women education was continued during the Fourth Five Year Plan also (1969 – 1974). The basic policy was to promote women's welfare as the base of operation. The outlay on family planning was stepped up to reduce the birth rate through education. Immunization of pre-school children and supplemental feeding, expectant and nursing mothers⁸.

Need for training women in respect of income generating activities and their protection was stressed in the Fifth Five Year Plan. Further, the fifth plan also recommended a strategic programme of functional literacy to equip women with skills and knowledge to perform the functions as a good housewife. Under the health programmes, the primary objective was to provide minimum public health facilities integrated with family planning and nutrition for vulnerable groups, children, pregnant and lactating mothers. The Fifth Year Plan was happened to be during the decade of International Women's decade and the submission of the Report of the Committee on the status of women in India (CSWI) "Towards Equality". The CSWI had comprehensively examined the rights and status of women in the context of changing social and economic conditions and the problems relating to the advancement of women. The CSWI reported that the dynamics of social change and development had adversely affected a large section of women and had created new imbalances and disparities

The Sixth Five Year Plan stressed the need of economic independence educational advance and access to health care and family planning as essential for women's development. So the strategy was threefold: of education, employment and

health. They are independent and dependent on the total developmental process.

The Seventh Five Year Plan sought to generate awareness among women about their rights and privileges. The long term objectives of developmental programmes in the Seventh plan were to raise women's economic and social status in order to bring them into the mainstream of national development and recognized the importance of women in contributing to the various socio-economic, political and cultural activities. The seventh plan emphasized the need to open new avenues of work for women and perceive them as crucial resource for the development of the country. Another salient and crucial recognition was the need for organization of women workers and unionization. Under the plan, a new scheme, "Women's Development Corporation" has been taken up for promoting employment generating activities by supporting schemes from women's group and women from poorer sections of society. A women's development planning and monitoring cell was also set up for collection of data and monitoring of plan programmes. A very significant step therein was to identify and promote beneficiary oriented programmes which extended direct benefits to women.

The strategy in the Eighth Plan was to ensure that the benefits of development from different sectors did not bypass women and special programmes were implemented to complement the general programmes. The main objective of Eighth Plan was to extend the reach of services to women both qualitatively and quantitatively. Panchayati Raj institutions are involved in the designing and implementation of women's programmes. The approach of the Eighth Plan made a definite shift from development to empowerment of women. In order to meet the needs of women and children, there had been a progressive increase in the plan outlays over the time of eight five year plans. The outlay of Rs. 4 crores in the First Five Year Plan (1951 – 56) had gone up to Rs. 2000 Crores in the Eighth Five Year Plan¹⁸.

The Ninth Five Year Plan came into effect from April 1, 1997. An approach paper had been developed by the Planning Commission and accepted by the National Development Council, which had become basis for developing Ninth Five Year Plan. In this approach paper focus was laid on empowerment of women and people's participation in planning and implementation of strategies. Women are facing problems like feminization of poverty, inadequate investment in social sectors,

increasing violence against women and stereotyped portrayal of women in private and state media especially television. There is necessity for information and training opportunities, reservations and social services etc., and people's involvement is necessary for the success of any programme. Empowerment is about choices and the ability exercise women's choices will be limited unless they are more involved in policy-making. The 9th Five Year Plan is an attempt to bring in women's issues within the policy-making spheres.

The Tenth Five-Year Plan (2002-07) aims at empowering women through translating the recently adopted National Policy for Empowerment of Women (2001) into action and ensuring Survival, Protection and Development of women and children through rights based approach.

The Eleventh Five Year Plan proposes to undertake special measures for gender empowerment and equity.. Encourage women's cooperatives for self-employment. The Eleventh Five Year Plan was aimed at inclusive development. Its vision was that every woman in the country should be able to develop to her full potential and share the benefits of economic growth and prosperity. Towards this end the approach adopted was to empower women and recognize their Agency thereby seeking to make them partners in their own development.

The vision for the Twelfth Five Year Plan is to ensure improving the position and condition of women by addressing structural and institutional barriers as well as strengthening gender mainstreaming. In Twelfth plan the Government's priority would be to consolidate the existing initiatives and interventions relating to women, build upon the achievements and also move beyond to respond to new challenges. The thrust areas are economic, social and political empowerment of women. Recognizing that economic independence is the key to improving the position of women within the family and in the society and the plan would need to focus on enhancing women's access to and control over resources. It will not only increase their presence in the work force but, more importantly will improve the quality of women's work and ensuring their upward mobility on the economic ladder.

6. Gender Equality ,Growth and Development Links

“It turns out that advancing equal opportunity and economic empowerment is both morally right and good economics, because discrimination, poverty and ignorance restrict growth, while investments in education, infrastructure and scientific and technological research increase it, creating more good jobs and new wealth for all of us.” – Former President William J. Clinton's remarks for the Democratic National Convention on September 5, 2012. It is imperative that empowerment and autonomy of women and improvement in their social, economic and political status is essential for the achievement of sustainable development in all areas of life. To promote gender equality and the empowerment of women as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable(United Nations Millennium Declaration,2000).Economic development and growth and gender equality go hand-in-hand. As Sen (1987) demonstrates, in any model of economic development it is crucial to take into account that cooperation and conflict exist simultaneously in gender divisions

The societies that discriminate by gender tend to experience less rapid economic growth and poverty reduction than societies that treat males and females more equally, and that social gender disparities produce economically inefficient outcomes (World Bank 2001). The primary pathways through which gender systems affect growth are by influencing the productivity of labour and the allocative efficiency of the economy (World Bank 2002). In terms of productivity, for example, if the access of women farmers to productive inputs and human capital were on a par with men's access, total agricultural output could increase by an estimated 6 to 20 percent (World Bank 2001). Investment in the human capital, health and education, of women and girls is presented as a key way forward as witnessed by the MDGs. The logic is that ‘educated, healthy women are more able to engage in productive activities, find formal sector employment, earn higher incomes and enjoy greater returns to schooling than are uneducated women...’ (WBGDG 2003).. However women's participation can only be effective and meaningful when underlying gender power relations are transformed and when attention and support are given to women's specific knowledge and capacities. Table 1 shows the relationship between the broad attributes of Economic development and growth and their positive links to women empowerment..

Table 1: Studies on the Link between Women empowerment , Gender Equality and Economic Development

Author/ Study	Purpose	Variable	Relationship Economic development and women empowerment
Esther Duflo, 2011	Relationship between Women empowerment and economic development	Empowerment Development	Positively interrelated.
Dollar and Gatti ,1999	Relationship between Gender, Income, and Growth	Gender Inequality, Income, Education Growth & Health	Gender Inequality have Negative Impact
Klasen,2002	Relationship between Women in Education and Economic Development	Gender Inequality Education Economic Development	Negative
Kabeer,1991	Relationship between Gender, development, and training	Gender equity Women empowerment Development Training	Positive
Klasen,1999	Relationship between Women and Growth and Development	Gender inequality Growth Development	Negative
Klasen and Lamanna, 2009	Relationship between Women and growth	Gender Inequality Education Employment Health	Negative
Agarwal, 2002	Relationship between Women and environment Sustainability	Gender Inequality Environmental Sustainability	Negative
Cela, Dankelman& Stern,2014	Relationship between Women Empowerment ,Economic Development and Environmental Sustainability	Gender Equality Economic Development Environmental Sustainability	Positive
Jane,2000	Relationship between Gender and Development	Participatory Empowerment, Gender Development	Positive
Forsythe,Korzeniewicz,Durrant, 2000	Relationship between status of women and Economic Development	Status of Women GDI HDI GenderInequality	Positive
Susan Buckingham-Hatfield,2002	Link between WomenParticipation and development	WorkParticipation, Health,Education, Development Gender Equality	Positive
Psacharopoulos andTzannatos, 1989	Link between Women Participation and development	Agrarian economy Women Participaion Development Education	Positive
Beneria and Sen,1981	Link between Women's Work and development	Economic growth Women Participaion Development Education	Positive
Tsani, Paroussos, Fragiadakis,	Link between Female	Female Labour Force	Positive

Charalambidis and Capros, 2012	Labour Force Participation and development	Participation and Economic Development	
Luci,2009	Link between Female Labour Force Participation and development	Women's labour market participation Economic Growth and Development	Positive
Nath, 1970	Link between Female Labour Force Participation and development	Female labour participation Economic Growth and Development	Positive
BertaEsteveVolart,2004	Link Between Gender Discrimination and Growth	Growth Development Labor Market GDP	Positive Relationship
Bradshaw, Castellino,2013	Women's role in economic development:	Education Employment Political Participation Economic Growth & Development	Positive
Dollar and Gatti ,1999	Relationship between Gender, Income, and Growth	Gender Inequality, Income, Education Growth & Health	Gender Inequality have Negative Impact
Agarwal, 2002	Relationship between Women and environment Sustainability	Gender Inequality Environmental Sustainability	Negative
Johnsson&Latham,2007	Relationship between gender equality as a prerequisite for sustainable development	Sustainability, Lifestyles Welfare and Development Reproductive and Social roles	Positive
Diebolt and Perrin,2013	Relationship between Women Empowerment and Sustained Growth	Women Empowerment Gender Equality Economic Output Skilled Labor	Positive
Mariam Dem,1993	Relationship between Women and Sustainable development	Women Participation Economic Activities And Development	Positive
Heyzer,2005	Relationship between Women and Sustainable development	Women's rights Empowerment Millennium Development	Positive and crucial
Brand,1996	Relationship between Women and development	Women's participation at International, National and Local level and Development	Positive
Brenner,2009	Relationship between Women and Sustainable development	Gender Mainstreaming Sustainable development GAD	Positive
S. Low and Sengupta,1996	Relationship between Women and development	Women Development	Positive
Susan Buckingham-Hatfield,2002	Link between Women and development	WorkParticipation, Health,Education, Development Gender Equality	Positive

7. Gender Mainstreaming In Growth And Development In India - Constraints And Suggestions

When more women work, economies grow. The centrality of gender equality has also been articulated in the outcome document of the United Nations Conference on Sustainable Development, entitled "The future we want", adopted in 2012, which included recognition of the importance of gender equality and women's empowerment across the three pillars of sustainable development, economic, social and environmental, and resolve to promote gender equality and women's full participation in sustainable development policies, programmes and decision-making at all levels. There is growing evidence of the synergies between gender equality, on the one hand, and economic, social and environmental sustainability, on the other. For example, when women have greater voice and participation in public administration, public resources are more likely to be allocated towards investments in human development priorities, including child health, nutrition and access to employment (Chattopadhyay and Duflo, 2004). Further, certain aspects of gender equality, such as female education and women's share of employment, can have a positive impact on economic growth, although this impact is dependent on the nature of growth strategies, the structure of the economy, the sectoral composition of women's employment and labour market segregation, among other factors (Kabeer and Natali, 2013). The underlying causes and consequences of unsustainability and gender inequality are deeply intertwined and rooted in the dominant economic models (Fukuda-Parr, Heintz and Seguino, 2013). Inequality itself threatens economic sustainability, fuelling unrest and conflict and undermining the stability, level playing field and consumer demand on which growth is dependant (Stiglitz, 2012).

. Based on the literature some of the major constraints faced by Indian women are as follows.

- **Lack of employment opportunities-** Although India's economic growth is rising but cause of concern in recent times is that the jobs in sufficient numbers are not being created in sectors that could readily absorb women, especially for women in rural areas.
- **Lack of skills-** Indian female workers has low skill levels due to fewer opportunities and so it subsequently makes them less employable.
- **Limited jobs in the non-farm sectors-** We know that agricultural jobs are limited as well as seasonal and therefore it contributed to the withdrawal of women from the labour force.
- **Lack of Education and Awareness –** It is another major factor as in India female literacy rate is quite low and also in some areas, there is extreme lack of awareness about the government programmes and schemes favouring girl child and women, which can be utilized to become employable.
- **Restriction of personal liberty and autonomy-** This is another important factor for low FLPR rate. Due to patriarchal beliefs, women are restricted only to household activities and don't have liberty to come out of houses and do jobs.
- **Indian social customs and practices-** In India still women are forced to live within the boundaries of house and not are allowed to go out, take their life decisions. Women are not allowed to do work or study.
- **Burden of unpaid work-** Traditionally women are supposed to be meant only for household work which includes care work, cooking, cleaning etc. which consume most of their daily routine due to which they don't get time to do jobs.
- **Wage and Employment discrimination-** More women than men work in vulnerable, low-paid, or undervalued jobs (ILO, 2012). In India generally female get less salary or wages in comparison to men. Also employer prefer to appoint men than women as they think that women are inefficient and non-serious as they also have household responsibilities on them.
- **Lack of adequate infrastructure-** Due to poor connectivity and transportation facilities women are reluctant to undertake work in the nearby areas. Thus improving connectivity between the villages and the satellite towns and small cities will also enhance female labour force participation.
- **Other Social Obstacles-** Rising crime against women is also decreasing the women participation due to safety reasons. Women find themselves unsafe even in urban areas and so they prefer to stay at home rather moving out for jobs.

Considering the constraints experienced by the females and their contribution in economic growth and development following policy initiatives are

required to make them economically active. The initiatives are as follows-

- Government should focus on increasing female education level as well as creating awareness about governmental support schemes for women among public.
- More thrust should be given to skill development through professional and vocational training and job oriented courses.
- Equal opportunity to work and equal wages for equal work should be provided and in this regard definitely some government intervention is required at ground level.
- Government should focus more on microfinance support and self-help group centred activities in order to bring women into mainstream development process.
- Improving connectivity between the villages and towns and small cities will also improve female labour force participation
- More employment opportunities need to be created in the industries in order to absorb the female labour force.
- Government should also focus in creating some sort of support system for women workers such as crèches, maternity benefits, relaxed working hours, etc. in order to increase female labour force participation.

8. Conclusion

Women in India slowly started recognizing her true potential. She has started questioning the rules laid down for her by the society. As a result, she has started breaking barriers and earned a respectable position in the world. Today Indian women have excelled in each and every field from social work to visiting space station. There is no arena, which remains unconquered by Indian women. Whether it is politics, sports, entertainment, literature, technology everywhere, its women power all along. But there is still a large section of women who are uneducated, and married off before the age of 18. Families are required to supply a chaste daughter to the family of her future husband. Also very few women are actually employed in good-paying jobs, and hence parents don't see the point of spending money on girls' education. Statistics say that close to 245 million Indian women lack the basic capability to read and write, which is a large number. Only 13.9% women are employed in the urban sector, and 29% in the domestic and

agriculture sector, where too a majority of women are exploited by the men. The sex ratio of India shows that the Indian society is still prejudiced against female, and a lot is yet to be achieved in this context. The path towards total gender empowerment is full of potholes. Over the years, women have made great strides in many areas with notable progress in reducing some gender gaps. Yet realities such as 11,332 women and girls getting trafficked every year, and increased practice of dowry, rape and sexual harassment hit hard against all the development that has taken place. Thus, if on one hand women are climbing the ladder of success, on the other hand she is mutely suffering the violence afflicted on her by her own family members. As compared to the past, women in modern times have achieved a lot but in reality they have to still travel a long way. Moving forward, closing gender gaps will require concerted efforts across a range of policy dimensions. In this respect, the most immediate concern for policy-makers should be to alleviate the constraints on women's freedom to choose whether or not to enter the labour market and the barriers they face once they are in the workplace (ILO,2017). . Key for economic growth is the promotion of women's economic rights which entails promoting a range of women's rights including their sexual and reproductive rights and rights to education, to mobility, to voice, to ownership, and to live free from violence(UNSDSN,2013). Although government has been making efforts to empower women in socio-economic and politico-cultural aspects, so that a welfare state and a prosperous nation can be built but still there is a gap in the efforts and its implementation at ground level. However this gap is been filled by NGO's and Self Help groups but still lot of rigorous work is still required for empowering the women.

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