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### INTERNATIONAL JOURNAL OF RECENT TECHNOLOGY SCIENCE & MANAGEMENT

#### “WOMEN'S EMPOWERMENT AND DEVELOPMENT IN INDIA: A LITERATURE REVIEW”

*Mahalaxmi Johri*<sup>1</sup>, *Naseem Ahmad*<sup>2</sup>

<sup>1</sup> Director & Professor (Sociology Department), P.K. University, karera, Shivpuri, Madhya Pradesh, India

<sup>2</sup> Phd, Scholar, P K University, karera, Shivpuri, Madhya Pradesh, India

#### ABSTRACT

*The concept of "women empowerment" has gotten a lot of attention from academics, government officials, and business leaders. The concept of women's empowerment has a variety of connotations. The genesis of the word "women empowerment" as it relates to gender and equality is investigated in this literature review. This literature study examines four power views that are used to explain why women's empowerment is becoming more important nowadays. The notions of power, agency, resources, and accomplishments are utilized to explain and characterize the issues of women's empowerment around the world. Women's empowerment refers to a woman's right to have a say in her life's strategic decisions and the ability to reach her full potential. Women's empowerment, as an economic, political, and social culture phase, calls into question the framework of To improve women's quality of life, sexual stratification that has contributed to their subordination and marginalisation must be addressed. This review article gives an overview of the situation of women's empowerment in India.*

**Key Words:** *Women empowerment, power perspectives, gender equality, captains of industry, government and policy-makers..*

#### I. INTRODUCTION

Empowerment Control of material riches, intellectual resources, and ideology are all linked. It entails having power over, having power with, and having power inside. Some people define empowerment as a process of increased awareness and conscientization, capacity building that leads to increased participation, effective decision-making power and control, and transformative action. This refers to one's ability to obtain what one desires and to persuade others to share our worries. When it comes to women, the power relationship that must be considered involves their lives on numerous levels, including family, community, market, and state. Importantly, it involves women's ability to assert themselves on a psychological level, and this is a transformation like India. A woman, like any other individual, holds a variety of status positions and performs a variety of roles at any one time relates control over material assets, intellectual resources and ideology. It involves power to, power with and power within. Some define empowerment as a process of awareness and conscientization, of capacity building leading to greater participation, effective decision-making power and control leading to transformative action. This involves ability to get what one wants and to influence others on our concerns. With reference to women the power relation that has to be involved includes their lives at multiple levels, family, community, market and the state. Importantly it involves at the psychological level women s ability to assert themselves and this is change like India.1 A women like any person, occupies very many status position at a given point of time and plays a number of role, such as those in the kinship system, family system and the wider social system. Her status in society is usually not determined by any one particular status position held by her but by her composite status which results from the merging of various statuses. Thus, the best way to assess the status of women of any group or category, or in any sub-system is to analyse the roles women are bring called upon to play and

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the manner of their performance. In the Vedic age, the status of women was better than in the subsequent period as they held great respect and enjoyed considerable rights and privileges. She was considered a goddess and was adored. The married girl was regarded as a part of the husband and her presence was inevitable in every religious function.<sup>2</sup> The literature of that period shows that women were regarded with high esteem and enjoyed a wholesome social status as daughter, sister, wife or mother. She is portrayed as kind, affectionate, generous, forgiving, least demanding, giving, adjusting, enduring and submissive within the social framework but the same women becomes a ferocious fighter in the battlefield. These are beautifully described in the nine forms of goddess Durga who is obedient, devoted and motherly on the one hand and becomes Kali or Chandi when she has to fight against the demonic powers of the Asuras. Independence of India heralded the introduction of laws relating to women. The Constitution provided equality to men and women and also gave special protection to women to realize their interests effectively. Special laws were enacted to prevent indecent representation of women in the media and sexual harassment in workplaces. The law also has given women equal rights in the matter of adoption, maternity benefits, equal pay, good working conditions etc. At the international level, the UN Charter, the Universal Declaration of Human Rights and Convention on Elimination of all forms of Discrimination against Women (CEDAW) sought to guarantee better legal status to women.

## II. LITERATURE REVIEW

**Vanaja Dhruvarajan 1989** The explanations behind the undecided status concurred to ladies in Hindu society, commented that as such female guideline is venerated alongside male however ladies in flesh are embarrassed, depersonalized and subjected. Ladies and Society is quite possibly the main area of study among the specialist to examine the social cycle and changing example of society, influencing Indian ladies in various ways. Any appraisal of the situation with ladies can't be made external the social construction. Social design, social standards, and worth frameworks are significant determinants of ladies's jobs and their situation in the public eye.

**Kamla Bhasin et al** Though training and work related open doors are furnishing ladies with new jobs outside the home, their social situation in the family remains generally unaltered in light of the fact that the arrangement of organized marriage reasserts the power of rank standards and the commitment of adjustment to the customary picture of ladies as spouse mother with low custom status. The accentuation on schooling was for preparing ladies to complete their various jobs as residents, house-spouses, mother, supporters of the family pay and the manufacturers of the new society.

**Frankenberg and Thomas, (2001)** concentrated on ladies strengthening in Indonesia and the job of ladies in decision making of the family, cash control and time use are considered as the principal determinants of ladies strengthening. Also, the overall status of a couple's at the hour of marriage, e.g., schooling, age, economic wellbeing of the group of beginning are chosen as the free factors of the review. The discoveries feature that status impacts the monetary game plans and dynamic force of ladies.

**In research by Mayoux (2001),** ladies strengthening in Cameroon is examined and the review reflects pay control and advancement of aggregate social and financial exercises as the factors. The autonomous factors utilized in the review are microcredit support and social capital, for example neighborhood and market organizations. It is recommended in the review that unfortunate ladies benefit by utilizing the ongoing types of social money to channel microcredit limits. In another examination, an endeavor is made to gauge ladies strengthening for various nations and locales by utilizing self-assessed focuses on a ten stages stepping stool of force and freedoms, was at the lower part of the stepping stool stood totally frail individuals and without privileges and on the top stood the people who had a ton of force and privileges.

**Narayan (2007). Blumberg (2005)** saw that the financial strengthening of ladies is the way to orientation balance and the prosperity of a country. As per the consequences of the review, financial strengthening upgrades ladies' ability of navigation as well as prompts a decrease in defilement, outfitted struggle and savagery against females over the long haul. In one more concentrate on ladies' financial strengthening, homeworkers in Mexico City, the outcomes feature that while no basic relationship existed between ladies' monetary assets and direction, paid work expanded the ladies' confidence and spouses who make a significant commitment to family use as a rule have more say in homegrown and

intimate navigation,

**An Inglehart et al [2003]** Similarly, the GDI guideline was tried by Dijkstra and Hanmer and as far as possible were found. They guarantee that GDI clashes relative orientation correspondence with outright principles of human development and consequently incorporate no insights regarding similar orientation dissimilarity between nations. They fostered a Relative Status list for ladies utilizing GDI and furthermore concurred that the RSW is certainly not an optimal mark of segregation among ladies and men.

**In 2006, Dijkstra** contended that the UNDP expected to start to lead the pack in fostering another orientation correspondence record, or in drawing up a refreshed GDI and GEM file. Based on a concise examination of the options in the writing, he made an exhaustive suggestion for every one of the arrangements. Klasen prescribed specific enhancements to measures covering some characterized GDI and GEM issues. Schüler examined how the scholastics and the press utilized the two indices. His examination viewed that GDI specifically tends as an unused measure. GDI was misconstrued generally speaking as a sign of sexual separation. In his paper Beteta contended that the GEM mirrors a defective and halfway file on the progression of ladies and tests dissimilarity between the most accomplished and monetarily advantaged people, and doesn't consolidate significant non-financial aspects of the force of dynamic on both family and the degree of ladies and sexuality. Subsequent to distinguishing and evaluating likely pointers in those circles which were missing in the GEM recommended for the development of another collected measure called Gender Empowerment Enabling Environment (GEEE)

**Dr Silky Vigg Kushwah et al [ 2020]** Debate on women empowerment started decades back in India. It is a frequently used term among policymakers, politicians, social workers and academicians still the state of women remains miserable. The current study tried to do a systematic review of the literature to understand the underlying factors responsible for successful women empowerment. So, this study aims to investigate the major determinants of women empowerment explored by the previous studies. Moreover, the current study also proposes the direction for future research to address the current dearth of research on assessment of women empowerment schemes introduced and implemented by the central government and various state governments of India from time to time.

### III. WOMEN EMPOWERMENT MODELS

According to Sohail (2014:8-9) women can be empowered by using the following models:

1. Institutions should be developed for providing equal resources to men and women.
2. Media and NGOs should raise awareness about women rights.
3. Policy action should be taken to reduce gender inequality.
4. Women should be provided with the education and job opportunities.
5. Women should be granted loans at lower interest rates so that they are encouraged and their skills are developed.
6. Women should have the right to own their property.
7. Women must have simple business registration procedures.
8. Male dominancy should be handled in a peaceful manner.
9. Women should have access to economic resources which leads to the economic growth.
10. For the same work equal amount of payment should be given to both men and women and the Amount should be reasonable enough so that they could spend better life.
11. There should be no discrimination in assigning work to people based on gender.
12. Both men and women should be given equal opportunities.
13. Safe working conditions should be provided to both men and women.
14. Women should be encouraged to join the fields of work which have been considered as fields for men.

#### IV. THEORIES OF GENDER EQUALITY

Theories of gender equality are used to explain the strategies that can be utilized to empower women in society (Lipset, 1959; Rostow, 1960; Bell, 1999).

Theories of gender equality are adopted and described in detail. These theories include:

1. The classical development perspective.
2. The human development perspective.
3. The historical legacies perspective, and
4. The institutional design perspective.

#### V. CONCLUSION

The purpose of this study was to describe the four power views that have been utilised to explain why women's empowerment is becoming more important nowadays. To that goal, the concept of women's empowerment was thoroughly examined and articulated. The concept of women's empowerment has been recognised to have a variety of interpretations. The concepts of power, agency, resources, and successes were utilised to illustrate the challenges related with women empowerment globally in order to give the study with the necessary conceptual basis. The importance of women empowerment was also explained using four gender equality ideologies. The classical development viewpoint, human development perspective, historical legacies perspective, and institutional design perspective were the theories utilised. Every country's long-term plans. should concentrate on explaining concerns concerning women's empowerment. Before making policy decisions, a country's long-term development strategy is inadequate without giving this sector due thought and receiving adequate information. Women's empowerment is not the same as providing them with a decent education or better job prospects. Women must comprehend the reasons for gender equality and women's empowerment. In a word, women's empowerment is the mental liberation from societal economic, political, and social inequity.

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