VIRTUAL CONFERENCE

ICGEWE-2022

PROCEEDINGS OF
INTERNATIONAL CONFERENCE ON
GENDER EQUALITY AND WOMEN EMPOWERMENT

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About The Conference

The International Conference on Gender Equality and Women Empowerment (ICGEWE-2022) is organized on 8th & 9th March 2022 to celebrate "International Women Day" by the Department of Electronics & Telecommunication Engineering, PVG's College of Engineering and Technology and G.K. Pate (W) Institute of Management in association with Novateur Publications, Pune, India.
The ICGEWE-2022 aims to open a wide online platform to present and share knowledge on good practices, actions, areas of improvement related to Gender Equality and Women Empowerment.

Objectives

- To broaden social connect with international researchers
- To inspire the society for Gender Equality by providing an interactive platform.
- To empower women for overall development of the society.by creating awareness about the different dimensions of womanhood

Outcomes

- Better understanding of Woman's strengths through interactions and greater social connect
- Improved insights into the multi- dimensionality of womanhood
- Increased awareness about Gender Equality to achieve real impact on the quality of life for women, men, families and communities

Publication

All the accepted papers of the conference are published in a special issue of the **European Journal of Humanities and Educational Advancements (EJHEA)**, ISSN (E): 2660-5589, published from Las Palmas, Spain.
Website: https://scholarzest.com/index.php/ejhea

Organized by

Department of Electronics and Telecommunication
Pune Vidyarthi Griha's
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G K Pate (Wani) Institute of Management

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ICGEWE-2022

Proceedings of International Conference on

Gender Equality and Women Empowerment

8th & 9th March 2022

Chairman's Foreword

Pune Vidyarthi Griha is 109 years old umbrella having very wide radius of many institutions spread all over Maharashtra (India). In the span of 32 years, PVG's College of Engineering and Technology & G. K. Pate (Wani) Institute of Management has turned into an ideal eco-system for the growth of industry, in India and abroad. This has developed faculty resources and created an environment which is conducive for nurturing engineering talent.

It gives me immense pleasure that PVG's COET & GKPIM, Pune is organizing International conference on the theme of Gender Equality and Women Empowerment. I appreciate the efforts of the orgnizing team of this conference for addressing a much required social issue across the world. In current pandemic situation and considering the various barriers, it is difficult to attend the conferences physically, hence the conference is organised in an online mode. This international conference will not only give opportunity for the scholars to participate and present their work but also give platform for number of enthusiastic learners to gain knowledge.

I hope that this international conference will broaden the social connect with international researchers and intellectuals. Gender Equality and Women Empowerment if inculcated properly will have a great impact on the society for its overall development.

Best wishes for collaborative learning!

Shri. S.P. Redekar,
Chairman, Pune Vidyarthi Griha
and Director, PVG's COET and GKP(W)IOM, Pune-09

Director's Foreword

Dear Authors, Esteem readers,

It is with great pleasure, I unite this forward to the proceedings of the 1st international conference on 'Gender Equality and Women Empowerment (ICGEWE-2022)' held in Pune organized by Department of Electronics & Telecommunication Engineering of PVG's College of Engineering Technology & G.K. Pate (Wani) Institute of Management, Pune on March 8th and 9th, 2022.

This conference is aimed at recognizing and celebrating contribution of women and girls around the world, who are leading the change on climate change adaption, mitigation and response to build a more sustainable future for all. For this it is essential to have equal access to power, resource, and opportunities and must be treated with dignity, respect and fairness.

Achieving gender equality and empowering of women will not happen overnight. It must have a moment with proper plan, mechanism with measurable action of execution. All of us have a role to play in this movement with right spirit.

This proceeding will furnish all around the world with an excellent reference book for their plan and execution of gender equality and empowerment of women. I also feel that this will be an impetus to stimulate to further movement in gender equality and women empowerment related areas.

I thank all authors and participants for their contributions.

Prof. R. G. Kaduskar,
Director, PVG's COET & GKP(W)IOM, Pune-09

Principal's Message

Pune Vidyarthi Griha's College of Engineering and Technology & G.K. Pate (Wani) Institute of Management is the most prestigious branch of Socio-educational Institution which is known for its contribution in the enrichment of the bonds between Social and Educational elements of the Society. Pune Vidyarthi Griha Trust always encourages organizing social programs.

It is with deep satisfaction, I write this foreword to the international conference on Gender Equality and Women Empowerment on 8th and 9th March 2022. Women and men are the two pillars of the society who shoulders the cart of the success and progress of the society, if there is discrimination in any aspect between two, it may have adverse effect globally on the societal development. Gender equality and women empowerment gains highest priority due to this. I congratulate the team for organizing this conference with topic of great importance to the society.

The proceedings of the conference are the result of an extra ordinary effort made by the authors and members of the program committee with an aim to accommodate both researchers and learners to share their expertise and exploration done on the theme. Hope this conference will further stimulate the research in the Gender equality and women empowerment and its positive impact on the society.

Dr. M.R.Tarambale
I/C Principal
PVG's COET & GKP(W)IOM, Pune-09

Convener's Message

Even in modern age it is observed that gender equality and women empowerment are highly suppressed by many educated as well as uneducated people across the globe. This discrimination has increased the injustice and disharmony among the genders on various fronts of life such as economics, various facilities, even right of worship as well to affect overall life of an individual.

Inspite of this, there are many inspiring women leaders from different backgrounds, all succeeding, excelling and progressing in their chosen field of work. These women are strong determined and passionate. Their confidence, enthusiasm and presence sparkle. These women are the key for motivating other in society to unfold their full potential and open up new horizons, to help contribute to a growing world economy by sharing their expertise.

This conference is organized to understand the impact of gender equality and women empowerment and stimulate the awareness among various stake holders of the society through eminent talks of various keynote speakers and presentation of research papers on various topics of gender equality and women empowerment

Lastly, I would like to quote saying of Mahatma Gandhiji that "When one mother learn, whole family learn", similarly "When woman, whom we call *abala* (one without strength) becomes *sabala* (one with strength), all those who are helpless will become powerful."

Hope, **ICGEWE-2022** will fulfill the objectives of the conference and the aspirations of all the stake holders of the society towards satisfactory and peaceful life.

Dr. Yogesh B. Thakare
Convener, ICGEWE-2022
and Head, Dept. of E&TC, PVG's COET & GKPIM, Pune-09

Key Note Addresses

Sr. No.	Speaker	Topic
1	**Dr. Shauli Mukherjee,** Director & Dean of Adamas University, Barasat, West Bengal, India	Women Empowerment and Gender Equality
2	**Ia Shiukashvili**, Chief Specialist at International Relations Office, Iakob Gogebashvili Telavi State University, Georgia	Role of Educational Institutions in gender Equality
3	**Dr.(Er) Parimita ,** Sam Higginbottom University of Agriculture, Technology & Sciences, Allahabad, India	Women Contribution in the field of National Research in India
4	**Prof. Dr. Abdul Rahmat,** S.Sos.I.,M.Pd; Gorontalo State University Indonesia	Patriarchal Cultural Constraints for Women
5	**Dr. Froilan Mobo ,** Director, IHRM , Philippines	Women Empowerment through Online Education
6	**Dr. Bobur Sobirov,** Professor, Samarkand Institute of Economics and Service, Uzbekistan	Legislative Policies on Women's Political Participation

WHAT DRIVES WOMEN TO BECOME AN ENTREPRENEUR?

Mallika S
Department of Commerce, MGM College Udupi, India

Article history:	Abstract:
Published: 10th March 2022	Women entrepreneurs in India is a emerging concept and exceptionally vital for the economic development of the nation. The sexual orientation hole among people has now limited. Prior the outlook of individuals was that business is implied just for men, however this reasoning has changed. These days women enterprise contributes a great deal to the economic development. They are work makers for themselves as well as other people and furthermore give society diverse answers for administration, association and business issues. Notwithstanding, the quantity of Women entrepreneurs is very less and regularly confront sexual orientation based obstructions to beginning and becoming their businesses. Women business people see the world through an alternate focal point and, thusly, get things done in an alternate way. We have a few reasons why women business people have an awesome future in the forthcoming period. Women are better connectors and possess proficiency in networking. Women are fussbudgets and never make do with fair outcomes multitasking has been in their blood since ages. • They construct organizations that convey an incentive for different partners - clients, workers, financial specialists, and originator • Women think achievement originates from diligent work not simply from being "wonderful." • Women share the credit. They construct organizations where representatives feel esteemed for their commitments and information. • They work in a computed and well thoroughly considered way. • Women realize the understandable procedures to adjust calling and individual life. The world needs women business people, and women entrepreneurs require us all. The time has come to give the help and instruments to guarantee that women driven organizations prosper in this decade. This paper through a light on why women is in entrepreneurship. Factors motivating them to become an entrepreneur .Primary data is used. Women entrepreneurs from Udupi district surveyed for the purpose. Major factors which makes them to become entrepreneur is found out, to frame future policy with regard to improve position of women in business.

Keywords: Women entrepreneurship, factors motivating , unemployment and economic independence

WHAT DRIVES WOMEN TO BECOME AN ENTREPRENEUR?
INTRODUCTION: -
WOMEN ENTREPRENEURS OF INDIA

According to Global Entrepreneurship Monitor in 2015, it was found that women entrepreneurship rose by 6percent worldwide, in the past 2 years. Furthermore, women entrepreneurs in half of the 83economies surveyed by GEM were considered to be as innovative as, or more innovative than, their male counterparts. Women entrepreneurs play an increasingly vital role– socially, professionally and economically – in turning developing countries into more knowledge- and innovation-driven economies. The MasterCard Index of Women Entrepreneurs (MIEW) Report2017 found that indicators such as support for SMEs, financial inclusion of women, ease of doing business, quality of governance, cultural perception of women entrepreneurs and entrepreneurial supportive factors are the strongest enablers of women ownership of businesses. It additionally anticipated a couple of empowering elements, for example, a positive business mentality, sheer drive and assurance to succeed and high capacity to recognize great business open doors as significant, as found in the GEM Report also. The MIEW Report likewise recommended that probably the most widely recognized and greatest imperatives to women business proprietorship are absence of money related subsidizing/investment, administrative limitations and institutional wasteful aspects, absence of self-conviction or innovative drive, dread of disappointment, socio-social confinements and absence of preparing and instruction. In all the 54 economies assessed, something like at least one of these requirements was keeping down the advancement of women in the field of business/enterprise

 An exchange on the enterprising scene in India will be inadequate without making reference to the role of its women entrepreneurs. Chronided proof proposes that in India, representation of women entrepreneurs was appallingly low amid both the provincial and post-freedom time – much credited to the social set-up and the job endowed upon women. In spite of the boundaries, three associations – Shri Mahila Griha Udyog Lijjat Papad 25 established in 1959, Self Employed Women's Association (SEWA) 26 established in 1971 and Biocon27 established in 1978 – were established by women. The history and heritage of these associations clarify the capability of women as business visionaries. Amid advancement, there was a push towards women enterprise crosswise over independent companies, with a few women driven foundations springing up, for example, Federation of Indian Women Entrepreneurs (FIWE) and Consortium of Women Entrepreneurs of India (CWEI). To help the women enterprising activities, numerous banks, including Small Industries Development Bank of India (SIDBI), National Agricultural Development Bank of India (NABARD), State Bank of India (SBI) and Punjab National Bank (PNB), started to offer credit assistance to the women.

The aim to catalyze entrepreneurship among women in the state persistently needs to identify the crucial enabling factors, which if facilitated appropriately, may form strong base for women to excel in entrepreneurship. With this focus, the researcher makes an attempt to understand viewpoint of women entrepreneurs on factors that may prove to be enabling if facilitated to women community at large.

All 13 factors are the combination of personal factors, background factors and situational factors Background, personal and situational factors effect on individual's motivation to become an entrepreneur. They all are connected into psychology, sociology, and economics. To become an entrepreneur is a multidimensional process, which should be explained by inter-discipline theories as well as with a tool to understand different factors affecting into it. In addition, not to forget that the decision to become an entrepreneur is done at the individual level and person interpreting the factors by her subjective reality has the final effect on the motivation to become an entrepreneur.

 To identify the motivational factors for women entrepreneurship, 13 questions were included and respondents had to rate their opinion on five point rating scale, strongly disagree (1), disagree (2), neutral (3), agree (4), strongly agree (5) .The mean value was calculated for organised and unorganized sector women entrepreneurs responses and also for the total comparison of organised and unorganised was done by using man Whitney test Based on the mean value interpretation was drawn

LITERATURE REVIEW: -

Bharathi V. Sunagara* and Megha Jigalurb (2013) study has been conducted to study the problems of women entrepreneurs with special reference to some selected places in selected businesses of North Karnataka with the respondent size of 50 involving women from business like petty shops, hotels, vegetable selling & beauty parlors. The need for additional income and family business carried on are the major reasons behind women getting them involved in entrepreneurial activities and the major reasons identified creating problems for taking up self-employment are family responsibilities, competition and lack of self-confidence

Shikha Mahajan (2013) The elimination of obstacles for women entrepreneurship requires a major change in traditional attitudes and mind-sets of people in society rather than being limited to only creation of opportunities for women. Hence, it is imperative to design programmes that will address to attitudinal changes, training, supportive services.

Vijayakumar (2013) the study conclude that programs and policies need to be customized to not just encourage entrepreneurship as well as implement strategies which can help support entrepreneurial culture among youth. Media has the potential to play the most vital role in entrepreneurial development by creating and highlighting all such platforms which can bring out the creativity and innovation among the women and men to grow entrepreneurship culture in society.

Veena Rao (2013) the study is based on the fashion and apparel enterprises operating for the minimum of three years. The analysis of the entrepreneurial characteristics in terms of human capital reveals that education, training in the specific sector and the prior experience helps in operating the enterprise successfully. The study on the entrepreneurial intensity suggests that the successful entrepreneurs run a considerable amount of risk in operating and expanding the enterprise. The analysis on the entrepreneurial motivation suggests that irrespective of the success levels most of the women entrepreneur's dream desire motivates them to start the enterprise. This is considered crucial factor in starting and operating the business. According to the literature that entrepreneurship is a dynamic concept and there is no single factor that can be attributed to the success

P.V Sumithaa&MrsPreethi Keerthi DSouza (2016) women entrepreneurs struggle to juggle between highly demanding familial, entrepreneurial, personal and societal duties and needs. The following are the prominent Work life balance issues i.e., time management, support, self-management and family factors. When entrepreneurs balance the above four major factors, healthier WLB is experienced by them.

ABHINANDAN N (2016) "The investigation tries to look at the monetary issues confronted by women business visionaries in Karnataka amid start-up stage and running up of their undertaking. The study drew out that absence of

sufficient data about the plans of money related establishments for women business people and hesitance of authorities to fund women business visionaries are the fundamental issues.

Bhavani (2017)" exposes that the women business people of Mysore locale have or determined by the accompanying attributes: Management Capability and Grabbing Market Opportunity, Need for accomplishment, Innovative, Creativity and Internal Locus of Control. The inspirational components impacting the women business people to begin their business are self-achievement, cleanliness factors, usage of information and aptitudes, time administration and benefit thought process, requirement for freedom, bolster from family and Government and appreciating greater duty in privately-owned company .

OBJECTIVES:-
1. To examine the profile of women entrepreneurs and their enterprises
2. To identify key factors that leads women to be an entrepreneur
3. To compare the key characteristic features of women entrepreneurs in organized and unorganized sectors
4. To develop and test the conceptual model of factors influences in entrepreneurial traits and its impact in entrepreneurial intention.

SAMPLING DESIGN AND SAMPLE SIZE
The sampling design that was used was non-probability sampling method, also known as convenient sampling. This non-probability sampling method, specifically purposive sampling, employs purposive and judgmental selection of sample units from a target population. The process of selection provides unequal chance to population units being included in the sample, hence referred to as non- probability sampling. The overall population was also not well known and therefore, obtaining a sampling frame was very difficult. Respondent entrepreneurs were purposively selected .

STATISTICAL TOOLS USED FOR DATA ANALYSIS
Taking into account the objectives of the study, the methods of data collection employed necessitated appropriate data analysis. The analysis stage was an involving process that converted the raw data to information, thereby enabling meaning attribution Collected data was analyzed using descriptive and inferential statistical methods.
Descriptive methods such as frequency, percentage, mean, Standard deviation and median were calculated to summarize the data.

DATA ANALYSIS AND INTREPRETATION: -

Factors motivating for women entrepreneurs

		1		2		3		4		5						
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%	Total	Mean	S.D	p value	
Economic Independence and increase in wealth	Organized	0	.0	6	2.4	4	1.6	14	5.6	224	90.3	248	4.84	.56		
	Unorganized	12	4.7	21	8.2	34	13.3	41	16.0	148	57.8	256	4.14	1.20	0.000	HS
	Total	12	2.4	27	5.4	38	7.5	55	10.9	372	73.8	504	4.48	1.00		
Dissatisfaction with current job	Organized	118	47.6	17	6.9	105	42.3	0	.0	8	3.2	248	2.04	1.09		
	Unorganized	77	30.1	50	19.5	84	32.8	24	9.4	21	8.2	256	2.46	1.24	0.000	HS
	Total	195	38.7	67	13.3	189	37.5	24	4.8	29	5.8	504	2.26	1.19		
Unemployment	Organized	118	47.6	14	5.6	8	3.2	1	.4	107	43.1	248	2.86	1.92		
	Unorganized	78	30.5	34	13.3	47	18.4	30	11.7	67	26.2	256	2.90	1.59	0.630	NS
	Total	196	38.9	48	9.5	55	10.9	31	6.2	174	34.5	504	2.88	1.76		
Use of idle funds and utilization of available infrastructural facility	Organized	9	3.6	7	2.8	209	84.3	3	1.2	20	8.1	248	3.07	.71		
	Unorganized	36	14.1	20	7.8	118	46.1	34	13.3	48	18.8	256	3.15	1.23	0.148	NS
	Total	45	8.9	27	5.4	327	64.9	37	7.3	68	13.5	504	3.11	1.01		
No other income sources available	Organized	106	42.7	29	11.7	1	.4	103	41.5	9	3.6	248	2.52	1.47		
	Unorganized	56	21.9	80	31.3	32	12.5	61	23.8	27	10.5	256	2.70	1.33	0.041	sig
	Total	162	32.1	109	21.6	33	6.5	164	32.5	36	7.1	504	2.61	1.40		
Support from family/Spouse	Organized	95	38.3	16	6.5	57	23.0	51	20.6	29	11.7	248	2.61	1.46		
	Unorganized	28	10.9	17	6.6	43	16.8	89	34.8	79	30.9	256	3.68	1.28	0.000	HS
	Total	123	24.4	33	6.5	100	19.8	140	27.8	108	21.4	504	3.15	1.47		
Gaining respect and	Organized	0	.0	0	.0	0	.0	13	5.2	235	94.8	248	4.95	.22		

		1		2		3		4		5		Total	Mean	S.D	p value	
		Freq	%	Freq	%	Freq	%	Freq	%	Freq	%					
prove my self esteem	Unorganized	6	2.3	6	2.3	15	5.9	70	27.3	159	62.1	256	4.45	.89	0.000	HS
	Total	6	1.2	6	1.2	15	3.0	83	16.5	394	78.2	504	4.69	.70		
Seeking challenges in business venture	Organized	0	.0	0	.0	2	.8	112	45.2	134	54.0	248	4.53	.52		
	Unorganized	3	1.2	12	4.7	23	9.0	105	41.0	113	44.1	256	4.22	.88	0.000	HS
	Total	3	.6	12	2.4	25	5.0	217	43.1	247	49.0	504	4.38	.74		
To make more money	Organized	1	.4	0	.0	2	.8	206	83.1	39	15.7	248	4.14	.43		
	Unorganized	8	3.1	6	2.3	35	13.7	100	39.1	107	41.8	256	4.14	.96	0.017	sig
	Total	9	1.8	6	1.2	37	7.3	306	60.7	146	29.0	504	4.14	.74		
Gaining control on my life	Organized	0	.0	0	.0	2	.8	106	42.7	140	56.5	248	4.56	.51		
	Unorganized	8	3.1	6	2.3	28	10.9	64	25.0	150	58.6	256	4.34	.98	0.297	NS
	Total	8	1.6	6	1.2	30	6.0	170	33.7	290	57.5	504	4.44	.79		
To prove myself/ For self esteem	Organized	0	.0	1	.4	101	40.7	105	42.3	41	16.5	248	3.75	.73		
	Unorganized	0	.0	15	5.9	70	27.3	52	20.3	119	46.5	256	4.07	.99	0.000	HS
	Total	0	.0	16	3.2	171	33.9	157	31.2	160	31.7	504	3.91	.88		
Family business passed on to me	Organized	102	41.1	5	2.0	6	2.4	101	40.7	34	13.7	248	2.84	1.61		
	Unorganized	62	24.2	31	12.1	38	14.8	54	21.1	71	27.7	256	3.16	1.55	0.010	sig
	Total	164	32.5	36	7.1	44	8.7	155	30.8	105	20.8	504	3.00	1.59		
Ambition of being an entrepreneur	Organized	1	.4	0	.0	1	.4	105	42.3	141	56.9	248	4.55	.55		
	Unorganized	5	2.0	11	4.3	18	7.0	71	27.7	151	59.0	256	4.38	.93	0.470	NS
	Total	6	1.2	11	2.2	19	3.8	176	34.9	292	57.9	504	4.46	.77		

Source: Primary Data

Economic independence:-
The above table shows that 73.8 percent strongly agree that "Economic Independence and increase in wealth" is a motivating factor, 10.9 percent agree and only 7.8 percent disagree for the above statement Overall mean and SD is 4.48 ± 1.00 shows the women entrepreneurs strongly agree that "Economic Independence and increase in wealth" is a key motivating factor .In organised sector (4.84 ± 0.56) and unorganised sector (4.14 ±1.20) also strongly agree that "Economic Independence and increase in wealth" is a key motivating factor .However in organised significantly higher "Economic Independence and increase in wealth" observed compared to unorganised sector as p=0.000<0.01

Dissatisfaction with current job:-
The above table shows that 5.8percent strongly agree that "Dissatisfaction with current job" is a motivating factors, 4.8percent agree and only 52 percent disagree for the above statement Overall mean and SD is 2.26 ± 1.19 shows the women entrepreneurs strongly agree that "Dissatisfaction with current job" is a key motivating factor In organised sector (2.04 ± 1.09) and unorganised sector (2.46 ±1.24) also strongly agree that "Dissatisfaction with current job" is a key motivating factor. However in organised sector significant higher "Dissatisfaction with current job" observed compared to unorganised sector as p=0.000<0.01

Unemployment
The above table shows that 34.5percent strongly agree that "Unemployment" is a motivating factors , 6.2percent agree and only 48.4 percent disagree for the above statement Overall mean and SD is 2.88 ± 1.76 shows the women entrepreneurs strongly agree that "Unemployment" is a key motivating factor In organised sector (2.86 ± 1.92) and unorganised sector (2.90 ±1.59) also strongly agree that "Unemployment" is a key motivating factor .However in organised sector significant lee higher "Unemployment "was observed compared to unorganised sector as p=0.000<0.01

Use of idle funds and utilization of available infrastructural facility
The above table shows that 13.5 percent strongly agree that "Use of idle funds and utilization of available infrastructural facility" is a motivating factors, 7.3percent agree and only 14.3 percent disagree for the above statement Overall mean and SD is 3.11 ± 1.01 shows the women entrepreneurs strongly agree that "Use of idle funds and utilization of available infrastructural facility" is a key motivating factor .In organised sector (3.07 ± 0.71) and unorganised sector (3.15 ±1.23) also strongly agree that "Use of idle funds and utilization of available infrastructural facility" is a key motivating factor .However in organised sector significantly higher "Use of idle funds and utilization of available infrastructural facility" observed compared to unorganised sector as p=0.000<0.01

No other income sources available

The above table shows that 7.1percent strongly agree that "No other income sources available" is a motivating factors, 32.5percent agree and only 53.7 percent disagree for the above statement .Overall mean and SD is 2.61 ± 1.40 shows the women entrepreneurs strongly agree that "No other income sources available" is a key motivating factor In organised sector (2.52 ± 1.47) and unorganised sector (2.70 ±1.33) also strongly agree that "No other income sources available" is a key motivating factor However in organised sector significantly higher "No other income sources available " observed compared to unorganised sector as p=0.041<0.01

Support from family/spouse:-

The above table shows that 21.4percent strongly agree that "Support from family/ spouse" is a motivating factors, 27.8percent agree and only 30.9 percent disagree for the above statement .Overall mean and SD is 3.15 ± 1.47 shows the women entrepreneurs strongly agree that "Support from family/spouse" is a key motivating factor In organised sector (2.61 ± 1.46) and unorganised sector (3.68 ±1.28) also strongly agree that "Support from family/spouse" is a key motivating factor. However in organised sector significantly higher "Support from family/spouse" observed compared to unorganised sector as p=0.000<0.01

Gaining respect and prove my self esteem

The above table shows that 78.2percent strongly agree that " Gaining respect and prove my self-esteem " is a motivating factors , 16.5percent agree and only 2.4 percent disagree for the above statement Overall mean and SD is 4.69 ± 0.70 shows the women entrepreneurs strongly agree that "Gaining respect and prove my self-esteem" is a key motivating factor In organised sector (4.95 ± 0.22) and unorganised sector (4.45 ±0.89) also strongly agree that " Gaining respect and prove my self-esteem" is a key motivating factor However in organised sector significant higher "Gaining respect and prove my self-esteem" observed compared to unorganised sector as p=0.000<0.01

Seeking challenges in business venture

The above table shows that 49.0percent strongly agree that " Seeking challenges in business venture" is a motivating factors, 43.1percent agree and only 3.0 percent disagree for the above statement Overall mean and SD is 4.38 ± 0.74 shows the women entrepreneurs strongly agree that "Seeking challenges in business venture" is a key motivating factor In organised sector (4.53 ± 0.52) and unorganised sector (4.22 ±0.88) also strongly agree that "Seeking challenges in business venture" is a key motivating factor .However in organised sector significantly higher response on " Seeking challenges in business venture" observed compared to unorganised sector as p=0.000<0.01

To make more money

The above table shows that 29.0percent strongly agree that "to make more money" is a motivating factors, 60.7percent agree and only 3.0 percent disagree for the above statement Overall mean and SD is 4.14 ± 0.74 shows the women entrepreneurs strongly agree that "to make more money" is a key motivating factor In organised sector (4.14 ± 0.43) and unorganised sector (4.14 ±0.96) also strongly agree that "to make more money" is a key motivating factor. However in organised sector significantly higher "to make more money" observed compared to unorganised sector as p=0.000<0.01

Gaining control on my life

The above table shows that 57.5percent strongly agree that "Gaining control on my life" is a motivating factors, 33.7percent agree and only 2.8 percent disagree for the above statement Overall mean and SD is 4.44 ± 0.79 shows the women entrepreneurs strongly agree that "Gaining control on my life" is a key motivating factor In organised sector (4.56 ± 0.51) and unorganised sector (4.34 ±0.98) also strongly agree that "Gaining control on my life" is a key motivating factor However in organised sector significant higher " Gaining control on my life " observed compared to unorganised sector as p=0.000<0.01

Family business passed on to me

The above table shows that 20.8percent strongly agree that " family business passed on to me " is a motivating factors, 30.8percent agree and only 39.6 percent disagree for the above statement Overall mean and SD is 3.00 ± 1.59 shows the women entrepreneurs strongly agree that "family business passed on to me" is a key motivating factor In organised sector (2.84 ± 1.61) and unorganised sector (3.16 ±1.55) also strongly agree that "family business passed on to me" is a key motivating factor .However in organised sector significantly higher " family business passed on to me " observed compared to unorganised sector as p=0.000<0.01

Ambition of being an entrepreneur

The above table shows that 57.9percent strongly agree that "Ambition of being an entrepreneur" is a motivating factors, 34.9percent agree and only 3.4 percent disagree for the above statement. Overall mean and SD is 4.46 ± 0.77 shows the women entrepreneurs strongly agree that "Ambition of being an entrepreneur" is a key motivating factor .In organised sector (4.55 ± 0.55) and unorganised sector (4.38 ±0.93) also strongly agree that "Ambition of being an entrepreneur" is a key motivating factor However in organised sector significantly higher "Ambition of being an entrepreneur" observed compared to unorganised sector as p=0.000<0.01. To measure the level of motivation, a score was obtained by adding the responses of respondents of above mentioned 13 items. Score ranges from 13 to

65. And categorized as 13 - 26, less motivated, 27 - 39 moderately .motivated, 40 - 52 high motivated, 53 – 65 very highly motivated.

Level of motivation

To measure the level of motivation a score was obtained by adding the response of above mentioned (table) 13 items. Scores of this ranges from 13 to 65 and level of motivation is categorised as 13 to 26 = less motivated, 27 to 39 =moderately motivated, 40 to 52 = highly motivated and 53 to 65 = very highly motivated.

Table 4.11: Type of Firm

		Less motivated		Moderately motivated		highly motivated		very highly motivated						
		freq	%	freq	%	freq	%	freq	%	Count	Mean	Standard Deviation	Mann Whitney test Z value	p
Type of firm	Org	0	.0.	0	.0.	222	89.5.	26	10.5.	248	47.25	4.75	1.63	.062
	Unorg	6	2.3.	23	9.0.	158	61.7.	69	27.0.	256	47.78	7.86		ns
	Total	6	1.2.	23	4.6.	380	75.4.	95	18.8.	504	47.52	6.51		

Source: Primary Data

The above table shows that 18.8 percent of the respondents were very highly motivated, 75.4 percent were highly motivated and 4.6 percent were moderately motivated and 1.2 percent was less motivated to have their establishment. Overall mean score of the level of motivation was 47.52± 6.5 percent shows women entrepreneurs were highly motivated to have their establishments. Further there is no significance difference in the level of motivation between organised and unorganised sector women entrepreneurs (47.78 ±7.86) as p= 0.0627 > 0.05

Table 4.12: Factor analysis

Factors	Organized			Unorganized			Total		
	1	2	3	1	2	3	1	2	3
Economic Independence and increase in wealth			.866		0.936				0.920
Dissatisfaction with current job	0.914					0.844	0.845		
Unemployment	0.965					0.885	0.901		
Use of idle funds and utilization of available infrastructural facility			0.696		0.448				0.907
No other income sources available	0.967					0.863	0.914		
Support from family/Spouse	0.669			0.512			0.630		
Gaining respect and prove my self esteem		0.893			0.904				0.934
Seeking challenges in business venture	0.826				0.707				0.616
To make more money			0.922	0.814				0.849	
Gaining control on my life	0.863			0.615					0.601
To prove myself/ For self esteem		0.741		0.928				0.920	
Family business passed on to me		0.555		0.727				0.700	
Ambition of being an entrepreneur		0.448		0.729				0.680	
percent variance	47.76	21.52	17.999	26.920	23.885	22.600	28.924	25.578	30.582
Cumulative percent value	87.286			73.405			85.084		
KMO	0.726			0.713			0.726		
SPERICITY	0.000 ; HS			0.000 ; HS			0.000 ; HS		

Source: Primary Data

FINDINGS: -

Factor Analysis: -Under the factors motivating for women entrepreneurs 13 factors were taken and analysed and given in the above section and it showed that almost all the factors were motivating the women entrepreneurs in organised and unorganised sector. so to identify among these 13 factors which are all factors are primary factors , secondary factors etc. to group them the factor analysis was performed and results of factors analysis shown below separately for organised and unorganised sector and total of organised and unorganised sector

Motivational factors for women entrepreneurs in organised sector:-
In the above table KMO value was 0.726 which is greater than 0.5 and Bartlett's test of Sterility is highly significant with P=0.000 <0.001. So criteria for factor analysis are fulfilled. All 13 motivating factors have been grouped under 3 groups with total variance = 87.28 %

Primary or facilitating factors which motivated women entrepreneurs in organised sector were:-
Dissatisfaction with current job with factor loading 0.914 , unemployment with factor loading 0.965,no other income sources available with factor loading 0.967, support from family/ spouse with factor loading 0.669 , seeking challenges in business venture with factor loading 0.826, gaining control on their own life with factor loading 0.863.The entire above component represent the basic factors which motivates women to become an entrepreneur

Motivational / Secondary factors: - secondary factors which motivate women entrepreneurs in organised sectors are to make more money with factor loading 0.893, to prove myself / for self-esteem with factor loading 0.741, family business passed on to me with factor loading 0.555, ambition of being an entrepreneur with factor loading 0.448,

Other factors: - Thirtiary factors which force organised sector women entrepreneurs to become an entrepreneur are as follows
Economic independence and increase in wealth with factor loading 0.866, Use of ideal funds and utilisation of available infrastructure facility with factor loading 0.696 , To make more money with factor loading 0.922 , Motivational factors for women entrepreneurs in:-

Unorganised sector:-
In the above table KMO value was 0.713 which is greater than 0.5 and Bartlett's test of spericity is highly significant with p=0.000 <0.001. So criteria for factor analysis are fulfilled. All 13 motivating factors have been grouped under 3 groups with total variance = 73.405 %

Primary / facilitating factors which motivated women entrepreneurs in unorganised sector were:-
Support from family/ spouse with factor laoding0.512,To make more money with factor laoding0.814 ,Gaining control on my life with factor loading 0.615 ,To prove myself / self-esteem with factor loading 0.928 ,Family business passed on to me with factor loading 0.727 ,Ambition of being an entrepreneur with factor loading 0.729,

Secondary / motivational factors: - Economic independence and increase in wealth with factor loading 0.936, Use of idle fund and utilisation of available infrastructural facility with factor loading 0.448, Gaining respect and proves my self-esteem with factor loading 0.904, Seeking challenges in business venture with factor loading 0.707.

Thirtiary / other factor: - Dissatisfaction with current job with factor laoding0.844, Unemployment with factor loading 0.885, No other income sources available with factor loading 0863

Motivational factors for women entrepreneurs overall results:
In total the primary, secondary and thirtiary factors are viewed by women entrepreneurs are as follows .In the above table KMO value was 0.726 which is greater than 0.5 and Bartlett's test of spericity is highly significant with p=0.000 <0.001. So a criterion for factor analysis is fulfilled. All 13 motivating factors have been grouped under 3 groups with total variance = 85.084 percent

Facilitating / primary factors which motivated women entrepreneur are
Dissatisfaction with current job with factor loading 0.845, Unemployment with factor laoding0 0.901, No other income sources available with factor loading 0.914, Support from family / spouse with factor loading0 0.630 .

Secondary/ motivational factors to make more money with factor laoding0 0.849, to prove myself / for self-esteem with factor laoding0 0.920, Family business passed on to me with factor loading0 0.700, Ambition of being an entrepreneur 0.680

Thirtiary / other factors :-Economic independence and increase in wealth with factor loading 0.920, Use of idle funds or infrastructure facility with factor laoding0 0.907 , Gaining respect and prove my self-esteem with factor laoding0 0.934, Seeking challenges in business venture with factor laoding0 0.616, Gaining control on my life with factor loading0 0.601

CONCLUSION: -
- ❖ Majority of women entrepreneurs borrowed money from bank in trading and service sectors because these business needs high investment, hence banks have provided financial support. Some women entrepreneurs borrowed money from their husbands in business because this business could be run with low investment. The respondents from both organized and unorganized sector view that there is only moderate change in the earning capacity of the family after their venturing. This is because of other sources of income mainly spouse income
- ❖ Due to financial constraint they had to enter in the business with small amount of capital investment. Some women managed to get financial support from their family and friends whereas few of them started their business by taking material on credit basis. However there were some women who utilized their saving for

business. The financial constraints forced many women to enter in traditional business. Respondents view that in financial problems collection of debts and repayment of loan and shortage of working capital is the main problem that they face. There is highly significant relation among the results in organized and unorganized sector

❖ Dissatisfaction with current job, unemployment, no other income sources available, support from family/ spouse, represent the basic factors which motivates women to become an entrepreneur .There is highly significant difference between the factors in organized and unorganized sector .

❖ Factors like use of idle funds and utilization of available resources, to gain control on their life and ambition of being an entrepreneur are thirtiary factors which contribute for women venturing .There are several factors that influence a person's call to become a businessperson. Some become entrepreneurs as a result of they are out of work and their jobs is also outsourced. They become entrepreneurs for a lot of economic stability and to assist stimulate the economy. Discrimination, supported gender associate, degreed race can even contribute to the will to become a businessperson.

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EMPIRICAL STUDY ON THE CHALLENGES AND IMPACT OF FEMALE LABOUR FORCE PARTICIPATION IN TAMIL NADU

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Normally, women are not only considered as valuable resources but also more determined in their aspirations than men. On one side, from the religious perspective women are treated with a high degree of respect in a country like India, but at the same time on the other side Indian culture has a long history with respect to women access to public domine such as on education, employment, dress code, public entertainment avenues with lots of restrictions. The policy changes such as liberalizations and modernizations have made a significant impact on women with respect to socio-cultural changes in Indian Society. The vicinity of reach out of women in education, the state of emancipation, awareness, and association of the women to fight for their political, socio-economic, property, and for other rights and privileges are stunned the society. Hence, the earning ability of women gives more importance and builds self-confidence to them to pursue, provide better education and employment platform for themselves and for their kids irrespective of the rural or urban, middle or upper-class sections in the society. The state of socio-economic empowerment status of the women is started using as a development indicator in the global scenario. But, the increased opportunities for women in different aspects whether it has been tapped by them in a real sense as it was intended is a debatable question in Indian Society. That is why the authors have taken the initiative to study the real facts of the women especially the working women with respect to their socio-economic, cultural, political and empowerment status of them in this paper. This paper is based on primary data collection with a scheduled questionnaire. Three different Districts have been chosen to represent Urban, Semi-urban and Rural regions in Tamil Nadu. The raw data is computed in SPSS and the empirical outcome of the study is taken using econometric techniques such as Linear Regression, LOGIT and PROBIT model.

INTRODUCTION

Predominantly, a woman sacrifices everything for the betterment of others throughout their life, in the course of time even they don't care to the minimum extent of their own health and desires. On the one hand, the past two to three decades have shown significant witnesses in women's productive participation in India. Hence, the role of women to take the responsibility to lead or to head their households were also been increased after the 70s, the causes for this change and its implications for the Socio-Economic wellbeing of women and children were analysed by many researchers and experts (Cutright, 1974; Ross and Sawhill, 1975; Cooney, 1979; Tienda and Angel, 1982; Angel and Tienda, 1982). In most of the OECD countries, aggregate participation rates and cross-country variation were increased mainly because of the level of female labour force participation (Burniaux *et al.*, 2003). On the other side, the report of NSSO 2011 revealed from the studies conducted at different levels that even though India has consistent economic growth but declined in terms of female labour force participation rate (LFPR). In 2004-05, the rate of women labour force participation was 33.3 per cent in rural and 17.8 per cent in urban areas which is declined to 26.5 per cent and 14.6 per cent in 2009-10 in rural and in urban areas respectively. Hence, out of 131 countries in the world, India has been ranked at 120th place in terms of women's labour force participation (International Labour Organisation's Global Employment Trends 2013).

BACKGROUND AND LITERATURE REVIEW OF THE STUDY

Explicitly the wide gap in the responsibilities, challenges, issues and burdens between the working men and women can be observed in society. For many decades in developing countries like India, women are used to getting married at a young age and moving to the household of their husband's family and shouldering the responsibility of family members. Culturally, men in India take the major task to provide income and security for their families. Hence, men use to operate in the public sphere and women in the private sphere. The strong emphasis on high fertility, restriction of private domain movements and low educational status of women have not given sufficient employment opportunities and in formal economic activities. Under the pressure of onset modernization, lack of rural employment opportunities, massive migration to the cities have worn the extended family system and increased the male provider role.

A high level of female labour participation is preferred by most of the countries due to low payment, less educational status, early marriage and separation, widow, aspire of women empowerment and so on. On the one side, women are able to participate in the workforce to some extent but on the other side, numerous issues and challenges are faced by women at the workplace and in society because of their work participation. However, the degree of correlation between different factors and the rate of female labour force participation differs from county to country. In countries like Cambodia, Ghana and Kazakhstan more than 60 per cent of the female labours are gainfully taking part in employment. Whereas, in countries like Algeria, Egypt and Iran less than 20 per cent of the female-only are taking part in employment in one or other way round as paid labour (ILO, 2006; UN,2007). As a result, the countries are able to achieve different levels of employment, economic growth and social welfare policies for women at the macro level.

In reality, most of the studies on the effect of modernization on female labour force participation found a nonlinear relationship, with declining female labour force participation at the beginning stage and with the increasing level at the latter stage like 'U' shaped. According to **Boserup** (1997), during pre-industrial society, negligible developmental productive differences were found between men and women. At the earlier stage, most of the productive activities of the women were home-based like caring duties. However, during the early era of industrialization, the possibilities of female participation to be economically active were declined drastically. On the one hand, modernization, mechanization and improvement in the specialization of agrarian farming activities reduced their possibilities to contribute to the family business. But on the other, the emerging industrial jobs have not offered them a real alternative job, with women's roles at home such as caring duties bounded and the required physical strength in new jobs were not considered to be compatible. Due to the low level of educational status, lack of skill development training and gender biases haven't provided the chance of better employment positions to women in the labour market (Scott & Tilly, 1975; Boserup, 1977, Pampel & Tanaka, 1986; Rau & Wazienski,1999). According to Ross (2006), the labour-intensive export industries are very favourable to female labour participation, because they may not require any physical strength and hard-earned specialized skill training.

RESEARCH ISSUES:

The study of women labour force participation is not a new phenomenon; but certainly, there are a lot of recent developments in many contexts. The issues discussed in the present study have raised a number of questions whereas the developed countries give more importance to social research and issues. But many of the researches and studies of developing countries are also coming up in recent decades about social issues like female labour participation, gender biases and inequality in wage determinants in labour market. The list of issues commonly exposed to the women labour force are:

- **Social norms attitudes and values**: There exist insoluble social and cultural barriers for women engaging in the workforce. Even though there are various changes in the dress, food habits, hobbies etc., due to liberalization policies but the social norms related to women such as still orthodox belief based on religion, caste and community with respect to women has not changed particularly for participation in the labour market
- **Lack of education and requisite skills** - This is either because women/girls cannot afford it or social attitude that actively discourages it. The higher illiteracy rate might be the cause for women unemployment rate In India there is a change in the literacy rate during the years, in 1951 female literacy rate is 8.86% whereas the Male literacy rate is 27.16%, in 1991 female literacy rate is 39.29% whereas Male literacy rate is 64.13% and in 2011 female literacy rate is 65.46% whereas male literacy rate is 82.14%.
- **Lack of safety and security in the workplace/commuting:** This prevents educated women from working and reduces their mobility. Cabs and public transport are not safe and the latter means of commuting is time-consuming, overcrowded and private transport are not affordable
- **Infrastructure:** Development of roads, public transport, provision of street lighting, development of public administration and policing are precursors for enhancing women LFP.

- **Lack of opportunities/jobs for women:** The stereotyped nature of jobs is designed in such a way the execution has to be performed only by women. Most of the time the women are treated as second class citizens, which means they agree to low paid jobs and low-value jobs.
- **Obstacles for official roles:** In the workplace, women still encounter significant obstacles in taking on managerial or senior official roles.
- **Government Policies:** There is no adequate government policy to enhance women participation in the job market.
- **Lack of work flexibility**: Inconvenience is quite commonly women experienced during the maternity period, particularly in the unorganized sector. In organized sectors, it could be felt with respect to promotion and increments.
- **Unequal pay for equal work**: Enforce the existing laws against this. Creating awareness among women about their right to equal pay would also help particularly in the secondary and tertiary sectors.

OBJECTIVES OF THE STUDY

This paper is carried with the following objectives:

1. To study the factor determinants of socio-economic and educational status of the women on labour force participation into the job market.
2. To review the role of the demographic characteristics and substitutability factors for the women workforce participation in the study area.
3. To analyse the perception and difficulties of women in achieving empowerment through labour force participation.

RESULT ANALYSIS OF THE STUDY

The result of the data collected from the respondent from the study area is analysed here. The descriptive statistics of the mean and standard deviation of the study profile is presented in table 1. It is evident from table 1 that the mean value of most of the endogenous variables is greater than that of the value of standard deviation in the sample. When, the mean value of variables is greater than the value of standard deviation in the sample, which reflects the less degree of variability in the distribution in those variables. On the basis of that, almost all variables such as region, taluk, age of the respondents, educational status of the wife and spouse, age of marriage, support of the elders, size of the family, where do child study, all reflect the same result. Whereas, only two variables namely, Children below 10 years status and Caretaker of children below 10 years status of the sample observe that the value of standard deviation is greater than its mean value. The result shows that nearly 35 per cent of the respondents stated that they have children below 10 years in the sample. But, 79 per cent of the respondent has replied that they have the caretaker of those children below 10 years at home. These results also support the expected value reflections among the relationship of the variables.

Table –1: Descriptive Statistics of the Study Area and Profile of the Respondents

Variable	Mean	σ
Region of the study area	1.7610	.74516
Taluk of the respondent	1.9940	.72522
Age	42.3174	10.39344
Educational status of the respondent	11.0688	2.75178
Marital status	.1778	.38254
Employment status	.1778	.38254
Age at which got married	22.6864	8.59037
Age at which gave first birth	24.3136	9.18784
Respondent family size	3.8394	.75458
Do any elders are with you	.7925	.81961
Type of the family	.2543	.43568
Spouse educational status	13.3566	1.99952
Educational status of the last member of the family	2.1836	1.03930
Where do a child study	3.2533	1.52675
Dowry status_dummy	.6013	.48986
Dowry burden status_dummy	.6606	.47373
Loan status for dowry_dummy	.8623	.34748

Amount of loan for dowry	2.0755	1.00288
Source of loan_d1 work place	.0574	.23264
Source of loan_d2 banks	.6960	.46021
Source of loan_d3 friends	.1157	.31999
Valid N (listwise)	**146**	

Source: Primary Data

The empirical estimation of the factor determinants of the economic status of the respondents is described in table 2. The impact of exogenous variables with respect to endogenous variables are estimated using linear regression, maximum likelihood LOGIT and PROBIT models.

Table – 2: Estimation of the Factor determinant of the Economic Status of the Respondent Using Linear Regression, LOGIT and PROBIT

Parameters	Linear Regression	LOGIT	PROBIT
Region of the study area	.075 (.73)	.653 (5.33)***	1.030 (5.77)***
Taluk of the respondent	-.120 (-1.1)	-.939 (-6.97)***	-1.522 (-8.06)***
Age	.004 (1.27)	-.044 (-12.09)***	-.057 (-11.09)***
Educational status of the respondent	.059 (4.87)***	.002 (.18)	-.062 (-3.05)***
Marital status	-.027 (-.233)	.384 (2.86)**	.686 (3.29)***
Respondent family size	-.006 (-.33)	-.034 (-1.77)	.059 (2.05)
Spouse educational status	-.005(-.58)	.027 (2.86)**	.092 (6.39)***
Dowry status_dummy	.063 (2.38)	-.020 (-.65)	.068 (1.53)
Community_d1SCST	.027 (.45)	.077 (1.05)	.025 (.27)
community_d2BC	.034 (.57)	.049 (.65)	.006 (.07)
Community_d3MBC	.057 (.97)	.035 (.48)	.019 (.21)
Community_d4OC	.096 (1.17)	.144 (1.53)	-.005 (-.04)
Property inheritance status	.929 (10.97)***	.152 (1.51)	.051 (.38)
The region where property inheritance owned	-.297 (-12.49)***	-.060 (-2.16)	-.025 (-.68)
Property from own earning	-.015 (-.87)	-.005 (-.27)	.052 (2.09)
Type of the house owned	.025 (1.35)	.028 (1.24)	-.002 (-.08)
Type of the house live in	-.047 (-3.06)**	-.093 (5.03)***	-.030 (-1.36)
Drainage facility	.010 (.24)	.053 (1.21)	.062 (.90)
Drinking water facility	.013 (.47)	.001 (.04)	.049 (1.12)
Toilet facility	.000 (-.00)	-.004 (-.11)	-.064 (-1.12)
Household appliance status	.067 (1.45)	.056 (1.12)	.137 (1.92)
Saving status	-.132 (-2.54)	-.052 (-.88)	.095 (1.23)
Amount of savings	.127 (2.91)**	-.067 (-1.32)	-.151 (-2.38)
Smart phone status	-.060 (-1.41)	.040 (.83)	.538 (6.17)***
Designation of the employee	.069 (2.84)**	-.131 (5.05)***	-.052 (-1.40)
Number of breadwinners	-.019 (-.67)	.137 (3.14)**	.046 (.83)
Monthly income status	-.071 (-1.03)	.078 (.95)	.059 (.65)
Monthly income status of other at home	.239 (3.36)***	.074 (.87)	-.016 (-.16)
Years of service	-.019 (-.69)	.049 (1.68)	-.163 (-3.63)***
Years gap between education and employment	.007 (.43)	-.094 (-4.64)***	-.059 (-1.96)
Gap between marriage and employment	-.037 (-2.48)	-.033 (-1.76)	-.109 (-3.47)***
Type of sector of the employment	.029 (1.65)	-.108 (-6.19)***	-.083 (-2.81)**
Status of family support for LFP	.050 (3.4)***	.055 (3.72)***	.106 (4.76)***
(Constant)	.349 (1.82)	-1.919 (-8.93)***	-1.027 (-3.11)**

Source: Primary Data

The exogenous variables such as **'Region of the study area'**, and **'Taluk of the respondent'** are statistically significant at 1 per cent with an endogenous variable in both maximum likelihood LOGIT and PROBIT models. The

exogenous variable **'age'** of the respondent is not only negatively associated with the endogenous variable **'economic status'** but also statistically significant at 1 per cent level in both Maximum Likelihood LOGIT and PROBIT models. The variable marital status with respect to the 'economic status' of the respondent is positively associated and statistically significant at a 1 per cent level in the Maximum Likelihood PROBIT model. By using maximum likelihood LOGIT and PROBIT models, the variables such as smartphone status, number of breadwinners are being positive and statistically significant at 1 per cent level in only one model estimation.

The exogenous variable 'years of service' of the respondent with respect to economic status is surprisingly having a negative effect in terms of Maximum Likelihood PROBIT model estimation and is also statistically significant at 1 per cent level. The variable 'Status of family support for LFP' is positively associated with an endogenous variable by using all the three models of estimation but it is statistically significant at 5 per cent level in the Maximum Likelihood PROBIT model. The variable 'Designation of the Employee' is negatively corrected with the economic status of the respondent but statistically significant at a 5 per cent level by using Maximum Likelihood LOGIT estimation. The 'type of house live' in the status of the respondent is positively associated by using the Maximum Likelihood LOGIT and PROBIT model of estimations. But it negatively correlated with the same variable by using the Linear Regression Model of estimation and also it is statistically significant at 5 per cent.

Table – 3: Descriptive Statistics of Employment Profile of the Respondent

Variables	Mean	Std. Deviation
Designation of the employee	2.2782	1.01945
Reason for employment	1.4771	.69099
Are you the only breadwinner	.0220	.14672
Number of breadwinners	2.2667	.48969
Monthly income status	1.5621	.67877
Monthly income status of other at home	1.6004	.72874
Years of service	2.8470	.95723
The employment gap between first and present	1.4245	.90587
Years gap between education and employment	2.0956	1.45899
Employment status before marriage	1.0488	.42247
Employment status after marriage	1.5994	.91304
Gap between marriage and employment	.7084	.45471
Status of employment change	1.5335	1.11292
Frequency status of employment change	2.2782	1.01945
Size of the Respondents	**146 (100.0)**	

Source: Primary Data

The frequency distribution of the employment profile of the respondent is given in table 3 as in the normal way and as per the expectation of the study the mean value of various variables presented to describe the employment profile of the respondent is greater than its standard deviation value except the variable 'are you the only breadwinner' in the sample.

The empirical estimation of the factor determinants of employment is depicted in table - 4. The endogenous variable factor determinants of employment are empirically estimated with the support of Linear Regression, Maximum Likelihood LOBIT and PROBIT models here. The expected exogenous variables to have an impact on endogenous variables are clearly observed in table 4. The exogenous variable age of the respondent is negatively associated with the factor determinant of employment of the respondent and also statistically significant at 1 per cent level in both Maximum Likelihood LOGIT and PROBIT models.

Table-4: Estimation of the Factor Determinants of the Employment Using Linear Regression, LOGIT and PROBIT

Parameters	Linear Regression	LOGIT	PROBIT
Age	-.001 (-.30)	-.056 (-10.41)***	-.088 (-15.29)***
Educational status of the respondent	.106 (11.40)***	-.095 (-6.58)***	.148 (7.96)***
Marital status	.248 (1.58)	.988 (3.22)***	3.805 (11.53(***
Age at which got married	.008 (1.04)	.046 (3.63)***	.134 (8.24)***

Age at which gave first birth	-.010 (-1.43)	-.022 (-1.99)	-.050 (-3.22)***
Respondent family size	.021 (1.26)	-.090 (-2,82)**	.128 (3.91)***
Type of the family	.024 (.88)	-.047 (-1.05)	-.120 (-2.37)
Spouse educational status	.018 (2.38)	.023 (1.60)	.149 (9.12)***
Where do child study	.001 (.11)	-.064 (-3.35)***	-.210 (-9.52)***
Respondent birth size	-.004 (-.26)	.011 (.43)	.144 (5.15)***
Dowry status_dummy	-.025 (-.98)	-.035 (-.74)	.064 (1.26)
Dowry burden status_dummy	.003 (.11)	-.014 (-.26)	-.057 (-1.07)
Loan status for dowry_dummy	.085 (.69)	.008 (.03)	.013 (.05)
Amount of loan for dowry	.042 (1.72)	.038 (.81)	-.244 (-5.28)***
Source of loan_d1workplace	-.030 (-.24)	.099 (.43)	.180 (.69)
Source of loan_d2banks	-.100 (-.81)	.102 (.43)	.837 (3.14)***
Source of loan_d3friends	-.060 (-.48)	.158 (.67)	1.008 (.81)***
Economic status of the family belongs to	.164 (6.56)***	.290 (6.255)***	.254 (6.10)***
Are you the only breadwinner	-.087 (-.95)	1.382 (6.45)***	1.155 (5.77)***
Monthly income status	-.269 (-4.13)***	-.024 (-.18)	.341 (3.94)***
Monthly income status of others at home	.408 (6.24)***	.075 (.59)	-.361 (-4.06)***
Years of service	-.005 (-.21)	-.173 (-3.89)***	-.273 (-5.51)***
Type of sector of the employment	.209 (14.69)***	.016 (.69)	.060 (1.95)
Type of the organisation	.374 (11.86)***	-.015 (-.25)	.056 (1.13)
Constant/Intercept	-1.106 (-6.20)***	-2.832 (-8.78)***	-7.240 (-20.55)***

Source: Primary Data

The variable 'Respondent family size' is positively associated with the dependent variable and also statistically significant at a 1 per cent level using the Maximum Likelihood PROBIT model of estimation. The variable 'Do any elder is with you' has an inverse association with factor determinant. It is also statistically significant at a 1 per cent level in the PROBIT model. The variables 'Spouse education status' and 'Respondent birth size' have both negative and positive associations with factor determinants. The first one is statistically significant at a 1 per cent level in both LOGIT and PROBIT estimations. The second one is statistically significant at a 1 per cent level by using the PROBIT estimation model.

The variables such as 'where do child study', 'years of service' and 'type of the employment sector' are all inversely associated with the factor determinant and also statistically significant at 1 per cent level by using the Maximum Livelihood PROBIT model. The variable 'Loan status for dowry' has both negative and positive association with endogenous, but it is statistically significant 1 per cent level with respect to maximum likelihood PROBIT model and at 5 per cent level with respect to LOGIT model. The variable 'Economic status of the family the respondent belongs to' is the only exogenous variable that has not only a positive association with respect to an endogenous variable but is also statistically significant at 1 per cent in the three models of estimations.

The socio factor determinant of female labour force participation of the sample is empirically estimated in table 5. The relevant exogenous variables to the socio factor determinants of the study are also presented in table 5. The econometric tools of linear regression and maximum likelihood LOGIT and PROBIT models are used for data analysis here.

Table – 5: Estimation of the Socio Factors for the Determinants of the FLFP Using Linear Regression, LOGIT and PROBIT

Variables	LINEAR REGR.	LOGIT	PROBIT
Age	-.032 (-.808)	-.044 (- 8.13)***	-.100 (- 20.00)***
Educational status of the respondent	.198 (4.15)***	-.089(- 4.62)***	-.188 (- 7.812)***
Marital status	.047 (1.862)	.471 (5.176)***	.371 (5.580)***
Age at which got married	.181 (1.190)	-.001 (- .076)	-.108 (- 4.652)***
Age at which gave first birth	-.208 (-1.346)	-.021 (- 1.45)	.092 (4.125)***
Respondent family size	.025 (1.194)	.093 (2.677)**	.184 (5.850)***
Do any elder are with you	.011 (.585)	-.022 (- .749)	-.205 (-7.702)***

Education impact on fertility rate	.029 (1.362)	.032 (1.234)	.190 (7.876)***
Spouse educational status	.067 (2.85)***	-.065 (- 4.33)***	.313 (19.766)***
Educational status of the last member of the family	.015 (.808)	-.060 (- 2.60)**	-.150 (-7.523)***
Where do child study	.015 (.532)	-.055 (- 2.30)	-.181 (- 7.480)***
Respondent birth size	.005 (.264)	-.055 (- 1.84)	-.106 (- 3.735)***
Religion	.011 (.579)	-.010 (- .270)	.176 (5.100)***
Religion status	.007 (.385)	-.081 (- 1.11)	-.028 (- .397)
Community status	-.036 (-1.920)	.041(1.409)	.102 (3.905)***
Drainage facility	-.081(- 3.42)***	-.016 (- .241)	.270 (3.599)***
Drinking water facility	.570 (12.25)***	.285 (4.516)***	.572 (7.495)***
Toilet facility	.039 (1.140)	.051 (.767)	.231(3.144)**
Social media account	.057(1.246)	-.057 (-.416)	-.059 (- .369)
Usage of social media	-.165(03.04)***	.026 (.268)	.486 (5.843)***
Time spent per day for social media	.049 (.962)	-.041 (- .549)	-.103 (- 2.009)
C	**.302**	**-2.060 (- 6.80)*** **	**-4.836 (- 15.64)*** **

Source: Primary Data

The variables such as age, educational status of the respondent, Age at which got married, do any elders with you, educational status of the last member of the family, where do child study, Respondent birth size are all inversely associated with the socio factor determinant and also all are statistically significant at 1 per cent level in Maximum Likelihood PROBIT model estimation. On the other hand, the variables such as marital status, respondent family size, Education impact on fertility rate, Community status and the dummy variable Drinking water facility and Usage of social media are all positively associated and statistically significant at 1 per cent level. But at the same time, the usage of social media has a negative effect on the dependent variable and is also statistically significant at a 1 per cent level by using the linear regression model. The variable 'Educational status of the respondent' is statistically significant at a 1 per cent level in all three models of estimations. The dummy variable drainage facility has a positive effect with the dependent variable by using linear regression and has a negative effect with the same while we use the Maximum Likelihood PROBIT model. But it is statistically significant at a 1 per cent level in both linear regressions and in PROBIT model estimation. As per the expectation of the present study and on the basis of the earlier research, the variables such as social media status and Time spent per day on social media has an inverse relationship with respect to socio factor determinants on female labour force participation in the sample survey.

Table – 6: Estimation of the Economic Factors for the Determinants of the FLFP Using Linear Regression, LOGIT and PROBIT

Parameter	Linear Reg.	LOGIT	PROBIT
Age	.008 (2.26)	-.041 (-9.86)***	-.063 (-11.61)***
Educational status of the respondent	.094 (4.60)***	.024 (1.12)	-.026 (-.89)
Employment status	.047 (.26)	.366 (2.41)	.967 (4.55)***
Spouse educational status	-.003(-.33)	.019 (2.02)	.046 (3.32)***
Where do child study	-.023 (-1.72)	.002 (.14)	-.086 (-4.36)***
Community_d1SCST	.028 (.45)	-.214 (-2.86)**	-.235 (-2.66)*
Community_d2BC	.045 (.73)	-.223 (-3.02)**	-.131 (-1.52)
Community_d3MBC	.067 (1.11)	-.192(-2.62)*	-.180 (-2.09)
Community_d4OC	.120 (1.45)	-.217 (-2.27)	-.157 (-1.36)
Property inheritance status	1.001 (11.3)***	.764 (7.12)***	1.041 (7.97)***
Region where property inheritance owned	-.309 (-13.6)***	-.190 (-7.3)***	-.257 (-8.3)***
Property from own earning	-.010 (-.58)	-.001 (-.04)	.081 (3.55)***
Do you live in own house	-.088 (-.96)	-.234 (-2.25)	-.240 (-1.52)
Type of the house owned	.020 (.70)	.061 (2.03)	.020 (.52)
Type of the house live in	-.047 (-2.91)**	-.068 (-3.8)***	.024 (1.18)
Household appliance status	.041 (.79)	.063 (1.13)	.120 (1.69)
Saving status	-.154 (-2.97)**	-.168 (-2.88)**	-.108 (-1.61)
Amount of savings	.141 (3.26)***	.087 (1.77)	.070 (1.28)
Designation of the employee	.085 (2.61)*	-.094 (-2.89)**	.011 (.29)

Number of bread winners	-.016 (-.52)	.056 (1.19)	.116 (2.01)
Monthly income status	-.113 (-1.59)	-.172 (-2.22)	-.139 (-1.78)
Monthly income status of others at home	.215 (2.94)**	.131 (1.62)	.160 (1.98)
Years of service	-.026 (-.94)	-.031 (-1.04)	-.069 (-1.67)
Employment status before marriage	-.027 (-.31)	-.482 (-4.4)***	-.422 (-3.6)***
Employment status after marriage	-.050 (-1.32)	-.164 (-3.6)***	-.113 (-2.43)
Gap between marriage and employment	-.040 (-2.59)*	-.053 (-2.73)**	-.178 (-5.5)***
Type of sector of the employment	.033 (1.68)	-.064 (-3.5)***	-.073 (-2.65)*
Present job status	-.213 (-3.29)***	-.023 (-.73)	-.045 (-.92)
(Constant)	.086 (.35)	-2.04 (-7.9)***	-1.71 (-5.1)***

Source: Primary Data

The empirical estimation of the economic factor determinants for the Female Labour Force Participation of the sample is discussed here. Linear Regression, Maximum Likelihood LOGIT and Maximum Likelihood PROBIT models are used for the empirical estimation of the dependent and independent variables. The exogenous variable 'age' and 'years of service' are the two variables that are inversely related to the economic factor determinants of FLFP in the sample survey. By using the maximum likelihood PROBIT model, both the variables are statistically significant at a 1 per cent level. The variable 'age' is also statistically significant while we use the maximum likelihood LOGIT model. Unexpectedly the variables such as the Economic viability status of the family the respondents belong to and their property or inheritance status is directly associated with the economic factor determinants of FLFP. But the first variable is statistically significant at 1 per cent by using a linear regression model. Whereas, the second variable is statistically significant at 1 per cent level while we use maximum likelihood estimation of LOGIT and PROBIT models. The variable 'Region where property/inheritance owned' by the respondent is oppositely associated with the economic factor determinants of FLFP. This variable is statistically significant at 1 per cent using maximum likelihood LOGIT and at 5 per cent level using PROBIT model.

The variable 'Property from own earning' is directly associated with the dependent variable using all three methods of the econometric tool. But it is statistically significant at a 5 per cent level in the linear regression model and it is being significant at a 1 per cent level in the maximum likelihood PROBIT model. As per the expectation of the study the variables such as 'Do you live in own house' and 'Type of the house live in' are negatively associated. The parameters such as Type of house owned, Average monthly rental amount, Household appliance status, Amount of savings, Number of breadwinners and Type of organization are all positively associated with economic factors for the determinants of the FLFP. Some of these variables are also statistically significant at 1 per cent and 5 per cent levels.

The descriptive statistics of demographic characteristics of the sample survey of the respondent is portrayed in table 7. It is evident from table 7 that most of the parameters reflected in the table show the value of mean value is greater than the value of standard deviation. It projects that the Mean value of those variables is greater than SD indicating a less degree of variability in the distribution along with endogenous variables.

The empirical estimation of the women empowerment status due to female labour force participation in the study area is shown in table 8. The three econometric techniques such as linear regression, Maximum likelihood LOGIT and PROBIT models have been used. The parameters that make an impact to improve women empowerment is used as endogenous variables. The variables such as 'Region of the study area', 'Educational status of the respondent', 'Average hours of work per day' and dummy variables religion and community are positively related to endogenous variable and also statistically significant at 1 per cent level by using maximum likelihood LOGIT and PROBIT model estimation.

Table – 7: Descriptive Statistics of Demographic Profile

Variables	Mean	Std. Deviation
Religion	1.4380	.61688
Religion status	.8930	.30927
Community status	2.2120	.81714
The economic status of the family the respondents belongs to	1.6190	.73647
Property inheritance status	.7440	.43664
The region where property inheritance owned	1.5820	1.17075
Property from own earning	.5140	.85354
Do you live in your own house	.6780	.46748

Type of the house owned	1.7620	1.37523
Type of the house live in	2.8630	.93440
Average monthly rental amount	.5110	.82617
Drainage Dummy Variable = 1 if facility is available, 0 otherwise	.7180	.45020
Drinking-Water Dummy Variable =1 if the facility is available, 0 otherwise	.7250	.84029
Toilet Dummy Variable = 1 if the facility is available,0 otherwise	1.0760	.65165
Household appliance status	1.5110	.50213
Status of home appliances to the support of WLFP	1.7150	.99033
Option of a daycare centre	1.1390	.81753
Opinion about the daycare centre	1.8480	1.00494
Saving status	.9460	.85780
Amount of savings	1.1120	1.09483
Smartphone Dummy Variable = 1 if the status is owned, 0 otherwise	1.6520	.75860
Social media account Dummy Variable = 1 if yes, 0 otherwise	.8270	.37844
Usage of social media	1.2750	.74022
Time spent per day for social media	1.8150	1.06297
Size of the Respondents	**146 (100%)**	

Source: Primary Data

The exogenous variable 'Economic status of the family belongs to' is directly related and statistically significant at a 1 per cent level by using the LOGIT model. The variable 'Employment status', 'Status of education on employment, Status of family support for LFP is negatively associated with endogenous variable but it is statistically significant at a 1 per cent level either by using maximum likelihood LOGIT or PROBIT model estimations. The exogenous variable 'Smartphone status' and 'Status of work environment' are directly and inversely associated with endogenous variable women empowerment and also statistically significant at 1 per cent level by using LOGIT and PROBIT models. But the variables such as 'Average hours of work per day' 'Women association status' 'Beneficiary scheme status' and 'Status of government benefit policy' are all positively and negatively associated and also statistically significant at 1 per cent either by using maximum likelihood LOGIT and PROBIT models.

Table – 8: Estimation of the Women Empowerment Status Due to FLFP Using Linear Regression, LOGIT and PROBIT

Parameters	Linear Reg.	LOGIT	PROBIT
Region of the study area	.006 (.836)	.164 (29.45)***	.044 (10.65)***
Educational status of the respondent	.021 (2.83)**	.027 (5.21)***	.018 (4.73)***
Employment status	-.011 (-.86)	-.091 (-8.95)***	-.047(-6.12)***
religion_d1Hindu	-.006 (-.15)	.887 (21.08)***	.181 (6.58)***
religion_d2Christian	.019 (.47)	.851 (20.18)***	.164 (5.91)***
religion_d3Muslim	-.009 (-.25)	.931 (22.20)***	.177(6.46)***
Community_d1SCST	.021 (.91)	.152 (7.56)***	.045 (2.97)**
community_d2BC	.018 (.78)	.150(7.37)***	.057 (3.70)***
Community_d3MBC	.016 (.70)	.126 (6.27)***	.038 (2.47)
Community_d4OC	.001 (.02)	.271 (10.66)***	.127 (6.62)***
Economic status of the family belongs to	.001 (.08)	.102 (11.97)***	.010 (1.56)
Smart phone status	.005 (.31)	-.077 (-7.77)***	.054 (7.31)***
Status of education on employment	-.540 (-14.1)***	-.262 (-9.21)***	-.024 (-1.12)
Present job status	.57(17.46)***	-.012 (-.53)	-.057 (-3.32) ***
Status of work environment	.017 (1.42)	.112 (13.69)***	-.044 (-7.47)***
Status of family support for LFP	-.016 (-2.01)	-.086(15.28)***	-.003 (-.75)
Average hours of work per day	.053 (2.77)*	.116 (8.33)***	.051 (4.77)***
Average days of work per week	.066 (6.4)***	.015(2.02)	-.030 (-5.25)***
Women association status	-.910 (-57.8)***	-.003 (-.25)	.074 (7.73)***
Beneficiary scheme status	.029 (1.72)	-.076 (-6.25)***	-.005 (-.56)
Status of government benefit policy	-.008 (-55)	.102 (9.03)***	-.005 (-.57)
(Constant)	-.354 (-3.19)***	-3.420 (-38.50)***	-1.756 (-27.0)***

Source: Primary Data

The econometric tools such as linear regression, maximum likelihood LOGIT and PROBIT models are used to estimate the impact on women's economic status due to their labour force participation in the study area is presented in table 9. Economic status is one of the main social indicators that reflect different aspects of the person in society. More specifically, economic status plays a crucial role for women. The economic status of the women is directly associated with employment status. However, many more variables make an impact and influence the economic status of the individuals. All those parameters have been taken into consideration for the empirical estimation as an exogenous variable and presented in table 9. The economic status of the respondents as a result of their participation in the labour market activities are empirically estimated by using econometric tools such as linear regression, Maximum likelihood LOGIT and PROBIT models here. As per normal expectations, even the outcome of the empirical estimation of the study reveals that the regions of the study area have a positive association in terms of making an impact with respect to economic status. Hence the variable is also statistically significant at a 1 per cent level by using both LOGIT and PROBIT models. The variable 'Educational status of the respondent' is positively related to the endogenous variable and statistically significant at 1 per cent level in linear regression and Maximum Likelihood LOGIT model.

Table – 9: Estimation of the Women Economic Status Due to FLFP Using Linear Regression, LOGIT and PROBIT

Parameter	Linear Regression	LOGIT	PROBIT
Region of the study area	-3.822E-5 (-.003)	.168 (30.25)***	.050 (12.05)***
Educational status of the respondent	.082 (5.59)***	.023 (4.52)***	.009 (2.34)
Employment status	.010 (.41)	-.108 (-10.56)***	-.040 (-5.32)***
religion_d1Hindu	.050 (.66)	.885 (20.96)***	.147 (5.41)***
religion_d2Christian	.030(.39)	.849 (20.05)***	.124 (4.50)***
religion_d3Muslim	.048 (.62)	.924 (21.95)***	.140 (5.17)***
Community_d1SCST	-.096 (-2.08)	.127 (6.34)***	.028 (1.82)
community_d2BC	-.101 (-2.19)	.133 (6.67)***	.044 (2.85)**
Community_d3MBC	-.074 (-1.63)	.110 (5.49)***	.032 (2.11)
Community_d4OC	-.198 (-3.12)**	.288 (11.38)***	.114 (5.98)***
Economic status of the family belongs to	-.010 (-.44)	.106 (12.46)***	.016 (2.43)
Smart phone status	.001 (.02)	-.058 (-5.86)***	.061 (8.17)***
Status of education on employment	-.340 (-4.48)***	-.268 (-9.41)***	-.047 (-2.20)
Present job status	.428(6.53)***	.002 (-.068)	-.044 (-2.57)*
Status of work environment	-.039 (-1.59)	.106 (13.01)***	-.030 (-5.11)***
Status of family support for LFP	-.090 (-5.73)***	-.079 (-1405)***	-.005 (-1.19)
Average hours of work per day	-.045 (-1.20)	.107 (7.74)***	.034 (3.20)***
Average days of work per week	-.042 (-2.10)	.057 (7.63)***	.022 (3.83)***
Women association status	-.236 (-7.56)***	-.083 (-6.73)***	-.023 (-2.44)
Beneficiary scheme status	.029 (.85)	-.029 (-2.38)	.002 (.22)
Status of government benefit policy	-.020 (-.69)	.032 (2.87)**	-.036 (-4.25)***
(Constant)	-.092 (-.42)	-3.41 (-38.37)***	-1.664 (-25.70)***

Source: Primary Data

The parameters 'Average hours of work per day', 'Average days of work per week' and religion dummy and community dummy variables are positively associated and statistically significant at a 1 per cent level in both LOGIT and PROBIT models. The rest of the community dummy variables are directly related and statistically significant at a 1 per cent level in LOGIT model estimation. The variable 'Employment status', 'Smartphone status', 'Status of education on employment', 'Status of family support for LFP' and 'Women association status' are all inversely associated with endogenous variable and also statistically significant at a 1 per cent level by using either LOGIT and PROBIT models.

LIMITATIONS OF THE STUDY
The following are the limitations of the study
- The findings of this study are based on expressed information of the respondents which may have its own limitations. The possibility of hiding certain facts on the part of respondents cannot be completely ruled out, although every possible effort has been made to elicit authentic information.

- This study covers only three districts to represent urban, semi-urban and rural regions of Tamil Nadu out of 33 districts in the state.
- The data has been collected by the authors with the help of a structured interview schedule. The respondents might be provided with the necessary information on the basis of the schedule questionnaire in which the generalizations and the findings of the study are limited to techniques of data collection.

CONCLUSION

Finally, the study expresses the slight difference witnessed with different taluks in the urban regions. The estimation of the mental strain and physical harassment status of the respondents due to their participation in the labour market activities but surprisingly there is no single respondent of the sample had reflected that they had any physical harassment. However, from the total sample around 15.20 per cent of the respondents felt that they couldn't have any mental strain due to their participation in the labour market activities. The people around 38.53 per cent had a feeling that sometimes they have mental strain due to their job. Hence 22.27 per cent of the respondents strongly retorted that they had very strong mental strains from their job. In terms of estimation of physical harassment at the workplace 30.41 per cent of the respondents have replied that as such they don't have any problems like that. Only the people around 13.41 per cent had retorted that they have the harassment sometimes at the workplace. However, 56.12 per cent of the respondents are not interested to disclose such happenings at the workplace. As a result, the study clearly concludes that predominantly the working women are not facing any stranger issues either at their workplace or at home apart from the issues come across by all the women irrespective of working or not working in the society.

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UNSUNG WARRIORS OF WOMEN ENTREPRENEURSHIP IN INDIA

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Article history:	Abstract:
Published: 10th March 2022	India is a country of rich culture, heritage and traditions. Women are treated with utmost respect and dignity in India right from the traditional times and they have played a very significant role in the growth of the nation and development of the society. Even in these days of high technology impact and competitive environment, women are proving their mettle in various fields and sectors and are becoming the epitomes of entrepreneurship in India. There are many women entrepreneurs who had done a tremendous job and stood in the lime light for their accomplishments and business acumen. This paper which is conceptual in nature is mainly focused to enlighten the readers on the women entrepreneurs who are doing a great job in their respective fields and are acting as a beacon of light and hope for the upcoming women entrepreneurs thus striving to create a source of inspiration and a sense of aspiration in the upcoming generations so that they too can start their journey of their life time in the area of entrepreneurship and make their dreams come true and bring laurels and accolades to their country and families.

Keywords: Women, Entrepreneurship, Entrepreneur, Business, Strategy, Competition, Pandemic, Market, Sustainability.

INTRODUCTION:

Women had become an integral part of the India's growth story. As per the latest data India is having 13-15 million enterprises that are controlled by women which come to approximately 20% of all the enterprises in India. They are in direct control of the women and provide direct employment to nearly 21 to 26 million people. They are playing a key role in inspiring others and become self-sustainable. They contribute to the balanced growth in the country.

They are making their presence felt in various domains and industries right from traditional industries to the latest startups that are scientifically and technologically superior. Women making their presence felt in business is not something new for India.

6% of the Indian Startups are being founded by women. India's manufacturing sector had more stakes that are occupied by women. Women are not only the drivers of their families; but also the drivers of the nation towards prosperity and sustainability. They would not like to confine themselves to the four walls and rather would like to leave their everlasting mark in whatever they do.

The concept of Women Entrepreneurship in India is dated back to many centuries and various stages in order to be here in today's position. It had undergone many changes and transformations to be at the level at which it is there today.

The term 'Women entrepreneurs' came into light in the early 19th century where women are the copartners in life and had enjoyed a very high status in all the civilizations. They had played their role very effectively as a 'Home Makers'.

During 18th and 19th century, Women started coming out of the traditional boundaries and started their presence felt in the areas like handloom and small retail shops. They had very slowly surpassed the limits of domination set up by the society and started to build their image in the public. They had started supplementing income in line with the men.

In 20th century, women had started showing remarkable progress in the areas of entrepreneurship. They started learning modern technologies, created investment sources and started finding niche markets where they can leverage. The industrial policy in 1991 had first time highlighted the need for women entrepreneurship in India. Education and urbanization had created all the difference in the empowerment of women through entrepreneurship. They had slowly

and steadily started progressing and occupying dominant positions in the society. LPG in 1991 had added fuel to the women entrepreneurship and there is no looking back since then.

Strategies to enhance Women Entrepreneurship in India:

- Women should be specifically targeted for all the developmental programmes.
- They should be an integral part of the better educational facilities and Govts initiatives.
- They should be imparted with effective management training.
- Their role in decision making should be encouraged and supported.
- Vocational training on various key areas should be provided.
- They should have dedicated skill development institutes with state of the art infrastructure.
- They should be trained on competencies and leadership skills so that they can march ahead vibrantly.

Prominent Schemes to promote Women Entrepreneurship in India:

- Annapurna Scheme
- Bharatiya Mahila Bank Business Loan
- Mudra Yojana Scheme
- Orient Mahila Vikas Yojana Scheme
- Dena Shakti Scheme
- Pradhan Mantri Rojgar Yojana
- Udyogini Scheme
- Cent Kalyani Scheme
- Mahila Udyam Nidhi Scheme

SELECTIVE SUCCESS STORIES OF WOMEN ENTREPRENEURSHIP IN INDIA:

Whenever we speak and discuss about women entrepreneurship in India, we often speak about many prominent women personalities and often tend to ignore many women who have been doing tremendously well in the entrepreneurship arena and here in this section we are going to have a quick peek into such active women entrepreneurs success stories:

Srividya Seshadri:

She has been practicing as a Company secretary in Chennai for 8 years. She started Jwala corpserv which acts as a one stop solution for all the Secretarial, Legal and Corporate matters. It also deals with Foreign Exchange and Intellectual Property. She is a passionate classical dancer and also runs a dance school for the last 5 years.

Shankari Mohanraj:

She is the CEO and Founder of a electric bike showroom in Chennai named as Grandmoss. She was an MBA Graduate and was there in US for some time and decided to pursue her entrepreneurship career once she is back in India. Her initial passion was to start a playschool following the legacy of her parents, but after some brainstorming sessions, she decided to give something back to the society and started the electric bike showroom. She applauds the support of her husband in her successful journey.

Srimathy P.

Her passion was baking right from the age of 14and she started to teach the same to the interested students. She took some time off after her marriage and got back to her passion in 2014. She was also a fitness trainer and acted as a Judge for Bodybuilding Competitions at National Level. She was also famous for preparing homemade traditional mango pickles.

Vysetty Sunitha Rani:

She was a visionary who is triving to protect the environment and make earth a happier place to live for the generations to come and started a company named as' JUST GREEN LEAF'. She prepares ecofriendly products with Jute, cotton etc that are affordable and available to all and aimed at a greener society.

Anuradha Halan:

She was an expert in Toda Embroidery, which was very prominent in Nilgiris area where handmade clothing is made using red and black over a white background. She wants to bring global recognition to this and have been doing this for the last 15 years. She prepares many customized products including shawls, bed sheets, jackets etc. She credits her successful journey to her husband and her colleagues.

Meghana and Anitha:

These two women together had started 'Yasasve HR Consulting Services' in 2011. They are friends for 17 years and supported each other in times of need. They act as managing partners and they both are MBA Graduates. They believe in "Set your goals, listen to your heart and go after what you want." They say that "women shouldn't take a back seat in her career. It's nice to see that new generation women across the world are chasing their dreams and have proved themselves."

Isabel:

She was a retired army nurse and her passion was to create products with bits of cloth and ribbons. She is a multi tasker and would like to create wonders from waste. She does this business at home and is ready to serve the customers based on their needs and requirements. She is very proficient in the sections of 'Stitch By Stitch' and 'Ribbon Craft'.

CONCLUSION:

Women entrepreneurship in India is at present in its peak stage and is expected to march ahead very vibrantly and rapidly. Women are making their presence felt and proving themselves in the areas of whatever they do and are becoming the role models for the future generations. They are acting as a source of inspiration and are becoming as aspiration for many to come. It's the time for the women community to understand their real potential, act accordingly and step in the entrepreneurship sector so that they become self-sustainable and also act as a catalyst for the economic growth of the country and by creating ample employment opportunities. If women with proper skill set and education can think of entrepreneurship as their vision, the day is not far where India can proudly stand in the foremost position in the international arena in terms of women entrepreneurship and women empowerment.

"If people doubt how far you can go; go so far that you can't be able to hear them": Michele Ruiz, President and CEO-Ruiz Strategies.

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LEGAL CHALLENGES AND SOLUTIONS TO CYBER CRIME IN INDIA AGAINST WOMEN

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The twenty-first century has been an era of inventions. Inventions that have greatly improved the quality of human life. Artificial intelligence's genesis and dominance have been witnessed. We have already entered the 5G era, which began with limited internet access. Another reality has emerged as a result of this unstoppable ascent. An ethereal reality that promotes complete anonymity. With all of the benefits it provides, it has also proven to be lethal. With the rise of the online world came stalkers, hackers, scammers, and a slew of other miscreants and lawbreakers. As a result, the society has become exposed to cybercrime. The researchers will focus on cybercrime perpetrated against women in this study.

Women are easy prey for cyber criminals, and they are disproportionately victimized. Cyberbullying, voyeurism, sextortion, and stalking are all widespread online crimes against women. Women's privacy and security are under jeopardy as a result of the rise in cybercrime. The research's main goal is to examine the existing state of cyber security in India and the necessity to enact particular legislation to protect women.

The researchers would show how the laws are not being implemented throughout this study. The most important finding of this study is that more precise regulations and legislation against cybercrime are required. The research's main goal is to examine the existing state of cyber security in India and the necessity to enact particular legislation to protect women. The researchers would show how the laws are not being implemented throughout this study. The most important finding of this study is that more precise regulations and legislation against cybercrime are required. With the rise of social media networks and private websites, it is more important than ever for the government to enact special legislation for each type of crime perpetrated against women. Researchers have also looked into the government's success in combating cybercrime and have come up with some useful suggestions for combating this threat.

Keywords: Women, cybercrime

I. INTRODUCTION

India is a country with a population of around 140.52 crores (as on Feb 2022). A country with immense diversity and everlasting vigor. But India has never been a safe place for women. Even though India's biggest religion Hinduism considers women as the embodiment of Lord Lakshmi, it has not happened in real life. According to Thomas Reuters foundation's survey India is considered as the most dangerous country to be a woman.[3] Even though it is a debatable topic as there many other countries where quality of life of a woman is worse, it is deafening enough for us to understand the graveness of the situation. According to NCRB[4] in 2018 33,356 rape cases were reported in India.[5] This clearly indicates the pathetic situation the country is in right now.

With the development of technology internet has become a part and parcel of our everyday life. The requirement of internet has spread its wings across essential activities such as monetary transaction, shopping, online food delivery etc. This has given rise to a new field of crime in altogether i.e 'Cybercrime'.

Cybercrime has become a serious issue in modern day. Hacking, Morphing, sextortion are various types of cybercrimes that occur. Women and children are the most of vulnerable to cybercrimes. In the year of 2001 the case of Ritu Kohli became the first reported cybercrime case in India.[7] India's Cyber laws never had a particular provision for cyber stalking nor any other sections for protection of women.

II. DIFFERENT TYPES OF CYBER CRIME AGAINST WOMEN

Through Cybercrimes the motive of the offender is to defame the victim by causing mental or physical harm. By passing time, various kinds of Cyber Crimes have come into Picture and some of them are the following-

a) Cyber Harassment: - If a person is interfering into the personal space of another by using modern telecommunication networks without their consent with the intention to pish, threat, bully, annoy or offend them is called Cyber Harassment. In this the Offender can hack into the account of the Victim and get their personal data, photos or videos. It is neither legal nor OK. It also includes distributing rumors to damage one's social standing. Article 8 of the European Convention on Human Rights protects personal information that individuals justifiably expect not to be published without their consent.[8]

b) Cyber Stalking: - When a person stalks or harasses any individual or group of individuals by the use of any electronic means is termed as cyber stalking. It also includes humiliating or embarrassing the victim, false accusations, false victimization, following one's activities etc. In the year of 2001 India reported its first case on Cyber Stalking[9]. In the case of Ritu Kohli,[10] the petitioner was being stalked by the defendant for four consecutive days. The defendant was chatting illegally by using her name and used obnoxious and obscene words.

c) Cyber Defamation: - Cyber Defamation occurs when a person publishes any derogatory or defamatory thing about the other with mala fide intention by using internet. India's first case on cyber defamation was SMC Pneumatics India Pvt. Ltd. Vs Jogesh Kwatra,[11] in this case the defendant started distributing obscene and derogatory e-mails about the MD (the plaintiff) of his company to spoil goodwill and the status of the company.

d) Morphing: - When unauthorized user with fake identity downloads victim's pictures and then uploads or reloads them after editing is known as morphing.[13] Recently, a Hyderabad film-maker, Ram Gopal Verma was booked under sec 469,509 of IPC,1860 and other pertinent sec of IT Act, 2000 for morphing the photo of former president Pranav Mukherjee to show that he has received the censor certificate 'Amma Rajyam Lo Kadapa Biddalu (ARLKB)' from the evangelist.[14]

e) Email Spoofing: - E-mail spoofing is a term used to describe (usually fraudulent) email activity in which the sender address and other parts of the email header are altered to appear as though the e-mail originated from a different source.[15] This is often preferred by cyber criminals to get confidential informations and personal photos from unaware women and then they use these things to threaten them. One of the best examples of Cyber spoofing is Gujrat Ambuja's Executive case, in this case the perpetrator pretended to be a girl for cheating and blackmailing a Abu Dhabi based NRI.[16]

III. LEGAL PROVISIONS AGAINST CYBERCRIMES

Cyber laws contain laws related to internet crimes, computer crimes, information crimes and technology crimes. Internet and digital economy provide significant opportunities and they are the enabler for criminal activities as well.
Provisions for cybercrimes under IT Act, 2000-

• Sec 43[19]:- This section deals with the unauthorized access by any person into the computer, computer network or computer system of another. The person shall be held liable for the compensation up to one crore.

• Sec 65[20]:- This section deals with tampering with the computer source documents. The offences in respect of computer source documents (codes) are to be kept or maintained by law include knowingly or intentionally (i) concealing; (ii) destroying; (iii) altering;
(iv) causing another to conceal; (v) causing another to destroy; (vi) causing another to alter the computer source code.

• Sec 66[21]:- This section deals with hacking. The main element of hacking is the mala fide intention to cause wrongful damage to the other person by unlawful means with the knowledge that the certain information if destroyed or concealed would cause harm to the affected person. The offender shall be held liable with imprisonment up to 3 years or with fine up to 2 lakhs or both.

• Sec 67[22]:- Publication of obscene information in electronic form is punishable under this sec with imprisonment which may extend to 3 years or with fine up to 2 lakhs or with both.

• Sec 71[23]:- This section deals with the penalty for misrepresentation.

• Sec 72[24]:- This section deals with the breach of privacy and confidentiality.

Offences falls under IPC 1860[27]

• Sec 503- Sending threatening messages through email.

• Sec 499- Sending defamatory messages through email.

• Sec 463- Forgery of electronic record.

• Sec 420- Bogus websites, cyber frauds.

• Sec 463- Email spoofing.

- Sec 383- Web-jacking.
- Sec 500- Email abuse.
- Sec 292-Pornographic.

IV. LACK OF SPECIFIC LEGISLATIONS AGAINST CYBERCRIME

Even though there are plenty of legal provisions against cybercrime, India is not entirely successful in protecting women in cyberspace. Information technology act, the major provision against cybercrimes mainly deals with economic and commercial issues as said in its preamble.[31] Cyber stalking is one of the serious crimes committed online. There was no law against cybercrime till 2013. It was introduced only in 2013 after the recommendation of Justice J.S Verma committee.[32] Stalking was made punishable under section 354(D) of IPC. But section 354(D) defined stalking as an act committed only by men.[33] India needs to have separate and elaborate law against cyber crimelike that of America.[34]

Morphing is a cybercrime which is rapidly rising in modern day. Morphing photos of celebritieswith nudes or trolling political leaders via morphing has caused a lot of hue and cry.

V. MEASURES TO PROTECT WOMEN FROM CYBERCRIMES

Proceedings by the Govt. of India

The National Commission for Women on 23rd of September 2014 has submitted a report on "ways and means to safeguard women from cybercrimes" which inter-alia recommended for stringent law, Policy to discourage hacking activities, dedicated helpline numbers, opening of more cyber cells, and imparting of proper legal to combat cybercrimes.[47] Other measures are the following:-

- Ministry of Home Affairs has developed a portal named www.cybercrime.gov.in to enable people to report cybercrime complaints[48].

- Computer security policy with guidelines has been circulated by the government to all the departments to mitigate, detect and prevent cyberattacks.

- Ministry of Electronics & Information Technology has issued an advisory on functioning of Matrimonial website on 6thJune, 2016 under IT Act, 2000 and Rules made thereunder directing the matrimonial websites to adopt safeguards to ensure that people using these websites are not deceived through the means of fake profiles or misuse/wrong information posted on the website.[49]

- The Ministry of Electronics & Information Technology (MeitY) has set up Cyber Forensics Training Labs in north-eastern States and cities such as Mumbai, Pune, Kolkata and Bangalore to train State police officials and judiciary in cybercrime detection and collection, preservation and seizing of electronic evidence and dealing with cybercrime.[50]

VI. CONCLUSION

Cybercrime is seen as humanity's next major threat. However, we were mistaken. Cybercrime has spread its wings all over the world. Top intelligence agencies are concerned about hacking and security breaches. Cybercrime has grown into a more covert issue. In this situation, it is critical that we protect women's integrity and dignity. Perverts, cheats, black market agents, and other anti-social forces have found a way to fulfill their wants via cyberspace. National and international authorities, women's rights advocates, and other social service organizations must recognize that cyberspace is as serious a problem as any other. Cybercrime poses a significant threat to India.It would be incredibly difficult to keep track of everyone and everything with such a big data base. To stay up with changes in data services and internet access, the government must increase cyber security. If the true fight is virtual, strengthening border protection or erecting barriers is pointless. Regrettably, this is the case. The world is frightened about nuclear wars, but cyber warfare has become a major source of fear. In this maze of disarray, India would not want to drag or victimize women. It's best to follow the adage that "prevention is better than treatment." India could lead the way in combating this evil by developing cyber security and creating a safe cyber environment for women.

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WOMEN IN INDIAN ENGINEERING SCENARIO

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Article history:	Abstract:
Published: 10th March 2022	Engineering from ages has been perceived as a man's forte. Women have struggled and some are still struggling to get a foot hold in this all men's land. Women empowerment has been a topic of debate since so many years still the women are lagging much behind in population level of Engineering sector among others. This paper starts with the introduction to the issue and concludes on the measures suggested by author. Highlights of paper include discussion of Powerful female engineers in India, measures taken in direction of women empowerment by various organizations.

1. INTRODUCTION

Women rarely select Civil, Mechanical or other related branch owing to the job profile it offers. The perception is that it is physically demanding to work with sledge hammers and heavy machineries. People subconsciously connect women with art and men with science [3]. Sometimes this is done deliberately too. Also women when join work after a gap do find it difficult to adjust as compared to men who rarely take time off their job for family. Travel and Safety limits and inflexible work hours add to the woes. Women often find that their skills aren't used during placements and they're not treated equally to their male counterparts. Women also tend to experience inappropriate behaviour or unwanted attention more often than men. It does feel uncomfortable for a woman when she goes to a site and realise that everyone is staring at you, simply because her gender makes her seem out of place. Other than the stares, construction sites are not generally set up for women. This might be due to unconscious bias or the thinking that there won't be many women using the site and thus it's not an accommodating place to be as a woman. If we take a simple case: A simple personal protective equipment (PPE) - it's rare to be on a site that has safety boots in small sizes. Similarly, there are no hi-vis jackets made for women on site. Whilst all these issues might seem small, this jigsaw of small pieces builds up to a picture in which women just aren't made to feel as welcome in the construction industry.

Only those women who overcome these barriers and negativities are able to contribute to the field. Women are no longer underrepresented in the field of Engineering. It is very essential to have a gender diversified group in any sector in order to cater to all types of thought processes. Engineering is a part of STEM and can be very exciting chosen career. Women should know that work-life balance can be easily enjoyed successfully at both the places. Women have better leadership qualities, relation building skills, initiative taking capabilities as compared to their male counterparts. [4]

There was a greater entry of female techies in 20th Century. The first University ever to grant an Engineering degree to a woman was University of California, Berkeley. That was in 1876 and Elizabeth Bragg was the recipient. [1]. After world war 2 started there was shortage of male engineers in US as most of them joined the armed forces and this paved way for the other gender. Then companies like General Motors, Curtiss Wright among others started training the female fraternity. They partnered with various Universities and started giving Engineering courses which could be finished in a year or so and trained the females mainly on aircraft technology. Gender stereotypical roles were also changed due to industrialization resolution.

Year 1960 saw only 1% female engineers out of lot which increased to 11% in 2000 [5]

2. FAMOUS FEMALE ENGINEERS IN INDIA

Considering political and social ideologies, Women still have unequal treatment in India. Still there are handful women in India who have a magnificent career in Engineering. They have a major share in developing technologies which is used by millions. Vice President of Apple iphone Ms. Priya Balasubramaniam played a pivotal role in for deals of India for manufacturing. Twitter's Vice President of Engineering Nandini Ramani is the most crucial decision maker in the product strategy. Google's Vice President, Product development has worked diligently on Google's cloud and Infrastructure. Komal Mangtani is head of data Intelligence, Uber. She acts as Advisory board member for Women who code and is very keen on developing engineering skills among women. Aparna Ramani is Director of Engineering at Facebook. Her team helps in processing real time data and analytics. Ruchi Sanghvi who also happens to the first Indian female hired by facebook is founder of South Park Commons. Ms. Venmal Arasu is Sr. Vice President of Intuit and e-bay has recognized her as "role model for women". Ms. Anjul Bhambhri, Vice President, Platform Engineering,

Adobe has featured in Forbes, Silicon Angle, among others. Kirthiga Reddy, Managing Global Client Partner at Facebook has been listed in the Fortune India's Top 50 Most Powerful Women and has reserved a place among India's 25 most influential women. Prachi Gupta is Director of Engineering at Linkedin. Padmasree Warrior is CEO of NIO and has also worked with Microsoft, Spotify, Gap Inc., CISCO and more. [6-7]

Taking a flashback, Kalpana Chawla was the first female Indian to go to space. A.. Lalitha - India's first woman Electrical Engineer was a young widow. Fighting all odds , she, in 1964, became the first woman engineer from India to attend the First International Conference of Women Engineers and Scientists which was held in New York. Vinita Gupta - Founder and Chairman of Digital Link Corporation (now Quick Eagle Networks) is credited as the first woman of Indian origin to take her company public in the United States.[8] P.K Theresia is still known as the only woman who was the chief engineer of a Public Works Department of state in all of Asia. Leelamma (George) Koshie is one among the first women engineer trio**.** Rajeshwari Chatterjee, the first woman engineer from Karnataka**,** is also known to be one of the first women to pursue her studies outside the country. The field of telecommunication engineering was introduced in India in the year 1945. The first batch of telecommunication consisted of all men except one, who stood out from the crowd, Rajyalakshmi. [9] Sudha Murthy, Chairperson of Infosys Foundation, was first female to be appointed at TATA Engineering and Locomotive Company. Sudhira Das founded first Women Polytechnic College in Bhubaneshwar. Tessy Thomas was first woman scientist to handle a missile project in India. Ritu Karidhal is recognized as Rocket woman of India[10]

Mangalyaan Mission of ISRO had 10 women assigned to the project out of 500.

3. METHODS EMPLOYED FOR WOMEN EMPOWERMENT

23rd June is celebrated as International Women Engineers Day.

There are various organizations all through the world which promote females to be engineers and scientists. These places give women engineers to meet and inspire other women in Engineering like IEEE Women in Engineering (WIE) [2] and Society of Women Engineers. IT giants — Tech Mahindra and Wipro — are the only Indian companies after Dr. Reddy Laboratories to make it to in the Bloomberg Gender Equality Index (GEI). The GEI index is based on five parameters — female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and a pro-women brand. This includes parental leaves, lactation rooms at the workplace and education programmes dedicated to women. [12] The ministry of science and technology will now rank institutions — offering STEM (Science, Technology, Engineering, Maths) education — on gender equality, according to the Times of India report. As many as 20 Indian institutions — including the premier Indian Institutes of Technology (IITs) and National Institutes of Science (NITs) — have joined hands to facilitate it. The ministry will rate the institutions as gold, silver and bronze based on the number of women scientists, faculty and research fellows. The move is aimed to 'recruit, retain and promote' women in the STEM education sector. [13]

The Vigyan Jyoti scheme, advanced by the Department of Science and Technology (DST), was announced in the 2017 budget allocation for the Ministry of Science and Technology together with a 2,000-crore-rupee purse. The scheme's aim: to arrange for girl students of classes 9, 10 and 11 meet women scientists, with the IITs and the Indian Institutes of Science Education and Research serving as the nodal centres, at least at first. A year later, and with some funds trickling in, some of India's premier institutes, including the IITs in Indore and Bhubaneswar and the IISER in Pune organized on-campus camps for 30 girl students over two weeks, as required by the government, as pilots. Senior women scientists attended the camps as role models to encourage the students to pursue careers in science. Several programmes launched by the government to encourage women to pursue scientific careers. These include a Indo-US fellowship for women in science, technology, engineering, mathematics and medicine to participate in international collaborative research in premier institutions in America; women-centric programmes under the Knowledge Involvement in Research Advancement through Nurturing (KIRAN) initiative; a Bio-technology Career Advancement and Reorientation (Bio-Care) scheme; and relaxing the upper age limit by five years for women candidates for junior and senior research fellowships awarded by the Council of Scientific and Industrial Research. The last is to help those who may need assistance with motherhood or relocation due to husband's transfer.[14]

Considering the need of gender advancement in STEMM area at institutional level, the GATI program is now launched by the Department of Science and Technology (DST). The GATI was one of the three initiatives of DST announced on 28 February 2020, the National Science Day, by the Hon'ble President of India at a celebratory programme dedicated to Women in Science held at Vigyan Bhavan, New Delhi. Several other schemes by DST are mentioned in[15]

4. INDIAN STATISTICS

23rd June is celebrated as International Women Engineers Day.

As many as 40% of Indians who graduate in science, technology, engineering and maths (STEM) disciplines are women but Women constitute merely 14% of the total 280,000 scientists, engineers and technologists in research

development institutions in India, according to the United Nations. One in three research papers published in India, was written by a female author — in over 186 fields as per the Scopus database. According to the World Economic Forum Gender Gap Report, it will take 257 years to eliminate the prevailing gender gap in the workforce, globally. India ranks 112th in the Global Gender Gap Index in 2020. Women constitute merely 15% of faculty positions in science. One of the major reasons for the low participation is the gender pay gap. Despite the ground-breaking research and performance, women in the field of STEM are known to be paid less for their research work compared to men — not progressing as much in their careers thereby.

5. BACKING FEMALE ENGINEERS

Women represent half of society, and when designing or fixing products, you need to understand all the users. There are countless examples of products designed by men that do not work as well for women. It is getting better, but we still have room for improvement. There are many engineering challenges ahead of us that will benefit from the involvement of women engineers. Women are known for being efficient problem solvers. They don't usually look for the easy way out of an issue and embrace them. They are resourceful and know where to go to get help. Women don't usually cut corners, which makes them valuable team members and good leaders in team settings.

Sometimes it is hard for engineers to be creative. We are taught ways to solve problems, but often we need to reach outside our own experience and knowledge to come up with the best solutions. Women are best at it. Women generally bring different experiences than men.

6. CONCLUSION

Success is not defined by gender, caste, color or creed. Those who really want, be it any gender, can break the barrier and write their own stories. There are more to Civil and Mechanical branches than just Site Engineers and execution.

Apart from some active efforts from the government of India, it is seen that there is now more literacy among women, more opportunities for employment, partly due to the liberalisation of the economy, increased urbanisation and impact of women's movements in India. However, we also do need to focus on the status of these women once they get the jobs to check if they continue to face the same kind of discrimination at work as they face in society.

We are not doing enough to target girls at a young enough age to consider a career in engineering, and we are not selling engineering as well as we could. If we haven't provided a compelling reason why a young girl should choose engineering as a career by the time she is in her teens, in all likelihood, she will never enter the profession. Once a young girl has made her choices, it's difficult for her to change course - especially if she hasn't chosen STEM subjects.

If we want to bring more women in to engineering then we need to modify our approach. We need to re-think how we promote engineering as a career, focusing on the creative side, the search for new ideas and solving real world problems. We must share real stories of engineers making the world a better place to live and showcase how, as an engineer, you can really make a difference.

We need to ensure parents, teachers and careers services are equipped to signpost engineering as an option. Some companies and organizations are already spreading the word but we need more people involved and focus a little more on the younger generation. Ideally, we should be engaging girls in engineering before they reach secondary school.

We should share more stories about the innovations engineers have made in medical devices, artificial limbs, new ways to produce energy, how they can help the next generation and what they can do to help countries suffering from the effects of global warming, and several other aspects.

Engineering remains a challenging space for women; however, they managed to survive, noting that what was essential to their success was receiving help from others, especially when they were in the early stages of their careers.

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GENDERING THE CULTURAL TRAJECTORIES OF INDIA: A WOMAN'S VIEW ON THE OBJECTIVE VICTIMIZATION OF *THEM* WITHIN SOCIO-POLITICAL SCENARIO!

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Article history:	Abstract:
Published: 10th March 2022	Queer lens has provided us avenues to perceive everything critically. The term 'queer' is open-ended and it is indeed important to know how this open-endedness of the term 'queer' has made itself politically more efficacious. Marginalization can be considered as a chain of events taking place in a society to create certain restrictions for few and power for the rest. Gender, class and caste are further divided into layers, creating a stratified structure where power dynamics moulds and produces identities, not for recognition but for marginalization, oppression. Masculinity can be understood as those roles which are conditioned in a body, which is assigned 'male at birth' and is expected to be ingrained and followed, so as to maintain the "nude-make-up" of binarized naturality! Sexuality is a spectrum of desire that anatomies experiences at different stages, time and space, and Femininity stands as those socially constructed "natural" rules that makes a 'vagina' grow and become that successful ideal woman for whom all 'phalluses' are waiting. My experiences motivate me to draw the cultural context and social creation of 'gender and sexuality, femininity and masculinity, rape and politics' within Indian framework; how intersectionality of marginalization(s) in these already oppressed sections needs an examination and exploration along with the sense of guilt. Noting Helene Cixuos *Laugh of Medusa* where she presents in an exhilarating manner how the 'subject position' open to vaginas and phalluses are distinctive within a phallogocentric symbolic order and how therefore the representations and re-presentations of these identities undergoes a crisis, that churns from this clear source of differentiation. Hence, the aim of this article is to analyze and critically perceive how these terminologies acts as devices or political weapon and are situated within Indian cultural framework, so that, the operation of power to produce continues unquestionably.

Keywords: Power, gender, sexuality, society, politics

INTRODUCTORY BACKGROUND

Feminism initially commenced with the middle-class white women's call for political rights including the Suffragettes, where the public and private binary was challenged with the powerful demand of re-claiming the spaces by Women, However, with the passage of time the famous historians Rebecca Walker and Maggie Humm, divided the History of Feminism into three waves, which eventually started including not just women but all oppressive 'bodies'. The immensely crucial and echoing slogan "Personal is Political" was introduced by Carol Hanisch that reflected the dimension ad growth of Second wave Feminism; the creation of Feminism(s); however, this aroused too few political complexities. This concept of Feminism(s) could broadly include- Radical Feminism; Cultural Feminism; while the Third wave very carefully focused on the deconstruction of the "inherent-link" between one's sex/gender/sexuality, stating them as choice/performances rather than an authentic ultimate, where one of the prominent personality was Judith Butler, and eventually Jacques Derrida's post-structuralist theory further envisaged our perceptions towards language-sign/signifier and signifies, which presented the fact, that the relation between them is arbitrary and deconstructed the very essentiality of truth/essence/main/centre, which with time and inclusion of queer theory organized Feminism into Queer-post-structuralist and intersectional political standpoint.

INDIAN PROGRESS- A BRIEF OVERVIEW

Working on Indian 'feminism' it initiated with Savitri Bai Phoole, Kadambini Ganguly, and a few more personalities through educational reformations for women. Eventually caste, class came into consideration and the prominent case of sexual harassment against women in Rajasthan during 1997, noticing the case of Bhanwari Devi the Vishaka Guidelines were introduced. How a woman visualizes this pop-culture and its commoditization of women. In

comparison to the west, Feminism was never a popularly prominent or vocal movement in India. Few revolutionary acts demanding the rights of women and equality for them can be recognized under Feminism if an inclusion has to be drawn. Drawing parity, it is difficult to pin-point as to what Indian Feminism during early nineteenth century could appear to be. But yes few acts like Abolition of Sati could be considered as the first feminist movement. Else than this, gradual participation of women in education pertaining to the field of science can be considered as a Feminist step, as women were not allowed to receive Education, and even if they were, the subjects were very much limited to home reformations, decorative works like stitching, music, painting, etcetera. Few Women during that time marked an enriching path of revolution for others, and tried presenting that under no circumstances women should be treated unequally like-

a) Kamini Roy
b) Kadambini Ganguly
c) Anandibai Joshi
d) Muthulaxshmi Reddy

The first-wave of Feminism in India could probably trace itself with the contribution and evolution brought by Savitribai Phule (1831-1897). She was not only the first female teacher in India, but also opened school for female education, took care of child widows, untouchables, sexually assaulted and pregnant women. Eventually social contributions were reflected with simple literary writings that got feminist touches like *Amar Jibon* (*My Life*) by Rassundari Devi. Eventual contributions by other prominent women like Swarnakumari Devi echoed feminist ideologies. Since then struggles took more concrete shape and vice, and marched toward reclaiming the 'space' once again. Gradual intersectionality and inclusivirty framed Feminism in relation to caste, race, class, etcetera, where figures like Bhanwari Devi and her contribution to Vishakha Guidelines emerged as a prominent achievement in the field of Indian Feminism. The presence of Feminism(s) and Patriarchies has constructed the scuffles more perilous as forms and dimensions started oppressing under various representations. Today, Queer communities, (dis)ability and many other fields has been a part of this immemorial struggle for equality, and today Feminism in India has both strong position yet popular backlashes! From here, we move to the understanding of the term 'Queer', its journey, the political representation of this identity, how it works as a conscious ability of protest and representational policy within identity politics. And perhaps, we will also try deciphering empirically why application of the theory has still not been practically functioning.

QUEER THEORY AND IT'S URGENCY

Presenting ourselves as a more radical political identity, the use of the term 'Queer' stands crucial. We do not desire to associate this term with the way we identify our 'bodies' to expose the complex historical essence it carries rather to 'reconstruct' a politically motivated conscious reclamation of what I choose to be. To trace the operation of Queer politics, it is important to visualize the history of the term Queer. The word 'queer' has made quite a long journey in terms of the definitions it intended and has touched on meanings which are radically different yet somewhat linked. The initial meaning of the word dates back to 1508 Scotland, where it meant "strange, peculiar". Close to 1812, the word evolved to mean 'to spoil, ruin' and was used as a verb. Only after hundred years, in 1935, it started being used as a noun in the place of "homosexual", obviously in a derogatory sense which was similar and synonymous to the previous usages and meanings. Undoubtedly, the term is now used as a unifying term that recognizes many complex identities that makes up the LGBTQ community. In fact over the last thirty years 'queer' has emerged in academia, politics, and identity of inclusion and using it politically. On an apparent level 'homosexual', 'gay/lesbian' and 'queer' all means the same but one must understand that there are distinctive differences between the three. 'Homosexual' is more of a biological/medical term used more formally. 'Gay' can be used both for male and female and is used considering this meaning than of "happy". Gertrude Stein was the first writer to use the term 'gay' in sexual context, when she wrote, "They were gay, they learned little things that are things in being gay, they were quite regularly gay". While 'queer' is a more political terms which includes the other two terms even. It tries to articulate some of the possibilities of "sexual non-conformity". The word 'queer' is self-critiquing. But queer theory strives to open up a universal emancipatory struggle beyond the reach of capitalism's power of commoditization. Queer theorist Judith Butler regards the term queer

> My understanding of queer is a term that desires that you don't have to present an identity card before entering a meeting. Heterosexuals can join the queer movement. Bisexuals can join the queer movement. Queer is not being lesbian. Queer is not being gay. Queer is an argument against certain normativity, what a proper lesbian or gay identity is.

Why is this theory required within Indian cultural spaces? What makes this concept eventually a mandate within Indian framework of identity and body politics? No wonder, that within any operating domain of power-dynamics 'culture functions as an excuse' of continuation. The sufferings of LGBTQIIAA++ people eventually draws our attention to the numerous intricate designs based on which our society is practically performing, which tends to be so

fragile that the fear of losing its space cramps the identities the bodies are free to be with. The issue of sexuality requires a politically conscious statement and Queer theory assists us to build this consciousness. Within the phallogocentric symbolic order of Indian community and fundamentalism the power-dynamics and discourse provides no *space* to the Queer people; the issues of Drag Queens are from considering. They are minimized within the peripheral sections; amidst the absent they more invisible, and the layers continues. Starting from the police force to political agendas all tries to curb these identities with rules, laws, and categories in ways that could ultimately string them within the social maintenance of heteronormative structure. Practical functioning of this theory will fragment all the networking that was crucially practiced over years to build this 'untouched-natural reality' of man and a woman. Since, my focus delves more particularly of a Woman's perception it is crucial to discuss the concept of women and Gender theory in India.

GENDER THEORY AND THE CONCEPT OF WOMEN

Gender as a social concept and order is highly problematic and the definition provided to the identities considered and accepted under Gender within this phallocentric order is critically complex, and patriarchally irreversible. To sustain the natural and permanent three-tier structure of sex/gender/desire, our culture produces the culturally 'unintelligible' lot, and is further omitted from the visual vicinity of social representation resulting in production of the 'intelligible lot', whose components are- Men and women; very affirmative and strictly 'untouched natural model'. Furthermore, as Nivedita Menon regards in *Seeing Like a Feminist* that, how all these creation is just like a 'nude-make up' histogram, where years of practice has shaped it as the 'untouchable natural'. Heterosexualization of desire depends on the production of intelligibly separate and hierarchised binaries. But as Judith Butler said in *Gender Trouble* (1990), that there is nothing 'natural about one's "sex", it is very much a floating subject and changeable as per required. But problem arises when a continuum is generated from genetalia's, where, as per Butler sex (male or female) is considered to cause gender (man/woman); thereby, constructing some organized structures of identity creation. Butler emphasizes the fact that the concept of identity is free floating and not connected to one's essence; rather is a set of performance that a person chooses or opts as per their wish. Referring to this we can also remember Mary McIntosh, who in one of her article- *Gender Trouble: Feminism and Subversion of Identity* said, "The way forward, instead, involves recognizing that gender attributes are performative rather than expressive" (McIntosh, 114).Women, as a specific gender construction, then focus on the inferior definable stratus, more appropriately defined with patriarchal quotations of the 'self-less', which is further channeled as the ideal position that a body with vagina should possibly aim and target in their life. The absence of women within linguistic and political representation is something that Butler in *Gender Trouble* clearly states, where her understanding of what a Woman is stands, "Women are the sex which is not "one". Within…a phallogocentric language, women constitute the *unrepresentable*…women represent the sex that cannot be thought, a linguistic absence and opacity" (Butler, 13). The concept and the identity of women is a mixed genre of inherent oppression that is desired by the encoded patriarchal definition to sustain. The problem lies when the identity of women as a political device accepts this definition imposed by patriarchal laws of creation. Doing so, we generally omit the very possibility of reframing the definition of what a woman is or can possibly be; the flexibility of an identity is somewhere damaged when repeated constrictive patterns are implicitly applied to produce and reproduce them. In India, this marked definition of a woman which is obviously patriarchally embodied has become such a standard of acceptance and celebration that women are hardly unlikely to adhere, for this definition keeps mutating to fit the bodies of women within the stated political dimension of normative structures. But, what happens to those who deviate from such fragile yet unified structures of control and regulation of the body-identity-sexuality of a woman? How then is their "freed" body curbed down with numerous social measures to fix something that appears to be lacking?

SEXUALITY AND THE REGULATING ALERT!

The crisis within Indian political framework exists due to mainstream sustenance; however, the crisis frames multifaceted networks and sectors while marginalization only takes shape in this way. My focus stands on sexual marginalization and what can be done to bring a future without crisis, but is sexuality is separable from class, caste, geo-location, education, and religion? No, all are interlinked and interconnected; hence, it is crucial to visualize how regulations on sexuality have been an alert, from the historical notes, which validates the struggle of diversified 'sexual orientation' within the cultural spectrum of India. While to mention few, scuffles of Queer politics and voice in the west included-

- Trikone (US),
- Kush Khayal (Canada),
- Shakti Khabar (UK),
- Shamakami (US) and Dost (UK).

In India, similar struggles started were initiated by-

- Gay Scene (Calcutta), Fun Club (Calcutta), Counsel

- Club/Pravartak (Calcutta),
- Freedom (Gulbarga), Boinbay Dost (Bombay), Udan (Bombay), Kush Club (Bombay),
- Aarambh (Delhi), Sakhi (Delhi), Red Rose (Delhi), Saathi (Delhi)
- Good As You (Bangalore), Men India Movement (Cochin),
- Sisters (Madras),
- Gay Information Centre (Secunderabad)

Gender identity and sexual orientation in Indian politics is restricted from practice and expression! The social and political institutions in India follows a normative structure of morality creating a code that is morally influential on sexual discourse, and here any diversion from the same can be compared to what Michel Foucault described in *History of Sexuality*, "Doubtless acts "contrary to nature" ...an extreme form of acts "against the law; they were infringements of decrees..." (Foucault, 38). Therefore, we can see how to curb the identities our mutating patriarchy has evolved a web of patterns against which numerous institutions were developed to combat and claim their deserving 'space'. From here, we also can link as to why India celebrates Rape Culture? Rape is a device that showcases the power of one anatomy over the 'othered' anatomy; within this Brahminical system anyone outside a cis-white-heterosexual-brahmin man is the othered. Does not matter what IPC section 375 has stated the definition of Rape as, basically it is a power discourse that is used in forms of 'curing' and 'maintaining' accepted social structures. As such, the mainstream and popular display of the flesh has been celebrated in a manner that has stimulated and functioned as a catalyst in fixing the identity of what and how a body of women must be perceived. Rape has an important connotation in India. It not only echoes the male superiority but also a power of control and dominance of an anatomy over another. Rape and Sex (not the biological one) are terms inherently connected with some idea of 'shame' and a worst fate. Sex has no connection with the desire of a woman; it is perhaps only the male phallus's desire that is taken into consideration for and while entering a vagina. This is further cleared when heterosexual and procreative sex is only focused and accepted. Rape is accepted for it is performed over an anatomy that is designated and established as the 'inferior' one. The discourse around rape is silent and oppressive. The culture uplifting rape celebrates it, and more affirmation is clearly depicted through the lens of pop-culture and cinema, where women are objects of pleasure. Rape survivor has to go through numerous interrogations while the perpetrator is left free to keep on 'raping'. The republic sense of a 'raper' is highly interconnected with India patriarchal culture and its hypocritic systems. Incidents of rape in India are no unknown, where Dalit women, Tribal women, LGBTQIA++ people are considered as commodities who are available for rape. Lesbians are raped by family members to turn them into heterosexual! Tribal women are raped because they do not cover their breasts! Who wrote this logical apprehensive mandates that breasts are to be covered of a particular form of anatomy. The power of breasts are beyond the mothering and sexual norms. It is that political weapon that bleeds the dominance of male supremacy! The Rape statistics in India has doubled in the recent years. Rape is modified and defined as 'corrective rape' to "cure" homosexual people by forcing them to perform intercourse with family members. Tribal Rapes and Dalit rape cases (Hathra's or Mathura) all goes un-hindered and this sexual coercion is typically forged with political and caste dominance, where justice is that ball that never rolls down to the one in need. But, all these theories and its application results in practical disintegration of our worshipped cultural diversity that draws our attention to many layers of experience and the importance of its recognition.

INTERSECTIONALITY

The term intersectionality was coined by Kimberle Crenshaw in 1989, and the meaning which is said in an interview with TIMES quite recently-

> ...It's not identity politics on steroids. It is not a mechanism to turn white men into the new pariahs. It's basically a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What's often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.

Intersectionality is therefore to understand, that marginalization does not follow one single mode or pipe to control an anatomy. Intersectionality is to focus on equity to bring up a status of *'in- equality'* not 'inequality'! Intersectionality has provided us with lens to observe how bodies are subjected to subjugation in multifarious ways, and discarding the other oppressions to validate and fight for only one is to omit the intersectional lens of combating with patriarchy. Therefore, to break down to the very source, and to consider that a vagina is oppressed just on the basis of Gender and Sexuality, so let's protest against this and keep a blind eye on caste, class, race, education, language, identity, religion, geo-location, etceteras, then eventually within the process of protesting the accessibility to the medium of protest will make one realize, one is just not marginalized under one shelter and rather plethora of categories; furthermore, considering that all 'vaginas' are just ,subjugated under the box of Gender and sexuality means to omit the caste oppression of a Dalit, the religion oppression for a Muslim, the geo-location oppression for a person from

remote area, the identity oppression for a trans person, etceteras. Thus intersectionality permeates one to visualize the 'anatomy of marginalization' in an inclusive form and creating a healthy space to exhibit the variation of experiences, and not summing them up! Women have assembled themselves within the routine torture and subjugation they face. From houses to workspace, the battering and sexual aggressions are the daily doses that women have 'normalized' for themselves. Eventually with scrutiny of the systems operating globally with its patriarchally structure fundamentalism, we see women stands as 'victims' to a global system of oppression that is constructed through numerous branches like caste, race, ethnicity, class, gender, sexuality, (dis)ability, ethnicity, dialect, education, etcetera. This multiple lines of regulating and controlling the definition of what a woman is intersects and overlaps; hence, creating a network of intricate streams that merges and dominates a single body, where none could share the experience, as it stands individually isolated yet relatable. To further elaborately explain this critical networking of identity politics and social justice we note how Crenshaw in her article "Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color" writes-

> The embrace of identity politics, however, has been in tension with dominant concepts of social justice. Race, gender, and other identity categories are most often treated in mainstream liberal discourse as vestiges of bias or domination-that is, as intrinsically negative frameworks in which social power works to exclude or marginalize those who are different. According to this understanding, our liberatory objective should be to empty such categories of any social significance (Crenshaw, 3).

Now, when this spectacle of 'intersectionality' is aligned with sexuality marginalization, within the framework of India, is a demand to comprehend and recognize the sexual bias of not only the 'benchmarked' heterosexuality, rather the spectrum of sexuality, because the social organization of 'desire' tries to standardize one and veil the rest. The multiple oppressive formats and shapes that influences how the sexual orientation of an anatomy should be constructed includes numerous tools of our political enterprises, and that too in a massively different faces like, race, culture, religion, gender, race, etc. So, *when a 'cis-woman' identifies her as 'pansexual' being from a Dalit caste, and remotely backward region, with dialects in her language, being a Muslim, and without proper education, can you imagine her layers of crisis?* Now the benevolent Indian society with its organized order will omit these perspectives/layers of oppression while perceiving the scuffles of her 'sexual orientation'. It is important to include intersectional ways to analyze ones struggle for their sexual identity because, the way an upper-caste Brahmin cis-man can declare that he is 'homosexual', a lower caste Dalit cis-man can never have that accessibility to recognize the 'definition of homosexuality' as the premise of 'access' within the Indian framework is marked and operated based on all these above stated factors and many more. Even, the marginalization of a pansexual cis-woman of an elite class and Hindu religion, will ever be the same of a bi-sexual trans-woman, of a lower class Muslim status, so if I do not recognize the other factors of this person's struggle, I am erasing these factors from the identity only, which is what the India social organization does for their convenience of maintenance of their "nude-makeup". Thus, from Queer lens to intersectional discourses, the Women's voice(s) has enabled that visualization which assists one to perceive the struggles and the history of sexual identity in an intersectional way, to deconstruct the multiple/critical/cultural triadic of oppression.

MASCULINITY AND FEMININITY WITH WOMEN IN POP-CULTURE

Masculinity can be understood as those roles which are conditioned in a body, which is assigned 'male at birth' and is expected to be ingrained and followed, so as to maintain the "nude-make-up" of binarized naturality! Patriarchy, if considered a mutating drug resisting virus the Feminism is an 'antidote' to it. Masculinity studies eventually grew from and simultaneously with feminist studies; however, my approach to 'masculinity' will focus within the Indian framework of visibility and maintenance. Masculinity is not created out of vacuum; masculinity(s) and multiple categories provided us with lens to speculate 'masculinity(s)' under various cultural and tenured dimensions, where (dis)owning masculinity for a Brahmin, able bodied, upper class, educated, urban man to present how it is a socially constructed concept like 'femininity' is easier unlike for a dalit, (dis)able, low class, village man. Masculinity, therefore, is 'intersectionalized' where the upper-class phallus's practice of masculinity is different from a Dalit's masculine behavior! This section of masculine adrenaline creates a standard of gaze(s) that an actual male possessing real masculinity must have. A gaze that must be powerful enough to create fear, lust, uncomfortable desire(s) around and on women; thereby, making them those terrifyingly beautiful objects of 'angelic hell'.

Femininity as Betty Friedan described in her popular work *The Feminine Mystique* (1963), was a Mystique, something that gives immense charming power (though blurred) to the identity of a woman, for which women embracingly thinks "If a woman had a problem in the 1950's and 1960's, she knew that something must be wrong with her marriage or with herself" (Friedan, 150). But how is this philosophy of the West so strongly still applicable for the east identities or more appropriately women? In India, the '*ghorer lokhI*' (angel of the house) is a celebrated theme culturally modernized and willingly celebrated by women all around, just pause and think why? Many women are very similar to what the West understood as a problem that had no name. I am eventually becoming more aware as to how women are strongly demanding the space stored within the house and celebrates this the ideal form of

womanhood; marriage as such modifies its face but compels a woman either to become a '*doshobhuja* (a person with ten hands; to do numerous things simultaneously), and they celebrate it happily by maintaining home and family, rather advices this is how and what a strong woman is; while few dreams of marrying and be the sacrificial power advising adjusting ands sacrificing is what women should do for they are strong. Betty Friedan beautifully crafted saying-

> They learned that truly feminine women do not want careers, higher education, political rights—the independence and the opportunities that the old-fashioned feminists fought for. Some women, in their forties and fifties, still remembered painfully giving up those dreams, but most of the younger women no longer even thought about them. A thousand expert voices applauded their femininity, their adjustment, their new maturity. All they had to do was devote their lives from earliest girlhood to finding a husband and bearing children. (Friedan, 44).

The similar issue still prevails in more than half of the population of India who has been indoctrinated with this mystical power that femininity is associated with. The completeness of woman is only when she can became and adheres to the femininity described as the only identity of woman. Now, this definition of femininity is nothing but strict cultural modulations that through practice channels bodies into two respective domains of man and woman, so that, the social order remains unhindered. In India the definition of femininity is what Friednan in her quote 9as quoted above) popularly accepts and wants every woman to adhere by; that is why today when women (minority population) does not adhere or chooses the more politically conscious identity of 'single woman' society blames them for increase rates of divorces! Therefore, his strict adherence of femininity has produced and reproduced women as objects' both in media and pop-culture that exists to satisfy those gaze(S). Feminism in India is quite different from that of western political outrage

POP-CULTURE AND 'RE-PRESENTATION' OF WOMEN

Female is the sex, not the gender. It is important to deconstruct the teleology of sex/gender/sexuality. If I am to use female as the gender, not women, then linguistic re-presentation of my idea will go wrong. Judith Butler clearly states this difference female and women is not same when we consider their representation. My article is focused on the voyeuristic segment, it requires much focus on 'individual liberty and women 'absent subjects' (women functions as a representational absence- why? Because the representation of women-only takes place from male perspectives; hence, real experiences of women are covered and almost absent when the presentation is considered. Thus they function as 'absent subjects' which require individual liberty before anything else).

"Every girl is expected to have caucasian blue eyes, full Spanish lips, a classic button nose, hairless Asian skin with a California tan, a Jamaican dance hall ass, long Swedish legs, small Japanese feet, the abs of a lesbian gym owner, the hips of a nine-year-old boy, the arms of Michelle Obama and doll tits. This is why everyone is struggling."
-Tina Fey
(via velvahwilliams)
6:41 pm • 11 January 2013 • 141,891 notes

Applying the 'cinematic lens' to present the idea of the visual sense of objectification that dominates here, if we are to consider all Bollywood 'item songs', and to name a few- *Chikni Chameli, and Fevicol Se*. Here, I will focus on deconstructing the category under which it is assigned. ITEM- the name itself suggests 'objects', where the only portrayal is the female bodies with flesh slogging to attract a gaze. Now, what is this gaze? This gaze as Film studies puts it the 'Male Gaze'; that gaze that desires to visualize particular anatomy from the sense of owning autonomy and pleasuring it. From *Fevicol Se*, the scene where Kareena Kapoor compares herself with the leg of a chicken and demands to be swallowed with alcohol typically portrays a horrendous address and disrespect to women. On the other hand, in *Chikni Chameli*, the depicted meaning of a woman going into the forest with hungry lions to perform intercourse again stigmatizes the heterosexual benchmark and women as objects of pleasure and consumption. The reality and throbbing echoes of sexism supports objectification and gulping of rhythmic exploitation.

Gendering the Gaze(s)!

Remembering *The Crash* novel by J.G Ballard and "Crash" essay by Salman Rushdie, we must take into account the immense voyeuristic gaze that lens can provide on the object of display, where through that lens somewhere the 'body of women' are re-created as the "hyperreal" (Baudrillard, 73), where those imagistic portrayal of that constructed standard flesh soothes and pleases the desires and gazes of those numerous phalluses. Furthermore, analyzing the costumes used here only focuses on certain body parts as lucrative policies of sexualized transactions (lucrative is something that shines in appearance; Bollywood has that glamorous policies (formats socially and legally accepted) of sexual transactions. Now here the crucial question is why women accept this objectification- is the answer just money or something else. We all know to protest and change anything, being aware of the idea is very important. This is absent when you walk into the sphere of visual entertainment. Hollywood works on different political fundamentalism, but here women appreciate beautification as the primary tool. Liberty can never be achieved unless and until every nook and corner, every niche is free. Gender and Liberty, therefore, emerge as an important branch of Liberty as a whole, because Liberty talks about freedom from shackles, and Gender is one of the largest shackles used by Politics-how?

Everything is gendered, from the moment you are born until you die. Gender apartheid is a clear device in the political forum because it is only this way that will allow the authority and source of power to restrict in the hands of singular project patriarchy. Gender is nothing but a set of created rules based on which bodies are forced to perform. Apparently, 'force' may seem doubtful if I limit my gaze only to the cinematic display of women. But what if a Dalit woman experience and wants to transform into a man, that is being F-M; will she be able to do so easily and not *force* by society to appreciate what is expected out of her? What never appears as a force, are things that have been 'conditioned' in a way that you don't even doubt. Liberty is incomplete until you doubt every intricate social design critically. Where the issue of performance is eventually lost and cultural destiny takes control, which means- all rules are culturally constructed; culture functions as an 'excuse' to keep going patterns that make ruling easier. Thus, the fixity of gendering was only limited to biology, today people would have gladly recognized what the recent medical research on Genetics focused on. If biology accepts gender as a spectrum, then what is still the issue? Culture, thus it takes control of our destiny). This issue has no specific time and place; Freedom and Gender are reverberating everywhere; an absence of the same is the result of ignorance or avoidance. As John Stuart Mill said in *On Liberty and Subjugation of Women*, "It is accordingly on this battle-field, almost solely, that the rights: of the individual against society have been asserted on broad grounds of principle, and the claim of society to exercise authority over dissentients openly controverted"(Mill, 20).

CONCLUSION

Growing up within a suburban town of Kolkata, India, initially, I was ignorant about how identities are and was strictly binarized within the political framework, and how it is sustained seamlessly without many interrogations. This realization made me arrive at a point that I thought New Gender studies is not something that should strictly be kept within academics; neither it is anything related to one gender identity. This topic is also not something just limited to what Butler, Foucault, Meyer, Sukthankar, Vanita, Friedan and Crenshaw theorized; rather it is a subjective growth of political statistics around us. Gradually, I was coming to parity with a substantial concept- As the belief of Plato and Nietzsche explains that 'everything is an interpretation; there exists no absolute truth' it is important to start working on Derrida's post-structuralist ideas. The urgency to understand how power structures operate identity politics and keep varying as per various geographies is a significant aspect too! We find how the same has resulted in marginalization, branching, and stratifying selected and 'representable identities' in a horrendous format. Liberty is something that academically and politically became a crucial concept for me to comprehend and apply. I started to think that until I can achieve individual liberty; I cannot choose and assist my community on a larger scale. Liberty as an abstract reality and philosophy has always sparked the sense of 'questioning the representational' objectivity associated with 'female bodies'. I believe that if one is suppressed everybody is suppressed; before achieving liberty as an overall mechanism, we first need to achieve that individually; somewhere souls are conditioned in a way to

capture our bodies and punish and regulate it based on the anti-liberal threads of individuality. Remembering Michel Foucault's *Discipline and Punishment* (1995), where he states that- "A soul 'inhabits' him and brings him to existence, which is itself a factor in the mastery that power exercises over the body. The soul is the effect and instrument of a political anatomy; the soul is the prison of the body" (Foucault, 30). Therefore, the Woman's perception with her soul remains caged within critical observatories which if given a chance will deliver beautiful negotiations in a decorative network of disparaging voice(s).

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EQUALITY FOR WOMEN AND THE SUSTAINABLE DEVELOPMENT IN INDIA

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Article history:	Abstract:
Published: 10th March 2022	Sustainable development is defined as development that meets current needs without jeopardizing future generations' ability to meet their own. In this paper, we will look at one of the United States 2030 Agenda's sustainable development goals. Gender equality is not just a basic human right, but also a prerequisite for a world that is peaceful, affluent, and sustainable. The purpose of this article is to look into the necessity of gender equality for long-term development, the current role of women, and the role of education in empowering women. Because Indian society is patriarchal, women are discriminated against and dominated by their male counterparts in practically every industry. As a result, it is critical to understand gender issues and how they might be resolved. Education is a critical component in empowering women and girls and achieving gender equality in society. To ensure the nation's long-term viability, the government must take steps to formulate policies, conduct engagement and awareness programmes, and provide health care services, among other things, for the benefit of society and humanity at large.

Keywords: Sustainable Development, Gender Equality, Women Empowerment

1. INTRODUCTION

Sustainable Development is the organizing concept for achieving human development goals while also preserving natural systems' ability to supply the natural resources and ecosystem services that the economy and society rely on. Sustainable development can also be described as development that meets current demands without jeopardizing future generations' ability to meet their own [1].

It is about preparing individuals, communities, groups, businesses, and governments to live and act in a sustainable manner, as well as providing them with knowledge about the ecological, social, and economic success. It's about getting ready for the world we'll live in in the next century and making sure we're not left behind. The following diagram shows the different dimensions of Sustainable Development
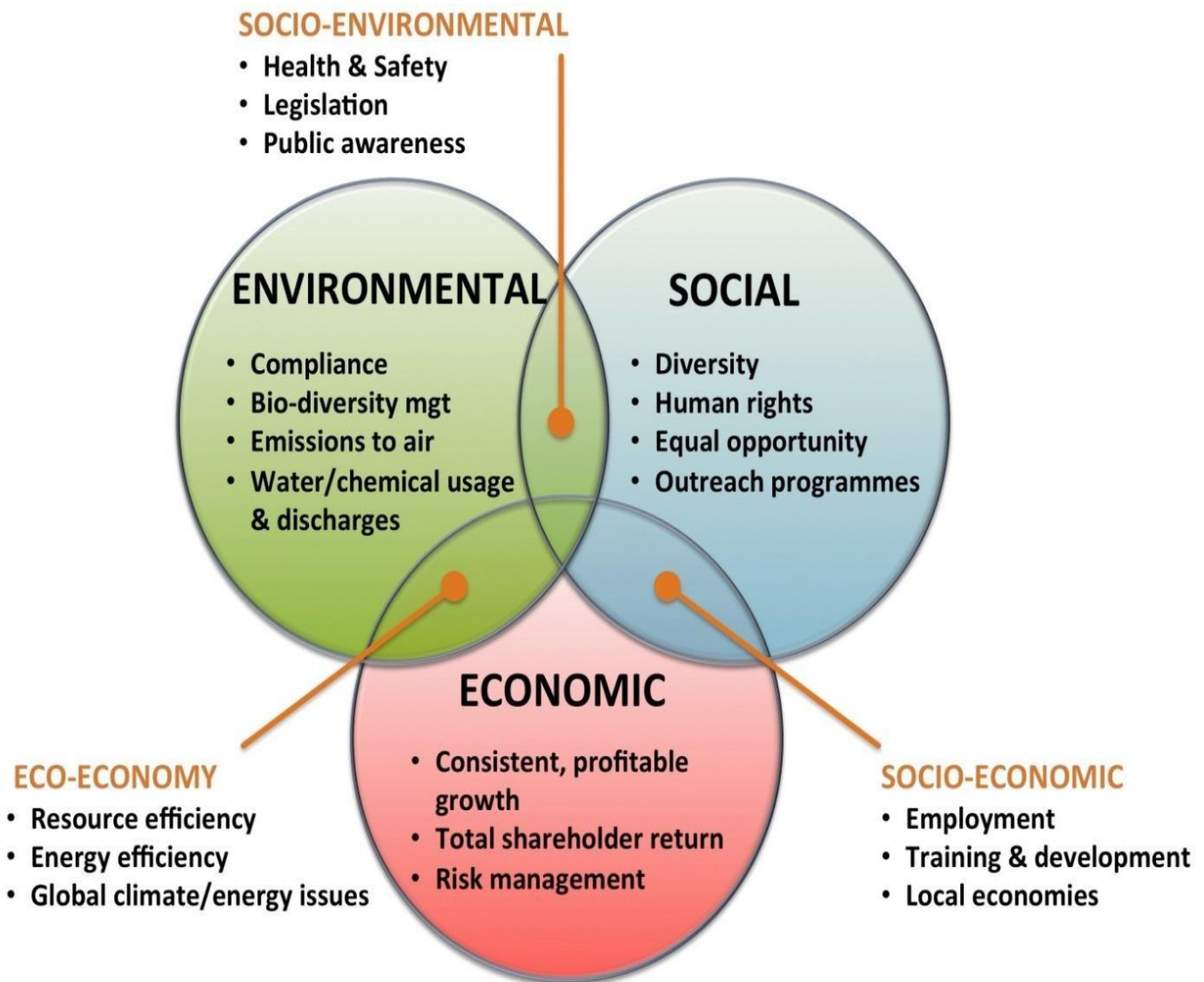
The three components on which sustainable development is dependent are depicted in the diagram above. Social, economic, and environmental development are the three pillars of development.

Social Development entails learning the values, knowledge, and abilities that enable children to effectively relate to one another and contribute positively to their families, schools, and communities [2].

As children mature socially, their relationships with others improve, they become more conscious of social ideals and expectations, and they develop a sense of self and become more involved in society.

Economic development is the process by which a country's people progress from a low-income to a high-income economy. It attempts to improve people's economic and social well-being by enhancing their living standards.

The totality of all living and non-living objects that surround us is referred to as the environment.

Environmental development attempts to preserve, conserve, and make equitable use of the environment's natural resources without jeopardising the requirements of current and future generations. As a result, all three areas of sustainability are included in sustainable development.

The Sustainable Development Goals are a set of 17 objectives for long-term development (SDGs) [3]. The United Nations 2030 Agenda outlined the SDGs.

The following are some of them:

Goal 1: Eliminate Poverty
Goal 2: Food Security
Goal 3: People's Health and Happiness
Goal 4: High-quality education
Goal 5: Gender Equality
Goal 6: Access to safe drinking water and sanitation
Goal 7: Energy that is both affordable and clean
Goal 8: Fair Employment and Economic Growth

Goal 9: Industry, Innovation, and Infrastructure
Goal 10: Reducing Inequalities.
Goal 11: Sustainable Cities and Communities.
Goal 12: Consumption and production in a responsible manner
Goal 13: Take Action on Climate Change
Goal 14: Submerged Life
Goal 15: Life on Land
Goal 16: Peace, Justice, and Strong Institutions
Goal 17: Partnerships for the Goals
We will look at Goal 5 in this paper (Gender Equality).
Gender equality means that everyone, regardless of gender, has the same opportunities.
Gender equality entails treating everyone equally, based on their individual requirements.
It also shows that people are free to make their own decisions without being constrained by preconceptions, and that their diverse contributions and needs are respected equally.
Although gender encompasses male, female, and transgender (LGBT) people, we will concentrate on females and how education can help them become more empowered for long-term development.

2. OBJECTIVES
The research's main goals are as follows:
a) To investigate the importance of gender equality for long-term growth.
b) To investigate the role of women in the current Indian situation.
c) To comprehend the importance of education in India for the empowerment of women and girls.
The main significance is Gender inequality is one of the most pressing concerns in today's society, and it can be seen in many different areas.
Male counterparts bully and try to dominate women in all facts of their lives.
Even women are uninformed of their own rights, thus education is the only way to make them aware of their rights and responsibilities, as well as providing opportunity to combat the terrible practices that exist in society [4].
This study will assist us in better understanding gender issues and how to address them in order to achieve long-term growth.

3. METHODOLOGY
For the study of this paper we use descriptive and analytical method. In this paper the data are collected through secondary sources like journals, articles, books and internet.
Objective 1: To study the importance of Gender Equality for sustainable development.
Gender equality is a necessary foundation for a peaceful, prosperous and sustainable world. Gender equality is important so that discrimination against women and girls can be ended. Moreover violence against women and girls in the public and private spheres like trafficking and sexual and other types of exploitation can be eliminated. It is also important to eliminate all harmful practices such as child, early and forced marriage, harassment and molestation, abuse etc. it is also necessary to recognize and value unpaid care and domestic work of women. Gender equality is important to encourage women for participating in various decision making and taking leadership in different political, economic and public level [5].
Gender Equality is crucial to sustainable development. The key to development is giving equal opportunities to the women and girls as they have the leadership in them to change the world. Only through equality we truly can tackle the gender based violence. Many girls drop out of school as they face a lot of problems and societal issues but there is need of encouragement and someone to empower them which would result in bridging change and betterment of our country. Women are the central actors in pathways to sustainable and green transformation.
Objective 2: To examine the role of women in present scenario in India.
"Women is an incarnation of „Shakti"-The Goddess of power. If she is bestowed with education, India"s strength will be doubled. Let the campaign of „Kanya Kelavni" be spread in every home; let the lamp of educating daughters be lit up in every heart." – Prime Minister, Narendra Modi
The role of women has changed in the present scenario. Today women play the leading role in developing the society. Society cannot be created without the active contribution of women. Now, in a developing country like India women is self-dependent, good manager and is making a balance between family responsibility and outside world. Women has gone beyond every profession which were traditionally considered good for them like nursing, librarian, teaching etc. today women are intellectually liberated and are becoming fighter pilots, architects, scientist, journalist, gym instructors etc.
But due to the deep rooted patriarchal mentality in many parts of Indian society, women are still victimized, humiliated, tortured and exploited. Even after almost seven decades of independence in some places of India women

are still subjected to discrimination in the social, economic and educational field.

According to 2017, Global Gender Gap Index (World Economic Forum), India is positioned in 108th among 144 countries.

Objective 3: To understand the role of education for empowering women and girls in India.

Education and literacy empowers women. Women empowerment is a global issue and discussion on women and political right are at the fore front of many formal and informal campaigns worldwide. The concept of women empowerment was introduced at the international women conference at Naroibi in 1985. Education is milestone of women empowerment because it enables them to response the challenges, to confront their traditional role and changed their life. The only way a society or nation can move forward and aspire to growth and development is not just through education-but especially education among the women citizens. In order to provide equal status in the society women need to be empowered. Education is the key to unlock the golden door of freedom for development. Education liberates the mind by opening up the mind to various sources of knowledge like places, people and possibilities. An educated women will also be a liberated women.

Education enables to break down all barriers – religious, linguistic, political, gender and geographical. An educated women will not discriminate others on the basis of these barriers and will treat everyone the same which ultimately helps to foster and integration.

Education helps to enlight the women and gives them the right and strength to fight against social evils like dowry, bride burning, marital rape, molestation and sexual harassment etc.

Today's intellectually liberated and an emancipated woman does not have to depend on a man to give her the basic needs of life. Education is enabling women to go beyond every profession and earn her own keep, buy her own house and feed herself.

The contribution of women to the workforce will enhance the output and contribute greatly to the advancement of any society both culturally and economically and also help in its human development indicators. Through their work women can help to get rid of problems like higher maternal mortality rates, high rates of gender violence, child sex abuse, female feticide etc

4. VALUABLE MEASURES

Measures to reduce gender inequality in India for sustainable development are as follows:-

➢ While formulating new policies government has to consider the needs and interest of women because women constitute half of the population and they contribute equally with men for the development of the nation. For example: Through „Make in India" Project government is trying to encourage women by preserving their personal integrity.

➢ Even today most women are not aware of their basic rights. So, in order to create awareness among women campaigning, free workshops and seminars should be organized. Moreover to motivate the rural meritorious women and girls towards higher education, educational scholarships should be announced by the government.

➢ For motivating women the government with collaboration with different NGOs should try to arrange interaction programmes with other empowered women of the society so that the unprivileged women can take active participation in the mainstream society.

➢ The curriculum for Gender Studies in every discipline should include such topics which emphasizes on reducing gender disparity and encourage women empowerment. "Health is Wealth"- Government should provide women and girls better health care services and social services. Every girl child from their time of birth should be given proper nutritious food.

5. CONCLUSION

We can conclude from the preceding debate that gender equality is critical for long-term growth. Because women account for half of the population, it is critical to stress their needs and interests in the growth of society and the nation as a whole. Women must be empowered via education in order to be aware of their rights and to be strengthened in their struggle against prejudice. As a result, gender equality is critical for long-term development, and women are key players on the road to sustainability and green transformation.

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SOCIAL AND POLITICAL EMPOWERMENT OF WOMEN IN RURAL AND URBAN AREA: ISSUES AND CHALLENGES

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"Man and woman will attain equality only when the birth of a girl is celebrated with as much joy as in the case of boy."
M K Gandhi

Article history:	Abstract:
Published: 10th March 2022	Gandhiji was one of the few noble people in the 20th century who had acknowledged that women had a pivotal role in the Indian society. He realized the importance of participation of women in political, economic and social spheres. So, he fought to attain equal rights for women in every sphere. He endorsed women's participation in politics and he opened up strongly about it on September 1931 during the Second Round Table Conference in London, UK. He said that if women did not have a place in any legislature, he would boycott attending them. He urged women to take part in the legislature for serving people and not just for politicking on party basis in the Constructive Workers Conference in Madras (now Chennai) on June 27, 1946.Gandhiji wanted everyone to acknowledge that a woman is the better half of a man and not a weaker sex. Women should have equal rights of freedom and liberty. Gandhiji perceived the innate vital differences in the biological function of men and women. He made a remark that the men do not possess the quality of motherhood and the art of child rearing with compassion, care and patience. So, without women, the human race would become extinct. While fighting for women rights, Gandhiji wanted the Indian women to not blindly follow the Western methods, but to modify it based on the Indian environment.[1]

Keywords: Gandhiji, Women, political,

GANDHIJI ON POLITICAL PARTICIPATION OF WOMEN

The Constitution of India has provided equal rights to all citizens. But at present, there are very few women representatives in Indian politics. It is evident that women have not got equality in this case. For the triumph of democracy, it is imperative that women should actively play a dual role in politics, both as voters and as political representatives. But even in this democracy, women are excluded from not only politics but also in every walk of life.[2]

In September 1931, at the Federal Structure Committee meeting of the Round Table Conference, Gandhiji recommended to the Congress to provide fair representation to the minorities and women, failing which he compelled for the creation of an exclusive clause in the Constitution to enable the elected representatives to elect those who should have been elected, but were unjustly left out by the electorate.

Although Gandhiji encouraged women's participation in politics, he was not keen on the introduction of gender-based reservation for women and he rather wanted them to achieve their position through education and on merit. He expressed that it would be wrong to claim membership based on gender and that women should not face such disdain. They should get justice and not favour. Hence, to bring this to fruition, women must receive proper education.[1]

Gandhiji gave importance to the active participation of women in several national movements. He also encouraged them to participate in the Salt Satyagraha movement during the struggle for Independence. Out of the 30,000 persons who were arrested, 17,000 were women volunteers. A large number of women also participated in the civil disobedience movement. Several aristocratic women abandoned their comfort zone and readily marched to prison wearing coarse, handmade Khadi. Some notable personalities in the Gandhian movements were Kamala Nehru, Sarojini Naidu, Anasuya Sarabhai, Sushila Nayyar and Miraben. Women took a lead role in encouraging boycott of liquor, opium and foreign clothes. These incidents were the portrayal of equality and strength of women as envisioned by Gandhiji.

Gandhiji motivated women to participate in politics and in the freedom movement. He acknowledged the potential of women in the strife to develop a new social and political order. However he faced hurdles with the existence of oppression of women at their homes. He was resolved to help women to break the shackles of oppression.[2]

NATIONAL INITIATIVES FOR WOMEN EMPOWERMENT

India has begun the new millennium by pronouncing 2001 as the year of women empowerment. The Government of India gives top priority to put a stop to the gender-based inequality, to improve socio-economic status of women and to increase their participation in various aspects.[3]

a. Constitutional Provisions

The Fundamental Rights in the Constitution protects women against discrimination. Some of the important articles are:

1) Article 14 ensures equality before the law or the equal protection of the laws on men and women.
2) Article 15 prohibits discrimination by the state against any citizen on the ground of sex, especially for women and children.
3) Article 16 provides for equality of opportunities in matter of public appointments for all citizens. It prohibits gender-based discrimination in respect of any employment or office under the state. Some of the Directive Principles of State Policy in the Constitution contain provisions for women.
4) Article 39 provides that men and women equally have the right to an adequate means of livelihood, that there must be equal pay for equal work for both men and women.
5) Article 42 grants for better conditions for work and maternity relief.
6) Article 51 imposes a Fundamental Duty on every citizen to renounce the practices derogatory to the dignity of women.
7) Article 243 (D) (3) provides for the reservation of 33% of the seats in every Panchayat for women.
8) Articles 243 (T) (3) provides for the reservation for 33% seats in each Municipality for women.

b. Legislative Provisions

Special legislations have been enforced to back the Constitutional provisions. These laws are intended to protect the rights of women and to defend them from social discrimination, abuse and atrocities. Some notable Acts include:

1) Dowry Prohibition Act, 1961
2) Medical Termination of Pregnancy Act, 1971
3) Equal Remuneration Act, 1976
4) Indecent Representation Of Women (Prohibition) Act, 1986
5) Immoral Traffic Prevention Act, 1986
6) Commission of Sati Prevention Act, 1987
7) Pre-Conception and Pre-Natal Diagnostics Act (PCPNDT), 1994
8) Protection of Women from Domestic Violence Act, 2005
9) Prohibition of Child Marriage Act, 2006
10) Criminal Law (Amendment Act), 2013
11) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
12) Child Labour Prohibition and Regulation (Amendment Act), 2016
13) Maternity Benefit (Amendment Act), 2017
14) Hindu Succession (Amendment) Act, 2020.[4]

c. Schemes/Programmes:

The Central and State governments have been constantly trying to ensure the same with a number of schemes and intervention programmes exclusively for women. Some of them are:

1) Beti Bachao Beti Padhao (BBBP) ensures the protection, survival and education of the girl child.
2) Mahila Shakti Kendra (MSK) aims to empower rural women with opportunities for skill development and employment.
3) Working Women Hostel (WWH) ensures the safety and security for working women.
4) Mahila Police Volunteers (MPV)envisages engagement of Mahila Police Volunteers in States/UTs who act as a link between police and community and facilitates women in distress.
5) Rashtriya Mahila Kosh (RMK) is an apex micro-finance organization that provides micro-credit at concessional terms to poor women for various livelihood and income generating activities.
6) The National Crèche Scheme ensures that women take up gainful employment through providing a safe, secure and stimulating environment to the children.
7) Pradhan Mantri Matru Vandna Yojnaaims to provide maternity benefit to pregnant and lactating mothers.

8) Pradhan Mantri Awaas Yojana aims to provide housing under the name of the woman also.
9) Deen Dayal Upadhyay National Urban Livelihoods Mission (DAY-NULM) focuses on creating opportunities for women in skill development, leading to market based employment.
10) Pradhan Mantri Ujjwala Yojana empowers women and protects their health by providing LPG cylinder free of cost.
11) Pradhan Mantri Sukanya Samriddhi Yojna- Under this scheme girls have been economically empowered by opening their bank accounts.
12) Pradhan Mantri Mudra Yojana (PMMY) provides access to institutional finance to micro/small business. The Government has initiated schemes like Stand Up India and Mahila e-Haat (online marketing platform to support women entrepreneurs/ SHGs/NGOs) to promote female entrepreneurship.

Various initiatives have been put in place to improve the education system such as National Curriculum Framework (NCF), 2005 and several flagship programmes like Samagra Shiksha and the Right to Education Act (RTE). Kasturba Gandhi Balika Vidyalayas (KGBVs) have been set up in the educationally backward regions of the nation.[5]

With financial assistance from the United Nations Development Programme (UNDP), the Government of India has implemented the UN Women Programme in 2011 in order to support women's political empowerment in rural areas. The primary aim of this programme is to reinforce and improve the political participation of women in local Panchayati Raj Institutions (PRIs). It also promotes the Goal 5 of the Sustainable Development Goals (SDGs) which seeks to achieve gender equality and to empower women. The Sustainable Development Goals (SDGs) are also known as the Global Goals, is a universal call to action for ending poverty, protecting the planet and ensuring that all people enjoy peace and prosperity by 2030. They were approved by all United Nations Member States in 2015.[6]

In 2018, the World Economic Forum published the Global Gender Gap Index (GGGI) which ranks nations on gender equality through several parameters. Out of the 149 countries that were ranked, India was placed at 108th position. In 2020, India ranked at 112th position out of 153 countries.[5]

GANDHIJI ON PANCHAYATI RAJ INSTITUTIONS

After India achieved Independence, Gandhiji firmly declared that there can be no salvation for our nation and the notion of decentralization will remain unfulfilled if the women do not contribute in the national matters. Gender inequality is a key concern and government of India alongside various state governments have been engaged in a number of intervention programmes aimed at empowering them in true sense.[3]

It is true that democracy ensures empowerment, but the real empowerment must begin at the grassroot level. To empower the Indian villages and establish governance at the grassroot level, Mahatma Gandhiji had advocated for Gram Swaraj (village self-governance). That is how the Panchayat Raj System came into play in 1957. In 1992, through the 73rd amendment of the Constitution of India, a three-tier Panchayati Raj system in the country and the provision of 33 percent reservation for women in the Panchayat Raj Institutions (PRIs). The three tiers of the Panchayati Raj System are: the Gram Panchayat at village level headed by a Panchayat Mukhiya or a Sarpanch; the Zila Parishad at district level headed by a Zila Parishad chairperson and the Panchayat Samiti at block level headed by a Panchayat Samiti chairperson.

Table 1: Panchayati Raj Institutions (PRIs) in India

Name of Institutions	Total Numbers at present
Gram Panchayat (Village level)	250,000
Panchayat Samitis (Block level)	6,300
Zila Parishads (District level)	600

The primary purpose of this local governance system is to implement development projects in the rural community. The citizens of the Gram Panchayats directly elect the representatives of the PRIs, from village level, block level and district level. The village community presents their demands to the Gram Sabha at Gram Panchayat level. After discussions, the appropriate interventions are implemented in the villages.

The PRIs need to be a valuable, efficient and transparent medium for local governance and social justice to meet the requirements of the local population through policy enforcement, appropriate interventions, advocacy, capacity building and financial support. The Ministry of Panchayati Raj has developed the eGram Swaraj, a user friendly portal to put forward better transparency.

The PRIs guarantee participation of all sectors of the society. Empowerment of women through the PRIs not only ensures their participation in political decision making but also strengthens their socio-economic status so that they could lead a dignified and respected life. But the question looms over us as to how many women would be able to surpass the internal and external oppression and successfully win the struggle to enter the PRIs with the intention

to serve and strengthen the panchayats. The primary motive of the women in PRIs must be to make development in order to strengthen the panchayat foundation.[7]

The Constitutional provisions mandate the representation of women in the PRIs. Clause (3) of the Indian Constitution ensures 33 percent reservation for women in the PRIs. However, the increase of women's participation in the PRIs is subject to each state. Twenty states have increased the percentage to 50 percent and they are Andhra Pradesh, Assam, Bihar, Chhattisgarh, Gujarat, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telengana, Tripura, Uttarakhand and West Bengal.

Table 2: Number of Elected Women Representatives (EWRs) in Panchayati Raj Institutions (PRIs) in India, State/Union Territory-wise (2020)[8]

State / UTs	Total PRI Representatives	Total EWRs
Andaman & Nicobar Islands	858	306
Andhra Pradesh	156050	78,025
Arunachal Pradesh	9383	3,658
Assam	26754	14,609
Bihar	136573	71,046
Chhattisgarh	170465	93,392
Dadra & Nagar Haveli	147	47
Daman & Diu	192	92
Goa	1555	571
Gujarat	144080	71,988
Haryana	70035	29,499
Himachal Pradesh	28723	14,398
Jammu & Kashmir	39850	13,224
Jharkhand	59638	30,757
Karnataka	101954	51,030
Kerala	18372	9,630
Ladakh	NA	NA
Lakshadweep	110	41
Madhya Pradesh	392981	196490
Maharashtra	240635	128677
Manipur	1736	880
Odisha	107487	56,627

Puducherry	NA	NA
Punjab	100312	41,922
Rajasthan	126271	64,802
Sikkim	1153	580
Tamil Nadu	106450	56,407
Telangana	103468	52,096
Tripura	6646	3,006
Uttar Pradesh	913417	304538
Uttarakhand	62796	35,177
West Bengal	59229	30,458
Total	**3187320**	**1453973**

*NA - Not Available

In order to boost the community participation in the implementation of the government schemes and to bring about economic development within the villages, the Government of India has ordered all the Gram Panchayats to prepare their Gram Panchayat Development Plans (GPDP) annually. GPDP provides a chance to the Gram Panchayats to be involved in the planning process. According to the Ministry of Panchayati Raj, under Deendayal Upadhyay National Rural Livelihood Mission (DDU-NRLM), around 5.8 crore rural women are associated with the self-help-groups (SHGs) and all these SHGs contribute in the GPDP.

Given that 68 percent of India's population dwells in the villages, the country cannot measure its development process without developing its villages. It is clear that the PRIs are the backbone of the development. The Centre had granted Rs 180,237 crores under the 14th Finance Commissions for the period of 2015-20 and Rs 60,750 crore under the 15th Finance Commissions for the financial year 2020-21, to the Gram Panchayats for execution of the development programmes.[7]

PROBLEMS OF ELECTED WOMEN REPRESENTATIVES IN PANCHAYATI RAJ INSTITUTIONS

A few research studies have been carried out that are related to the provision of reservation for women in the PRIs: whether such reservation has helped to increase their participation in PRIs, whether they are empowered in the matters of decision making and independent functioning after entering into the local government system, whether they are aware of their roles and responsibilities, whether their participation in capacity building programmes is efficient, and to throw light on their interests in politics, community and panchayat activities, etc.

The representation of women in the local government helps them to gain a respectable position in the society and to address their concerns. Yet this has not been entirely favoured by the males in the society. As a result, the reservation of 33 percent or 50 percent of the seats for women in the PRIs is not sufficient to uplift them. Many of the women representatives are housewives and they have entered politics for the first time. Narrow-minded perceptions, patriarchal attitude of the society, poverty and low education and lack of awareness are the stumbling blocks in the path of their low political participation in the PRIs.

Although the struggle for achieving gender equality is underway, the achievement of gender equity is another major issue in Indian society. The abuse of power and authority by the upper caste communities also limit the SC/ST elected women representatives to execute their roles and responsibilities. In some regions of India, the SC/ST representatives are denied entry to the panchayat office. Even when they contest and win the election, they are denied to take charge of their office. The plight of such women is not fully portrayed in the political sphere and their empowerment is an important phase of the socio-economic and political transformation of India. Efforts have been made to empower them with the help public policies aimed at inclusive development, training and capacity building programmes as most of them are either illiterate or they only have primary school level education. It is noticeable that the social inequalities are decreasing due to the provisions made under the Constitution of India.[3]

ROLE OF PANCHAYATI RAJ INSTITUTIONS DURING THE COVID-19 PANDEMIC

The recent talk has been the COVID-19 pandemic, which has become a wake-up call and has imparted several lessons in the aspects of an individual's life on a personal, professional, societal and institutional level, in India and worldwide. The PRIs have also been deeply impacted by the pandemic. In August 2020, the Impact and Policy Research Institute (IMPRI), New Delhi, a start-up research platform for pro-active, independent, policy-based research conducted a symposium on 'Lessons from COVID-19: Empowering Panchayati Raj Institutions' (PRIs). This provided clarity on how the PRIs can be empowered during the time of crises.

Gram panchayats were involved in saving lives prior to the pandemic too, because the women in panchayats help in building trust of the public with the healthcare service providers. Women members of the PRIs have helped the doctors and nurses to translate and explain the nature of the diseases and their treatment to the villagers. This led to a substantial increase in the number of villagers acquiring the medical services without fear.[9]

STRATEGIES

- Women's education is one of the most important necessities as it creates awareness about their rights and duties and makes the women leaders independent and confident enough to handle problems better.
- The support of the family members is quintessential in the continuation of sustained participation of women in the public sphere. There is a need to abolish the traditional patriarchal system which is the main reason for gender inequality.
- The elected women representatives must be aware of women's issues to be able to provide appropriate interventions.
- The women leaders should be provided with autonomy and adequate financial assistance for efficient functioning.
- The NGOs can play a vital role in organizing training and literacy programmes as well as for providing support to the elected women representatives.
- The media should take a pro-active role in encouraging women's active participation in the PRIs. They should also highlight their struggles and experiences.

CONCLUSION

The credit for placing the stepping stone goes to Mahatma Gandhi as he was undoubtedly one of the first men to inspire women to participate in India's political affairs. Gandhiji had always conveyed that the female sex is not the weaker sex but it is the nobler of the two. The women are the embodiment of sacrifice, patience, compassion, silent suffering, humility, faith and knowledge. He quoted that it is degrading and brutal that men resort to the abuse of their better half. He further continued that the women have the right to participate in all aspects of life with equal rights of freedom and liberty. He realized that the failure in the empowerment of women was a failure in the progress of a nation.

Democracy provides equality to all the citizens. Achieving equality and equity for women in the political aspect should start from the grassroot level. Political journey is arduous for the women representatives in PRIs in this patriarchal society. The times are moving towards progress as recent records have shown an increase in the percentage of women voters. This is due to the rising awareness of women's rights, made possible by the political parties, NGOs, Action Groups and the mass media. Women empowerment is not the responsibility of the women or the elected women representatives alone but it is a goal that can be reached by the combined efforts of all the citizens of our country.

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GENDER EQUALITY AND WOMEN EMPOWERMENT

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Article history:	Abstract:
Published: 10th March 2022	Information About Gender Equality and Women Empowerment is involved in the paper in gender equality the various topics are covered like how women empowerment can be done. What are the rules and regulations we able to consider or make for a women empowerment? We can give or increase opportunities for women for the increase in gender equality. Thinking of gender equality in all the sectors. And also applying gender equality in all fields for the empowerment of women. Also included necessary facts or consideration about women empowerment. Women are lagging behind in rural because of early marriage, social inactive participation of women in activities because of social pressure Women can come forward and do all the activities in today's world with men. The Gender equality leads to the women empowerment. Focusing on the Gender Equality we can think and present our thoughts on the Gender equality. Including attributes of women empowerment, we can think how we can improve women's contribution in social activities and also in all the sectors in which men can work. Now days 50% of women are working with men together.

BACKGROUND:

In the past centuries women have no equal rights. For the women only rights are household works or any other household activities. Even women can't do their education properly. But after 18th century the education for women also begin with small amount of participation. When the women education has started some abusive or socially corrupted people opposed the same. Also, all the activities in various fields for women are not likely for the men form the decades. But now days Women are very preciously growing in all the fields and sectors together with men. But in rural areas still the necessary work is being done for the gender equality and women empowerment.
We have to work more in rural areas for the gender equality and women empowerment.

ABOUT GENDER EQUALITY AND WOMEN EMPOWERMENT

The concept of Gender Equality and Women Empowerment is being understand by people. Gender Equality means giving equal rights to all the gender in all the sectors and fields. We are turning into a socially and economically powerful country, but some people are opposing 'gender equality' and 'Women Empowerment'. The concept of women Empowerment leads in strengthening nation also. Women Empowerment means not only giving rights or opportunities only but also giving what they deserve what they can achieve. 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. In India only 66% of women above 15 years are literate, as compared to 82% for men. This clearly shows how women lack access to education in India. We must do necessary actions against people who are opposing women empowerment and gender equality. Moreover achieving gender equality is good for nation empowerment. The equal participation in development of nation needs the most today.

SOME OF THE MODULES OF GENDER INEQUALITY
Inequality in Education

Nowadays women have no equal rights to get proper education. Most of the people in rural areas are still opposing women education after secondary education. Still some of the selfish people opposes women empowerment .They have a fear of losing the power they have Because of women empowerment. Some of the mentally weak people arrange child marriage after the secondary education of the women. They still believe that if we educate women then women can be more powerful than us.

Inequality in decision making.

The world is getting modern day by day most of the women are taking national decisions nowadays. But some people in the country are not considering women's thoughts or decisions in the many of the activities. These People are judging women. Like they are not enough capable of taking decisions or contributing decisions. Women can make decisions as per their knowledge. But some people are against the decision making by women and opposing the same.

Inequality in Work

People think that women can't do work which men can. Some of the people says about the gender inequality that what is need of work to women, men are enough capable for the work. These opposing or some old-fashioned people are not empowering the women. Indirectly they are opposing Nation's development. Because the development is the part in which all the genders must participate equally.

Inequality in Social Activities

We organize many of the social activities and functions nowadays. But women doesn't have the equal rights to participate in it. Some people are forcefully not considering women in the activities or in decision making. We have to focus on these and give Equal rights to women in organizing social events and activities. Or we have to arrange such events for women empowerment led by a woman or women

CONCEPT OF WOMEN EMPOWERMENT

The word Women Empowerment means not only giving rights but also equal participation of all the genders. "**Empowering a women is the key to success we want'.** We are a developing country, so the development means developing all the sectors, fields, social activities and equal participation of all the genders. The Concept of women empowerment leads to give what they want. Which are the abilities they have. What the women deserve. These are the necessary things for women empowerment or gender equality. **The Empowerment of nation is based on the way the nation respects not only women but all the genders equally.** We have to make more strict law or act than today we have. About the abusive things such as sexual harassment, rape cases, mental harassment of a woman etc. In many of the countries laws are very strict. The criminal who does such things is being hanged in less than 15 days. Today 50% of the people are very happy and proud because of women's contribution in all the sectors. But some of the people are still carries old thoughts.

EMPOWERING WOMEN MEANS EMPOWERING THE NATION
Solutions for avoiding Gender Inequality and Raise of Women Empowerment.

1] Educational rights.

Give Educational rights equally to all genders. Not only giving rights means the completion of work but also avoid discrimination of gender.

2] Decision making freedom

The most important fact about the women empowerment is let them take their decision. Do not interfere in the decision made by her about her life. Support her in her decision.

3] Involve Women in Development part.

Development is the key to success. Involve all the genders equally in the same. The Empowered Women is powerful beyond the measure and beautiful beyond description.

4] Let her decide her expectations about her partner about choosing the partner.

5] Make Her more powerful by supporting with strong decisions.

6] Make equal Employment opportunities for men and women equally.

(7)] Save her from social abusive people and promote her empowerment.

(8) Remote gender equality in the area of regional development, disaster prevention, environment, and others.

(9) Prevent Her from Sexual Harassment, Mental harassment and the crimes like rape cases.

(10) Most Important Things is That Respect All the Genders Because Give Respect Take Respect is the best achievement in life

COCNLUSION

From The above Discussion We have seen that women are facing various issues today. The need of women Empowerment is the key to success. Avoid the discrimination of gender and "work together think together develop together"

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WOMEN AND HEALTH CARE

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Article history:	Abstract:
Published: 10th March 2022	Women health and pregnancy are at the heart of many of the particular health challenges that women face. Women have historically been largely excluded from medical research, making the application of scientific proof medicine to women's health issues somewhat of a misnomer. Although most research on women's health is done in developed countries, it is worth considering Women from all parts of the world. We study the major economic, environmental, social, political, demographic and epidemiologic changes occurring around the world, their impact on health systems, and their impact on women in health. The complexity of the problems that women face throughout their lives requires more attention to their health systems. Women need strength and conditioning support, as well as measures to reduce injuries Increased disease risk and life expectancy research and education in gynecological problems. In order to promote women's health, physiological, social differences between men and women should be more clearly defined and these differences should be taken into account when planning research and developing health policies.

Keywords: physiological, political, Women health

1. INTRODUCTION

Women are an integral part of this society. Despite being the backbone of the healthcare system, women rarely hold executive or leadership positions in the global health sector, and are exposed to gender-specific health risks. Men were physically strong and women were naturally strong. Girls and women's health and their caring experiences are unique and are heavily influenced by key social determinants such as gender equality, human rights, social justice, and human development and in culture. Over time, they began to believe that his role was higher than women because she wouldn't have food on her table without him. The role of women was taken for granted. The Physically weak women have come to believe this lie for centuries. We conclude that gender-transformative rules had to enable women to combine their social, biological, and occupational roles and feature to their complete capacity, and that healthy, valued, enabled, and empowered women will make widespread contributions to sustainable development.

2. MENTAL HEALTH OF WOMEN

Mental health is a term used to describe levels of cognitive or emotional well-being, or the absence of mental disorders. On the other hand, a mental disorder or mental illness is a form of involuntary psychological or behavioral behavior occurring in an individual that is believed to cause suffering or incapacity to work that is not intended for development or a normal culture. Women and men need to understand and accept different biological characteristics, needs and vulnerabilities. The following fig.1 shows the Level of Depression and Stress for women.
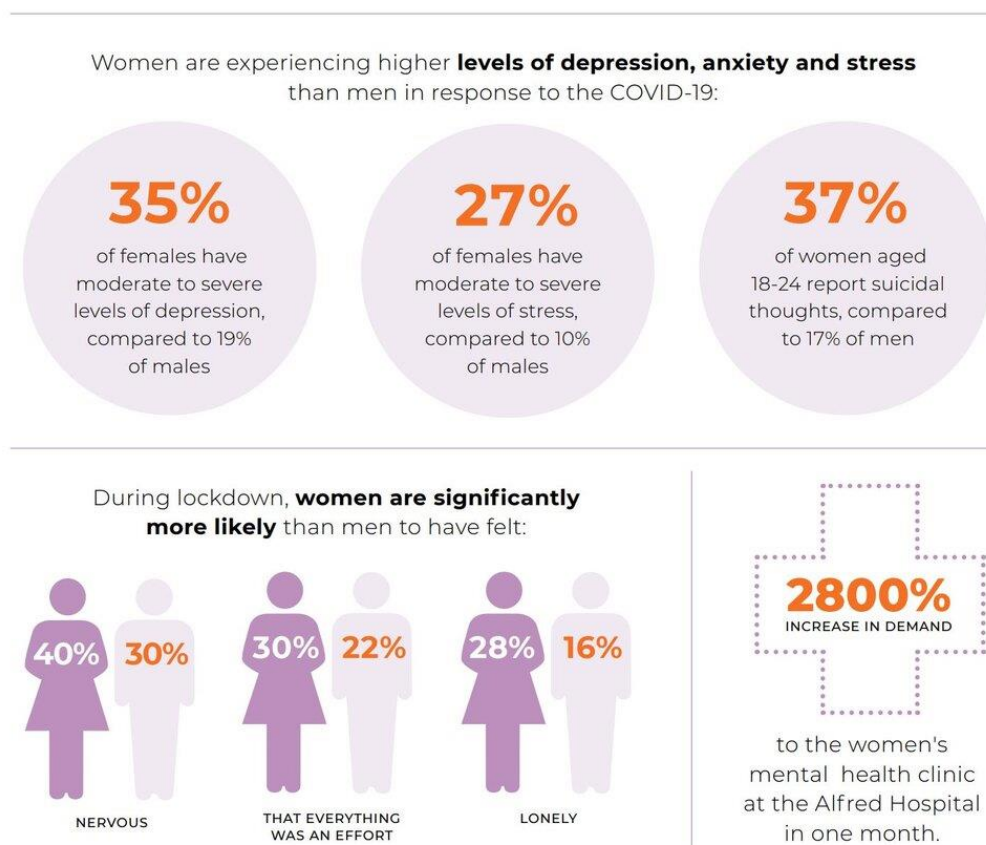
Figure 1: Level of Depression and Stress

3. COMMON HEALTH DISORDERS

Gender variations arise mainly withinside the prices of not unusual place intellectual disorders (CMDs)- depression, tension, and somatic proceedings in which ladies predominate [1-4]. Furthermore, the lifetime chance of tension disorders (e.g., generalized tension disorder) is 2–three instances better in girls in comparison to male. The health disorder is shown in Figure 2.

4. WOMEN AND MEDICAL SYSTEM

The socio-economic and gender inequality faced by women is demonstrated in access to medical services. As mentioned above, the poorest women are generally least likely to have access to medical services. The reasons are complex. Services may or may not be available and women may not be able to find affordable transportation. According to the Indian Women's Health Report 2021, 1,000 working women aged 25 to 55 in 7 cities, about half of the women surveyed are not convenient talk about one or more women's health problems due to rampant taboos and stigma in society. This study was conducted by Emcure Pharmaceuticals with Ipsos Research Private Limited (Ipsos India) to gain insight into the social, cultural and medical perspectives of women working together, and ultimately to find solutions that involve multiple stakeholders.
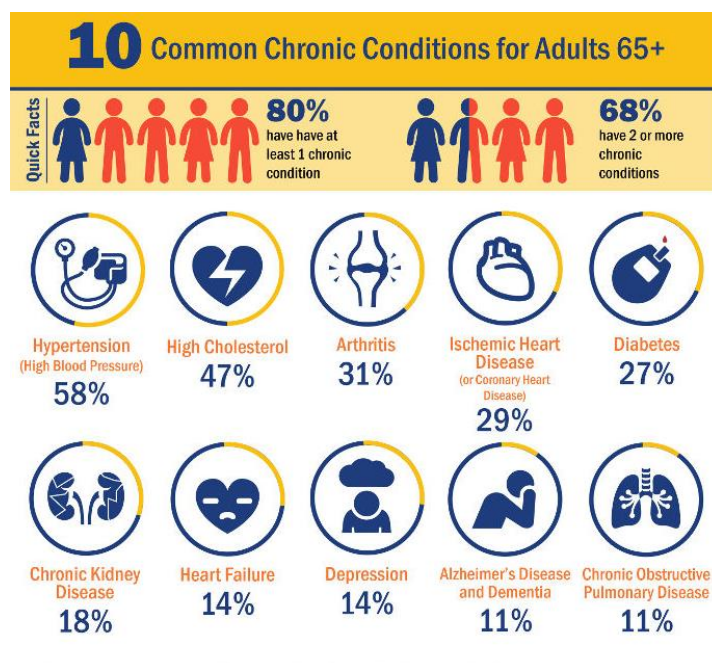
Figure 2. Health Disorder

5. INEQUALITIES IN WOMEN'S ACCESS TO HEALTH CARE

Inequality is in approaching to girls and women for health for a comprehensive need in the process of life. These differences include poverty, poor training, atmosphere, health systems and sampling sex discrimination, including a variety of complex sources, and Access to delivery and family planning for is reproductive health services, ethnicity and the most unequal distribution of the age[5-9]. In order to reduce inequality, girls and women need special attention if they need Grace and the most poor population sector where they need. Universal Social Protection and in the context of the health of the lighting.

Healthy system ensures that women are equally determined to a comprehensive health needs of women. Internal Global Political Environment is required to achieve such a goal in POST2015. Maternal, reproduction and children's health must be categorized and are interested in large burden of non-communicable disease (NCD), and the social economy EFF EFF must be extended and stable. The target NCD and risk factors to reduce specific goals and early mortality rate are convincing in the 2011's UN meeting, and also offers excellent roadmap. The gender inequalities is shown in Figure 3.

6. WOMEN'S ECONOMIC CONTRIBUTION THROUGH HEALTH CARE

The contribution of women to health care has led to multiple effects which has been producing productivity, economic and human development individuals and national levels of productivity and economic and human development. Health Care Involvement of paid Women Worldwide, tells that average of 90% women's earnings are invested for their family [10-13]. However, despite the crucial role of women to give health and calls, the labor force of is mainly contributes to the participation of the female labor and in most economies, contributing to the participation of the female labor force, and the family considering.

Although most women have migrated to improve prospects for themselves and their families, the immigrant of which restricts human capital without legal status, is risk of operation and abuse. This risk becomes even more visible when immigrants move to avoid crisis in countries or households of origin. So that they can enjoy human rights.
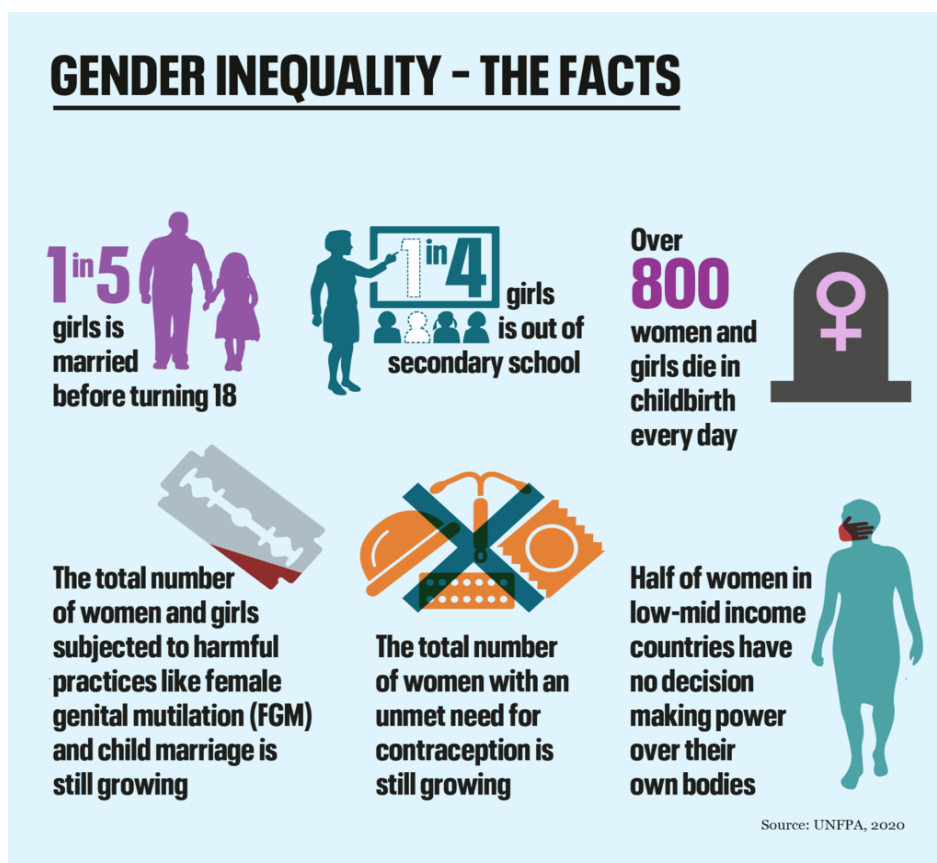
Figure 3. Gender Inequality

7. CONCLUSION

Women have unique health conditions that result from social/behavioral and biological differences. In this phase, we exhibit the important significance of the Women and Health method for development of international and countrywide sustainable development. In their twin roles as customers of fitness-care structures and carriers of fitness care, women are laid low with gender discrimination, a disproportional burden of poverty, and many dimensions of inequality, all of which preclude their capacity to make contributions to sustainable development. To enable, empower and free women to reap their essential human rights and attain their complete cap potential are pressing priorities, now no longer options. Women have a completely unique set of fitness situations that stand up from social/behavioral and organic variations. The organic variations among women and adult males make bigger from apparent phenotypic developments to diffused however big versions on the cell level. Women additionally have specific dangers for growing illnesses which might be not unusual place to each males and women. However, neglecting to research the information in a manner which can decipher variations among the sexes compromises the care we offer for each males and ladies. Ultimately, a cautious attention of intercourse variations works to everyone`s benefit.

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A STUDY ON WOMEN EMPOWERMENT IN RURAL AND URBAN AREAS

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Article history:	Abstract:
Published: 10th March 2022	The urge to empower is a human quality and a multidimensional phenomenon. In reality, there is prevalence of unequal gender norms among the women in urban and rural area. The main objective of the study is to find out the comparative women empowerment scenario in urban and rural regions. Inequality is the basic feature of Economy. Rural area being the biggest segment is the backbone of the economy. It has been observed that the rural women are less benefited than the urban women. There is a strong need to create awareness and training in rural setting for better productive life. Empowering them is key not only to the well-being of individuals, families and rural communities, but also to overall economic productivity, given women's large presence in the agricultural workforce worldwide.

Keywords: human quality, gender, urban and rural , economy, empowerment

1. INTRODUCTION

The empowerment of women [1] plays a vital role in the development of humanity. Empowerment of women is an issue close to the heart of several people such as Mahatma Gandhi and Swami Vivekananda. In the last eleven years the Government has taken a series of steps to further integrate women into the development of our nation politically, economically and socially. These initiatives taken by the Government [3] to combine vision, innovation and effective implementation. Women empowerment is vital for decision making on nutrition, health-seeking, family planning and economic issues for the family as a whole. It begins with consciousness-perceptions about herself and her rights, her capabilities and her potentials, awareness of how gender and socio-cultural and political forces affect her.

2. WOMEN'S CONTRIBUTION

   "When women are empowered and can claim their rights and access to land, leadership, opportunities and choices, economies grow, food security is enhanced and prospects are improved for current and future generations."– Michelle Bachelet, The theme for International Women's Day 2019 "Think equal, build smart, innovate for change," was chosen to identify innovative ways to advance gender equality and the empowerment of women. [2]
Why we are giving more attention to women empowerment [1] the reason behind this concept is discrimination:
   * The gender bias and discrimination at every stage we show, what kind of society women have to live in.
   * The reality of the Indian families is that "boys are brought up to be served, girls to serve. Boys are prince in the family, girl's maids in the scullery".
   * In fact, women constantly suffer from discrimination in all fields of her life before and after coming to the earth. Every year, according to the UN Children's Fund (UNICEF), more than a million infant girls die because they are born female.

3. CHALLENGES FACED BY RURAL WOMEN

Women play important roles in the rural economy [5] as farmers, wage earners and entrepreneurs. They also take responsibility for the well-being of the members of their families, including food provision and care for children and the elderly. Rural women's [4] unpaid work, particularly in poor households, often includes collecting wood and water.

Women from indigenous and grassroots communities are often also custodians of traditional knowledge, which is key for their communities' livelihoods, resilience and culture. Rural women workers are less likely to engage in wage employment compared to men and to women in urban areas, and when they do, they tend to earn less than their male counterparts. Rural women, on average, are paid 25 per cent less than men, and they typically work longer hours. They are also often engaged in labor-intensive work in difficult conditions, which lack occupational safety and health measures, and social protection. Women agricultural workers are particularly vulnerable to sexual or other violence and harassment. Women's presence in workers' and employers' organizations remains low, leading to a lack of voice and representation in policy-making and programme development.

Women in the rural economy are subject to discrimination [3] on multiple grounds. In addition to being discriminated against based on their gender, they may also be disadvantaged because of their ethnic or social origin and religion.27 In many countries, socially disadvantaged communities, such as indigenous or tribal peoples, live and work in geographically remote rural areas, often facing severe decent work deficits.

1. **Vulnerabilities:** Rural women experience poverty, effects of climate change, compared to urban women. They often lack access to public services, such as education and health care, and have limited resources.
2. **Gender-based violence:** rural women face additional challenges simply for being women. These challenges can include sexual harassment, violence, and less opportunity in favor of economic independence.
3. **Exclusion from decision-making processes:** rural women are often excluded or underrepresented in decision making that affects them directly.
4. **Domestic violence:** According to report 70% of women in India are victims of domestic violence.
5. **Child marriage:** Because of child marriage, girls are burdened by their parents and are afraid of losing their sanctity before marriage.

4. CHALLENGES FACED BY URBAN WOMEN

Urban Women [6] are most likely to seek employment outside the home if their family or community is living at a subsistence level. Due to stigmas against low-skill work or women working outside the home, women move out of the labor force as soon as their economic prospects improve. Highly educated women [7] in more economically-secure families, though, are not as restricted by stigmas or a lack of skills, and thus participate at higher rates.

1. **Sexual harassment:** sexual exploitation of a girl child at home, streets, public places, transport, offices etc…
2. **Low status in the family:** It is the abuse or violence against women.
3. **Acid throwing:** At least 72% of reported acid attacks in India involve women. It have been rise in India for the past decade.
4. **Unemployment:** It is becoming more and more difficult for women to find the right job for themselves.
5. **Unbearable Conditions:** Divorcee women will have to live their whole lives with fears. In some cases they have to end their lives due to unbearable circumstances
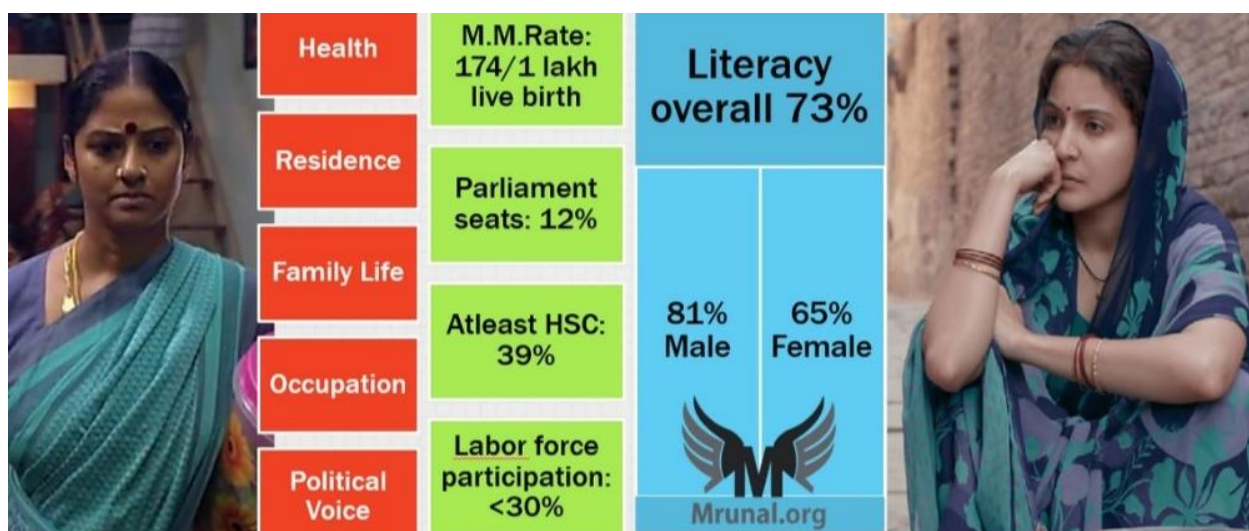

Figure.1. Women Empowerment in Rural and Urban Areas [Source: Internet]

5. WAY TO ACHIEVE WOMEN EMPOWERMENT

Women Empowerment can achieve when there is Change in women's mobility and social interaction. Women's Education is very important that builds a self-image and self-confidence among them & develops their ability to think. Education makes Changes in women's control over resources, decision making. By providing minimum needs like, nutrition, health, sanitation, leans, housing. By promoting self-employment through credits & training. Also the society

should change the mentality of word women and encouraging women to develop her. Equally important is enlightenment of men, change their attitudes towards women and understand their problem.

Women Empowerment can be done by supporting inclusive agricultural growth for improved livelihoods and food security. Decent and Productive Work in Agriculture Promoting economic diversification and triggering productive transformation for rural employment

Rural Economy

• Promoting Decent Work for Rural Workers at the Base of the Supply Chain. The Role of Multinational Enterprises is promoting Decent Work in Rural Areas. The Transition will happen to Formality in the Rural Informal Economy.

• Sustainable Tourism – A Catalyst for Inclusive Socio-economic Development and Poverty Reduction in Rural Areas Promoting access to services, protection and employment-intensive investment.

• Providing Access to Quality Services in the Rural Economy to Promote Growth and Social Development

• Extending Social Protection to the Rural Economy

• Employment-Intensive Investment in Rural Infrastructure for Economic Development, Social and Environmental Protection and Inclusive Growth Ensuring sustainability and harnessing the benefits of natural resources

• Decent Work in Forestry and Harnessing the Potential of Extractive Industries

• Water for Improved Rural Livelihoods Increasing the voice of rural people through organization and the promotion of rights, standards and social dialogue

• Rights at Work in the Rural Economy and Promoting Social Dialogue in the Rural Economy

• Building Local Development in Rural Areas through Cooperatives and other Social and Solidarity Economy Enterprises and Organizations

• Decent Work for Indigenous and Tribal Peoples in the Rural Economy

• Empowering Women in the Rural Economy and providing Decent Work for Rural Youth

• Promoting Fair and Effective Labor Migration Policies in Agriculture and Rural Areas Improving the knowledge base on decent work in the rural economy

• Enhancing the Knowledge Base to Support the Promotion of Decent Work in Rural Areas

6. CONCLUSION

Today, the median female share of the global workforce is 45.4 percent. Women's small businesses in rural developing communities not only can be an extended family's lifeline, but can form a networked economic foundation for future generations. It should be understood that there exists diversity even among rural women as well. However, making policy documentation and program framework is only the first step and the easiest task. The real efforts lie in its implementation. The empowerment of rural women is possible when all the women related schemes converge through a single channel. When women earn their own income, their control over that income can increase, and they are more likely to re-invest in their household , children's education and health, better food and nutrition for the family, increasing livelihood assets for the family. This can contribute to a virtuous inter-generational cycle that can raise a family out of poverty over time. Any economic growth plan must include elements that create economic opportunities for women in rural areas through a combination of job creation and investment in education and training to ready women for the job opportunities of the future.

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CYBERCRIME AGAINST WOMEN IN INDIA

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Article history:	Abstract:
Published: 10th March 2022	Indian civilization is one of the world's oldest civilizations. Women in India are been given as specific status in our country. They are treated as if they were goddesses. However, as society has modernized, these fundamental rights have been violated. In the realm of information technology, India is rapidly developing. People's day-to-day activities are increasingly reliant on computers. The year 2000 was a watershed moment in technological history. With the widespread use of computers, cybercrime is on the rise. Individuals' lifestyles have changed dramatically in this current era of globalization, and technological advancements have rendered man reliant on the internet for all of his requirements, either directly or indirectly. Individuals' lifestyles and working situations have been influenced by the advancement of the internet in both positive and harmful ways. Cyber-crime has become an issue as a result of this increase in technology and internet-based lifestyle. Cyber-crime is described as an illegal conduct that involves the use of the internet and computer systems as a tool, a target, or both. It can take many forms, including hacking, phishing, cyber terrorism, spoofing, stalking, data diddling, and so on. However, in terms of women's safety, when cyber-crime rises, "WOMEN" are disproportionately affected and become victims of cyber-crime such as pornography and cyber-stalking.

1. INTRODUCTION

Women have been victims of various types of harassment for many centuries till now. Domestic violence, Sathi Pratha, acid-attack, rape, eve-teasing, sexual harassment, dowry death, molestation, kidnapping, honor-killing, female infanticide etc. are some forms which come into the category of violence against women. Recently, a death due to brutal gang rape of 23 year old paramedical student in New Delhi on December has put a spotlight on violence against women and caused to first time widespread protests by Indian people across the country that raised the hand against violence of women in India. The United Nations defines violence against women as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life [3]." Acc. to Swapna Majumdar, "Violence against women is neither culture nor region-specific; it cuts across community and class. Shocking though it is, the fact is that violence against women has become an acceptable norm of life because women accept violence as a part of their married life until it becomes intolerable [4]."

We all celebrate the international women day on 8 March every year for showing our respect, love, affections and appreciations towards women for their economic, political and social achievements in various fields. Even in India women are worshiped as goddess (Devi, Kanya, Mata etc.) but reality shows a bleak and worsening picture of this. In fact, women are worshiped only at religious places or on religious programs or festivals, but in the common life they are exploited in various ways and have always been victims of physical, psychological, sexual exploitations etc. India has become a worst place in the world for women exploitation. It feels proud itself because it is considered the largest democracy in world, but recent Delhi gang rape of a woman in running bus, wife battering, dowry harassment, dowry death, molestation, kidnapping, domestic violence, female infanticide , honor-killing, cyber violence etc. reveal the actual picture of India that how difficult life of women in the Indian Democracy. Indian Constitution mentioned equality for all in its Preamble e.g. "to secure to all its citizens, social, economic and political justice, liberty of thoughts, expressions, belief, faith and worship; equality of status and opportunity; Fraternity assuring the dignity of individual and the unity of the nation". But in spite of this, women are unable to get their rights as that of men (Pachauri 2010:1). The condition of violence against women is becoming grimmer day by day with its changing forms.

Now violence has taken new form against women, as it is changing because of technology which is called cyber violence that is the main focus of this paper. Incidences of online violation against women in India are quite high and these are believed to be on the increase. Cyber violence is a new form of violence against women which is facilitated by internet and information technology. Women are more prone to victimization than men in cyber space and most of them receive mails from unknown men with disturbing contents or texts, friend requests etc. which may be the result of data mining. Many women who do not mind to share their accounts and passwords with their spouses, boyfriends, are victims of harassment meted out by their ex-partners who exploit them by blackmailing, posting their pictures on internet sites which go viral, and by taking revenge through cyber space for breach of romantic commitments etc. Impersonation, emotional cheating, victimizing by making cloned profiles in the cyber space are growing in India and less awareness too causes the cyber victimization [6].

75% victims are believed to be female but these figures are more on assumed basis. The actual figures can really never be known because most crimes of such types go unreported having no a direct physical threat and are not much clear or implemented properly .This is why cyber-crimes against women are on the rise. Social branding expert Sanatan Baweja said that, "when you know there is no clear law about what is offensive the fear goes away [7].This paper has used various primary and secondary resources like book, reports, articles, news, web and electronic sources etc in order to carry out the study which supports the research paper to justify problems and arguments.

2. CERTAIN FORMS OF CYBER OFFENCES AGAINST WOMEN

In common parlance, Cyber-crime can be defined as any illegal activity for which a computer is used as its primary means of commission. Cyber Crimes are crimes which may be committed against persons, property as well as government.

Cyber space's have become havens for cyber criminals. Women are the most soft and vulnerable targets over the internet and it became a cakewalk to target the less aware individuals. Social networking platforms are the most prone areas to victimize people and especially women. The most common cyber-crimes inflicted to women are harassment via emails, cyber stalking, cyber pornography, obscenity, defamation, morphing and email spoofing [9]. The cyber world in itself has a virtual reality where anyone can hide or even fake his identity, this gift of internet is used by the criminally minded to commit wrongful acts and then hide under the blanket provided by the internet.

Women especially young girls inexperienced in the cyber world, who have been newly introduced to the internet and fail to understand the vices of internet are hence, the most susceptible to falling into the bait of cyber criminals & bullies.

Some of the prominent cyber-crimes against women are:

1) Violation of body privacy.
2) Online harassment.
3) Cyber stalking.
4) Exposure to online fraudsters.
5) Portraying women in a most indecent manner.
6) Workplace harassment with digital aid.

3. REASONS FOR THE GROWTH OF CYBER CRIMES AGAINST WOMEN

According to the official statistics provided by the National Crime Records Bureau, Government of India, 9622 cases of cyber-crimes were registered in 2014 and 5752 persons arrested. In 2015, 11,592 cases were registered an increase of 20% in registration of cases from the previous year – and 8121 persons arrested [12].

Thus, it is crystal clear that the cyber-crimes against women in our society have taken a toll since the introduction of information and technology and access of internet in almost every hand. And it is high time that there should be a strict involvement of legislature as well as the executive to curb the same.

Some of the prominent reasons for the growth of cyber-crimes against women can be regarded as:

1) The transcendental nature of the internet-no boundaries, ever changing.
2) Low equipment cost.
3) Numerous vulnerable targets- Loneliness is a prime cause as many female students and staff live away from their family and work for long hours over the computers. Thereby, the computers become their trusted pal.
4) Easy concealment due to anonymity.
5) Cyber-crimes in most of the cases are not even reported due to the fear of society, hesitation, shyness and fear of defamation.
6) In most cases, such cyber-crimes are not even addressed due to the hesitation and shyness of the victim and her fear of defamation of the family's name in the society.

However, even today the Indian police tends to not tends to take cybercrimes seriously. In such scenarios, the woman or the young girl who falls prey to cyber victimization should first contact a women assistance cell or NGO

(such as All India Women's Conference7, Sakshi8, Navjyoti9, Centre for cyber victims counselling10) which will assist and guide them through the process, also this will make sure that police does not take any case lightly.

The main reason for the increased number of cyber-crimes against women in India can also be regarded to as due to lack of legal security. The need of the hour is to make stringent laws and the proper implementation of such laws should also be ensured. The Government and the legislature should be made accountable to take effective steps in furtherance to protect women from cyber-crimes.

On the other hand, humiliation, mental torture, stress, depression aggravates the situation. On account of delayed justice, people have lost faith in the law enforcement authorities. Lack of legal awareness makes it more complex. Further, most women overlook the privacy rules and regulations listed on the social networking websites.

It is pertinent to note that the women themselves can help in regulating cyber obscenity by becoming aware of their rights and ensuring to abide by the safety measures provided and prescribed over the places. Some of the famous social media platforms provide wide options in their respective privacy policies to guard and protect women from such perpetrators.

At the same time, one should also bear in mind that, most of the popular websites declare their privacy policies that they will not take any responsibility for any sort of harassment caused to the users by other users. Therefore, before registering on every other social media platform, women should go through the privacy policies or safety measures related to such offences.

Negligence and non-vigilance in most of the cases is also a root cause in regards to women being the targets of cyber obscenity.

4. SOME SUGGESTIONS AND STEPS TO TACKLE CYBER CRIMES

Besides, depending on legal system against cybercrimes, women have to be aware of cyber victimization by self, because time has come to reject the acceptance of silent. Moreover cyber laws are not universal, as they vary country to country. Today, every netizen wants to browse web privately and safely especially women. We should take some steps to tackle this problem. Here are some steps and suggestions that how women can save themselves of being victimized in cyber space and how they can make their online perceptions and experiences a safer one, are as follows;

i. **Change passwords time to time:** In fact, we all love to have easy-to-remember passwords because, it is simpler. If one wants to lower internet crime risk, changing password is a great way to make personal data and social networks safe and difficult to access for cybercriminal (Pennelli 2012). Baffling or tricky password protect all accounts including cell phones, emails, landlines, banking, credit card etc. and are difficult for anyone to guess. Even, secret questions should not be easily answered [1,2]. Safest passwords contain letters, numbers and symbols. Avoid words that are in dictionary and any important dates and must use different passwords for different web sites [16].However, changing password can be very helpful to keep privacy safe. Regarding authentication, various biometric techniques are employed now with multimodal approach [18,19] which improves the efficiency.

ii. **Avoid revealing home address:** This is the rule for women in particular who business professionals are and very visible. They can use work address or a rent private mailbox. Thus, it can help them out in avoiding cyber stalkers [12].Moreover, women should avoid uploading more material on internet regarding their own information so that no one can easily access them.

iii. **Maintain stable social relationships:** It is also the fact that we all like to believe that we should have 2000 friends. Dunban's number[7] suggests a limit to the number of

iv. people, a human being can have a proper social relationship with, and that number is 150. Probably, we don't need those 2000 facebook friends, because we are likely physical unable to really know more than 150 of them. Maintaining a limit on the number of the people will ensure our information is distributed to people who you really know and away from friends-of-friends-of-friends who you actually do not know all too well [15].Women should make distance from impermissible friendships.

v. **Awareness campaign against cybercrimes:** Awareness campaign must be set up from the grass root level such as schools, collages etc about cybercrimes like stalking cheatings, economic cheatings, defamatory activities, misusing emails and social networking websites, virtual rapes, cyber pornography, email spoofing etc [17].These campaigns can be fruitful in paralyzing cybercrimes.

vi. **Seminars and workshops for better understanding of cyber victimization:** Police, Lawyers, social workers, and NGOs must be invited to education institutes, clubs, corporate offices, awareness-campaigns, seminars and workshops to discuss about legalities and illegalities of cyber conduct among adults inclusive of both genders. Reporting of cyber victimization at all levels directly to the police and NGOs working

cybercrimes must be encouraged. Secondly, workshops and seminars must be conducted for the police personnel for better understanding of such kinds of victimization and quick responses towards the complaints. Academic and legal experts, NGOs etc. must be invited for such workshops and seminars

vii. **Rigid and stringent laws:** India must bring in more rigid and stringent laws for cyber-crimes against women in the cyber space. It is evident that present India's Information Technology Act includes only few sections for cybercrime, especially against women, hence to curb cybercrimes, either IT Act must be re-modified or a separate law on cybercrimes should be created [13]. Proper law and order against crimes may lead to create good society.

viii. **Beware of unsolicited calls and messages:** Woman should avoid unwanted or unsolicited phone calls and massages because cell phone may be monitored. If it happens again and again, you should try to record phone calls of harasser and report to the police. Even, they should download applications from trusted websites. Besides, they should discuss and share the problem regarding cyber harassing with their trusted ones like parents, mates or spouses etc.

ix. **Understand privacy settings of social network:** Social networks and other online content and service providers all have privacy policies and private settings. One must try to understand privacy policies and adopt privacy settings that help in protecting oneself from any potential risk or online harm. So, we must have the knowledge about privacy settings of social networking.

x. **Anti-Virus must always be up to date:** One must keep Anti-virus up to date. According to FightCyberstalking, Trojans, worms, and email viruses are common ways for would-be cyber stalker to access one's information. One must make sure that Anti-Virus is up to date to lessen probability that one's PC cannot be attached with a Trojan virus, email virus or worms. Thus, it may help us to keep away from the access of cyber harasser.

xi. **Check account regularly:** It is clear that every net user has its own account on network sites. We should regularly check our email, blog or website accounts etc. By doing so, we will be in-touch with our belonging accounts on internet and we can lessen the possibilities of hacking, stalking etc by reviewing our account. It is found that some women don't check their account after they make their accounts on internet. Unfortunately, when it is checked, they found themselves trapped. So, net user especially women must not ignore this.

xii. **Protect data on the move:** In our daily life, we often use public computers in internet cafes etc. You should remember that when you are using internet on public computers, web browsers can keep a record of your passwords and every page you have visited. So, you should not forget to erase your tracks or history on web browsers [8]. Your little negligence can put you in threat. In other words, women should be distrustful in nature while using internet because stalker may try to rip you off.

xiii. **Keep firewall turned on:** Firewalls are first line of cyber defense and block connections to unknown or bogus sites and keep away from some kind of viruses

xiv. and hacker. These firewalls are recommended for single computers and are prepackaged on some operating systems or can be purchased for individual computers.

5. ROLE OF GOVERNMENT
In May 2016, the Union Minister for Women and Child Development, Ms. Maneka Gandhi, observed that the online abuse of women in India ought to be treated in the same manner as violence against women in the real world, and created a new forum for redressal, and further instructed the National Commission for Women to create a system for taking action against online abuse of women.24

After consultation on Cyber Crimes in India held on 23.07.2014, National Commission for Women has submitted a report on **"Ways and Means to Safeguard Women from Cyber Crimes in India",** which inter-alia recommended for stringent law, Policy to discourage hacking activities, dedicated helpline numbers, opening of more cyber cells, and imparting of proper legal, setting up forensic labs and technical training law enforcement agencies like police& judiciary etc. to combat cybercrime.

There are adequate provisions dealing with cyber-crimes in the Information Technology Act, 2000 as well as the Indian Penal Code, 1860. Government has, in fact, taken a number of legal, technical and administrative steps in furtherance to prevent and curb cybercrimes. These inter alia, include:

i. Cyber Police Stations and Cyber Crime Cells have been set up in each State for reporting and investigation of Cyber Crime cases.

ii. Cyber Forensics Training Labs in north-eastern States and cities such as Mumbai, Pune, Kolkata and Bangalore has been set up by the Ministry of Electronics & Information Technology(MeitY) to train State police officials and judiciary in cybercrime detection and collection, preservation and seizing of electronic evidence and dealing with cybercrime.

iii. Various steps have been taken by Ministry of Home Affairs, Meity and State Government to modernize the setup and equip police personnel with knowledge and skills for prevention and control of cybercrime through various national and State Police academies/judicial academies and other institutes.

iv. An advisory on functioning of Matrimonial website on 6thJune, 2016 under Information Technology Act, 2000 has been issued by the Ministry of Electronics & Information Technology. Rules are also laid down thereunder directing the matrimonial websites to adopt safeguards to ensure that people using these websites are not deceived through the means of fake profiles or misuse/wrong information posted on the website.

v. Computer Security Policy and Guidelines to all the Ministries/Departments has been issued and circulated by the Government on taking steps to prevent, detect and mitigate cyber-attacks.

vi. A portal namely www.cybercrime.gov.in has been developed by Ministry of Home Affairs to allow public to report cybercrime complaints.

6. CONCLUSION

It finds that gaining exposure to combat cybercrime against women in general is difficult, and the only way to do it is to understand cybercrime. Criminals perceive cybercrime to be easier than traditional crimes because there is less likelihood of getting discovered and fewer consequences. The government must enhance the legal system to reduce cybercrime. Second, society's perception or attitude toward women must be altered, since women must no longer be viewed as a commodity. People must realize that violence against women is merely a consequence of gender discrimination and power imbalances between men and women. Thirdly, women must recognize that the moment has come to break their silence or hesitancy and speak up against cybercrime and for their rights. Fourth, it necessitates ongoing research and attention to cybercrime. It should be thoroughly researched and sponsored by the government. Fifth, police officers must be trained in order to combat and respond to cybercrime. Workshops and seminars on cyber space education must be held for this aim. Women should take part in such activities as well. However, in the end, individuals must adjust their attitudes toward women and cultivate a feeling of community, because cleanliness begins at home. Swami Vivekananda had said "The nation which doesn't respect women will never become great now and nor will ever in future" and in order to make India a great nation, let us work towards giving women their much deserved status and place.

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ROLE OF WOMEN IN ACHIEVING SUSTAINABLE DEVELOPMENT: AN INTROSPECTION TOWARDS GENDER EQUALITY

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Article history:	Abstract:
Published: 10th March 2022	Nature doesn't depend on humans but humans are highly dependent on every inch of mother nature The Covid-19 pandemic has forced us to realize what our priorities should be. Time has come to pause and think in what direction we are going. We have to relook our approaches. Rapid industrialization has resulted in deteriorating as well as depletion of natural resources. Degradation of the natural environment due to human exploitation brought about the need to introduce the concept of sustainable development. India is one of the pioneers in recognizing the importance of sustainable development. Sustainable development can only be achieved when women are equitably involved alongside men. The main aim of the article is to present the ways in which women can contribute to sustainable development.

Keywords: Sustainable development, Gender equality, work-life integration, Vedas, Sustainable development goals

1. INTRODUCTION

Vedas, the oldest religious text considers women as the foundation for society and home. It is an irony that in wake of foreign invasions over the centuries we are forgetting what our ancestors were practicing and have become more conservative. As per Vedic Dharma, the first and foremost criteria for the success of a society is that women are accorded the high respect that they rightly deserve. The same is reflected by the mantra from Rigveda (Rigveda 6.61.2).

इयं शुष्मेभिर्बिसखाइवारुजत्सानु गिरीणां तविषेभिरूर्मिभिः ।
पारावतघ्नीमवसे सुवृक्तिभिः सरस्वतीमा विवासेम धीतिभिः ॥

Translation: O Learned woman, as a river breaks away the mightiest of hills and rocks, so the wise, enlightened woman destroys ignorance and misperceptions through her intellect. May we honor our women through politeness and noble actions [1].

India has a rich cultural heritage where human civilizations have lived in harmony with nature. Indians have been Worshipping forces of nature. The concept of sustainable development is not new to Indians. Degradation of the natural environment due to human exploitation brought about the need to introduce the concept of sustainability. Sustainability was formally defined by the United Nations Brundtland Commission in 1987 as "*Meeting needs of the present without compromising the ability of future generations to meet their own needs"*[2]. Sustainable development is a compelling idea for many people. It is concerned with how we can contribute to some of the most significant challenges that the world faces today – from climate change and biodiversity, to working conditions and health amongst the poorest in the world. Sustainable development cannot be achieved when females who comprise nearly half of the population are not living a dignified life.

2. MATERIALS, METHODS AND REVIEW

The methodology of this paper is descriptive and information was collected from secondary sources which include research articles, websites, religious books.

According to Alteker (2014), In ancient India, women were treated at par with men [3]. Indian Culture had no place for gender discrimination. This is evident from the example of Rani Laxmi Bhai, Rani Abbakka, Matangini Hazra, Chakali Ilanna or Parbati Giri, Kanaklata Barua, Aruna Asaf Ali, Bhikaji Cama, Lakshmi Sahgal and others. even in recent times women have made a mark in each and every field be it, Mother Teresa, women self-help groups who are always on the forefront to help during and after a disaster is only among numerous examples of how women have contributed to the safety and sustainability of society.

According to the world commission on environment and development, sustainable development satisfies the needs of the present generation without jeopardizing the ability of future generations to satisfy them [2]. The goal of sustainable development is to improve people's living standards and improve access to natural resources for future generations. Understanding the importance of sustainable development UN General assembly on 25th September 2015 adopted a resolution regarding the 2030 Agenda for sustainable development,17 sustainable development goals. The 17 sustainable development goals (SDGs) to transform our world [4]:

GOAL 1: No Poverty
GOAL 2: Zero Hunger
GOAL 3: Good Health and Well-being
GOAL 4: Quality Education
GOAL 5: Gender Equality
GOAL 6: Clean Water and Sanitation
GOAL 7: Affordable and Clean Energy
GOAL 8: Decent Work and Economic Growth
GOAL 9: Industry, Innovation and Infrastructure
GOAL 10: Reduced Inequality
GOAL 11: Sustainable Cities and Communities
GOAL 12: Responsible Consumption and Production
GOAL 13: Climate Action
GOAL 14: Life Below Water
GOAL 15: Life on Land
GOAL 16: Peace and Justice Strong Institutions
GOAL 17: Partnerships to achieve the Goal
All these 17 goals are arranged into four heads based on their intended outcomes
Wellbeing- Comprises of goals 1,3,4,5,10,16
Infrastructure – Comprises of goals 2,6,7,8,9,11,12
Natural Environment – Comprises of goals 13,14,15
Partnership- Goal 17
In India government is committed to gender equality. Various initiatives by Government -prime minister's Beti Bachao Beti Padhao aims at equal opportunity and education for girls in India. In addition, specific interventions on female employment, programmes on the empowerment of adolescent girls, the Sukanya Samridhi Yojana on girl child prosperity and the Janani Suraksha Yojana for mothers.
Despite the number of steps taken by the government, the picture is not a decent one, Child sex ratio is 919 girls for 1000 boys. In our country, 65.46% of the women are literate as compared to 82.4% of men which gives us a clear picture that the education of men is considered as more important as compared to women. In Primary education enrolment of girls is 100% but only 25.4% of women get enrolled in higher education. Women workforce is only 27.4% and they hold only 11% of seats in the Lok Sabha. One more area of concern is violence against women, it is shocking that 1 in every 3 women have experienced some form of physical or sexual violence in their lifetimes [5].
Women have always been multi-tasking and are responsible for creating a more accommodating society. Be it Social sustainability, environmental sustainability or economic sustainability if women are left outside the process no goal can be achieved. Pal (2019) suggested that Women play a key role in strengthening the dynamism of human civilization [6]. But the harsh reality is that 48% of the population is still denied equal social, domestic, economic, educational, religious and political status. According to Stevens (2009), It is the responsibility of governments to make the green economy sustainable by giving preference to women and other disadvantaged groups by including quotas, companies need to adopt family-friendly practices including child care, flexible work and extended leave. Discriminatory practices need to do away with [7].
WOMEN ⟶ Sustainable development
W-Work life integration: Women are having greater family responsibilities and what can be done about that? We need to create work-life integration.
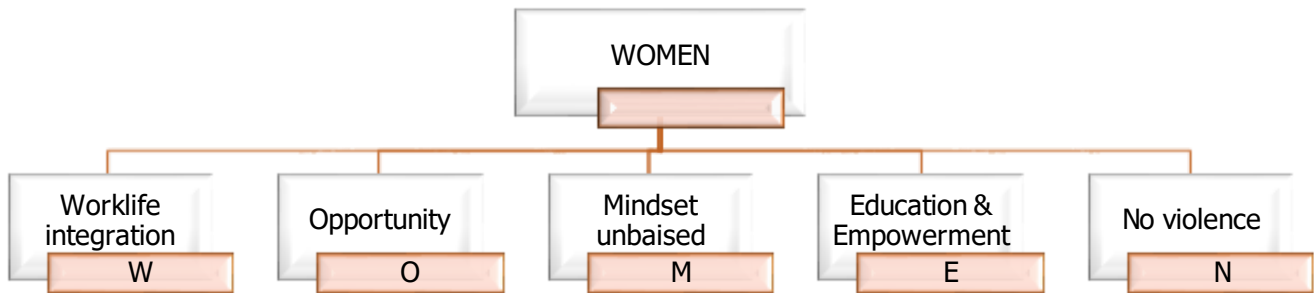O-Opportunity: we need to create opportunities for women by providing employment in non-traditional jobs.
M-mindset unbiased: What hampers their growth is the biased mindset of people around her
E-Education & Empowerment: Structural change needs to be brought by educating and empowering women. Men also need to be educated to make them gender-sensitive.
N-No Violence: A harmonious co-existence of all. We need society free from any kind of crime against women.

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3. CONCLUSION

It is a wake-up time as our planet is crying for help as it is reeling under the burden of unbridled greed. Women have to be made equal partners in every sphere which can be done by involving women in more productive and decision-making roles. They can be helpful to achieve not only Social sustainability, environmental sustainability but also economic sustainability. We need to understand that leaving women outside the process will be of no good.

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FEMINISM IN GLOBAL SCENARIO

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Article history:	Abstract:
Published: 10th March 2022	The present paper looks at the literal background of the rise of feminism and women's movement and doing gender in India. Not only in India but each over the world there has been a close link between feminism and the women's movement, each inspiring and perfecting the other. Although in India the women's movements is old miracle, Feminism has just emerged as a modern term. Feminism encompasses social, artistic, political, philosophical, and economic movements, doctrines and concepts concerned with gender imbalances and equal rights for woman. The feminist movements in India are a much before marvel, but the term Feminism is modern. It refers to a nexus of social, artistic, and political movements, proposition, and ethical principles that concern gender issues and equality for women. As a result of learning English and contacting the west, the western concept of liberty, equivalency and fraternity was ingrained in the aristocracy. Enhanced by this international influence, western leftism was extended to the women's issue and become part of the social reform movement. The post-independence era, an important issue throughout the first few decades was overall profitable growth. Another decade followed, characterized by an emphasis on equity and poverty alleviation. As far as gender issues were concerned, poverty-related initiatives had been established, and there were no special programs for women. Since independence, the women's movement has taken on a range of issues, such as dowry, women's labor, price increases and domestic violence. There has been a long history of women's movements in India that has led to the formation of women's studies and gender studies. These have been quite colorful and vibrant and moment by moment these are fading from the radar. Now, there is an ongoing struggle to keep these alive.

Keywords: Feminism; inequality and rights; women empowerment; Gender equality; Color variation.

INTRODUCTION

The conception of feminism as a political testament is veritably nearly associated with women's studies and women s movement in colorful corridor of the world Fourfold focus of feminism in general-an trouble to make women a tone-conscious order; a force to induce a rational sensible station towards women; an approach to view the women in their own positions . The emergence and growth of women's studies in India reflects women s conscious engagement in the politics of knowledge-has a close relation with feminism and feminist movement Publication of Towards Equality in 1974 can be considered as a wakeup call in ultramodern times- roots of feminist knowledge can be traced back to the social period-Indian feminism has to take into account the miscellaneous nature of women community- women then aren't a sector but are spread over several sectors- Association of feminism should be analyzed in alliance with different other forms of pluralistic emancipatory movements, responsive as well as compromising station on the part of the state on women's issues.

WHAT IS FEMINISM?

Feminism is a range of socio-political movements and testaments that aim to define and establish the political, profitable, particular, and social equivalency of the relations. Feminism is the belief that civilizations value men's opinions above everything else, and that women are treated unfairly in those communities. Fighting gender stereotypes and establishing educational, professional, and interpersonal opportunities and issues for women that are equivalent to those for males are among the efforts to change this. Throughout history, numerous feminist groups and testaments have emerged, each representing a particular perspective and point of view. Since the 19th century, first-wave liberal feminism, which sought political and legal equality through reforms within a liberal popular frame,

has been contrasted with labor-based plebeian women's movements, which have evolved over time into socialist and Marxist feminism based on class struggle theory. Since the 1960s, both of these traditions are also varied with radical feminism that arose from the radical sect of alternate- surge feminism and that calls for a radical reordering of society to exclude manly supremacy; together liberal, socialist and radical feminism are occasionally called the "Big Three" seminaries of feminist study.

HISTORY:
A hard-hitting film that underlines a woman's freedom to her body and fornication, the lately released movie Pink has been making people sit up and ask questions that were long forgotten. Taking concurrence as its central theme, the film addresses society's unmistakable double norms the pre-conceived sundries of manly honor, moralizing and misogyny that women across the country face or are likely to face on a diurnal base. Although patriarchy is deeply rooted in ultramodern- day India, the country has a long tradition of women who defied conformity, indeed under severe societal pressure. These stories of feminism are as multilateral and different as India itself. Thena look at the fascinating trip of feminism through the periods in India.

GLOBAL SCENARIO THROUGH AGES:
A special citation must be made of the inspiring woman who's frequently described as one of the first ultramodern Indian sexists. At a time when people hardly conceded the grievances of women in India, Savitribai Phule, along with her hubby Jyotirao Phule, fought shafts against women with all they had. The early 20th century too saw the rise of numerous valorous and strong-conscious women who were necessary in India's freedom struggle. The stories of these women revolutionaries, trade union activists, and chauvinists have long been an obscure part of the literal heritage that independent India inherited.

An accomplished musician and epigrammatizer, Sarala Devi completed her education at Calcutta University and challenged the social conventions of her time by taking up a job in a academy in Mysore at the age of 23. She returned to Bengal and worked hard to support the state's militant nationalist movement. She also attended meetings of all-male groups and presided over boxing, judo, swordplay, and wrestling competitions that she organized. During this time, several women's organisations, such as the All-India Women's Conference, arose (AIWC). Women in the public movement have begun to complain about their lack of political and financial participation. The Bharat Stri Mandal in Calcutta, founded in 1910 by Sarala Devi, and the Women's India Association, founded in 1917 by Annie Besant, Dorothy Jinarajadasa, Malati Patwardhan, Ammu Swaminathan, Mrs Dadabhoy, and MrsAmbujammal, were among these pioneering organisations.

In 1980, ananti-rape crusade was launched that led to emergence of independent women's organization in several metropolises of India. There was Saheli in Delhi, Vimochana in Bengaluru, and Forum Against Oppression of Women in Mumbai among others. Special Interest Groups that concentrated on legal aid for women also came into actuality and several legal reforms took place. A great illustration is that of the corner Vishaka Guidelines that came into being in 1997, outlining the process for dealing with sexual importunity at the plant (latterly supplanted by the Sexual Importunity of Women at Workplace Act of 2013).

Entering the 21st century, Indian feminism engaged with a whole host of issues – from domestic violence and rape to victim smirching and concurrence. Indira Jaisingh's inexhaustible work was necessary in the architecture of the Domestic Violence Act (2005). Jaisingh was also the first woman to be appointed as an Fresh Solicitor General of India in 2009. Elderly advocate at the Supreme Court of India, Meenakshi Arora's patient sweats led to the architecture of the Vishakha Guidelines, which latterly crowned in the legislation of the Sexual Importunity of Women at Workplace Act (2013). Activist Kavita Krishnan set in stir a series of demurrers and uproar after the 2012 Nirbhaya rape case, which ultimately led to the legislation of the Criminal Law Amendment 2013 that made changes in the being rape laws in the nation. Linked by TIME magazine as one of the 100 most influential women in 2013, counsel Vrinda Grover was also influential in the drafting of the Criminal Law Amendment of 2013.

Indeed, however there still remains a lot of work to be done, the movement to secure rights for women in India has come a long way thanks to these inspiring and fierce personalities who made it possible by relentlessly fighting the forces of patriarchy. There were and still are numerous other individualities and associations who are also working for gender equivalency and justice in India and their sweats are paying off. Indian women have asserted themselves in multiple ways and broken free of rough social morals. These whispers of rebellion were bypassed or ignored by patriarchal validations, but they were always there and they must be remembered.

STANDPOINT THEORY:
Viewpoint proposition is a feminist theoretical point of view stating that a person's social position influences their knowledge. This perspective argues that exploration and proposition treat women and the feminist movement as insignificant and refuses to see traditional wisdom as unprejudiced. Since the 1980s, viewpoint sexists have argued

that the feminist movement should address global issues (similar as rape, incest, and harlotry) and culturally specific issues (similar as womanish genital mutilation in some corridor of Africa and Arab societies, as well as glass ceiling practices that stymie women's advancement in developed husbandry) in order to understand how gender inequality interacts with racism, homophobia, classism and colonization in a "matrix of domination".

AFFIRMING FEMALE SEXUAL AUTONOMY:

For sexists, a woman's right to control her own fornication is a crucial issue. Sexists similar as Catharine MacKinnon argue that women have veritably little control over their own bodies, with womanish fornication being largely controlled and defined by men in patriarchal societies. Sexists argue that sexual violence committed by men is frequently embedded in testaments of manly sexual annuity and that these systems grant women veritably many licit options to refuse sexual advances. Feminists argue that all societies are, in one way or another, dominated by testaments that largely deny women the right to decide how to express their fornication, because men under patriarchy feel entitled to define coitus on their own terms. This annuity can take different forms, depending on the culture. In some conservative and religious societies marriage is regarded as an institution which requires a woman to be sexually available at all times, nearly without limit; therefore, forcing or pressing coitus on a woman isn't considered a crime or indeed an vituperative behavior. In more liberal societies, this annuity takes the form of a general sexualization of the whole culture. This is played out in the sexual incorporation of women, with pornography and other forms of sexual entertainment creating the fantasy that all women live solely for men's sexual pleasure and that women are readily available and asking to engage in coitus at any time, with any man, on a man's terms. In 1968, feminist Anne Koedt argued in her essay The Myth of the Vaginal Orgasm that women's biology and the clitoral orgasm hadn't been duly anatomized and vulgarized, because "men have orgasms basically by disunion with the vagina"and not the clitoral area.

POLITICS:

SOCIALISM: Since the late nineteenth century, some sexists have confederated with illiberalism, whereas others have blamed socialist testament for being rightly concerned about women's rights. August Bebel, an early activist of the German Social Democratic Party (SPD), published his work Die Frau under Sozialismus, lacing the struggle for equal rights between relations with social equivalency in general. In 1907 there was an International Conference of Socialist Women in Stuttgart where franchise was described as a tool of class struggle. Clara Zetkin of the SPD called for women's franchise to make a" socialist order, the only one that allows for a radical result to the women's question". In Britain, the women's movement was confederated with the Labour party. In the U.S., Betty Friedan surfaced from a radical background to take leadership. Radical Women is the oldest socialist feminist association in the U.S. and is still active. During the Spanish Civil War, Dolores Ibárruri (La Pasionaria) led the Communist Party of Spain. Although she supported equal rights for women, she opposed women fighting on the front and disaccorded with the anarcha-feminist Mujeres Libres.

 Sexists in Ireland in the early 20th century included the revolutionary Irish Republican, suffragette and socialist Constance Markievicz who in 1918 was the first woman tagged to the British House of Commons. Still, in line with Sinn Féin abstentionist policy, she'd not take her seat in the House of Commons. She wasre-elected to the Alternate Dáil in the choices of 1921. She was also a commander of the Irish Citizens Army which was led by the socialist & tone- described feminist, Irish leader James Connolly during the 1916 Easter Rising.

FASCISM: Fascism has been specified dubious stations on feminism by its interpreters and by women's groups. Amongst other demands concerning social reform presented in the Fascist fiat in 1919 was expanding the franchise to all Italian citizens of age 18 and over, including women (fulfilled only in 1946, after the defeat of fascism) and eligibility for all to stand for office from age 25. This demand was particularly supported by special Fascist women's supplementary groups similar as the fasci femminilli and only incompletely realized in 1925, under pressure from oppressor Benito Mussolini's more conservative coalition mates.

 Cyprian Blamires states that although sexists were among those who opposed the rise of Adolf Hitler, feminism has a complicated relationship with the Nazi movement as well. While Nazis glorified traditional sundries of patriarchal society and its part for women, they claimed to fete women's equivalency inemployment.However, Hitler and Mussolini declared themselves as opposed to feminism, and after the rise of Nazism in Germany in 1933, there was a rapid-fire dissolution of the political rights and profitable openings that sexists had fought for during the pre-war period and to some extent during the 1920s. Georges Dubyetal. Write that in practice fascist society was hierarchical and emphasized manly masculinity, with women maintaining a largely inferior position. Blamires also writes that neofascism has since the 1960s been hostile towards feminism and lawyers that women accept" their traditional places".

CIVIL RIGHTS MOVEMENT AND ANTI-RACISM: The civil rights movement has told and informed the feminist movement and vice versa. Numerous American sexists acclimated the language and propositions of black equivalency activism and drew parallels between women's rights and the rights of non-white people. Despite the connections between the women's and civil rights movements, some pressures arose during the late 1960s and the 1970s as non-white women argued that feminism was generally white, straight, and middle class, and didn't understand and wasn't concerned with issues of race and sexuality. Similarly, some women argued that the civil rights movement had sexist and homophobic rudiments and didn't adequately address nonage women's concerns. These examples created new feminist social propositions about identity politics and the corners of racism, classism, and sexism; they also generated new feminisms similar as black feminism and Chicana feminism in addition to making large benefactions to lesbian feminism and other integrations of queer of colour identity.

SOCIAL IMPACT:
Civil rights: From the 1960s on, the crusade for women's rights was met with mixed results in theU.S. and the U.K. Other countries of the EEC agreed to ensure that discriminative laws would be phased out across the European Community. Some feminist campaigning also helped reform stations to child sexual abuse. The view that youthful girls cause men to have sexual intercourse with them was replaced by that of men's responsibility for their own conduct, the men being grown-ups.
The division of labor within homes was affected by the increased entry of women into workplaces in the 20th century. Sociologist Arlie Russell Hochschild plant that, in two-career couples, men and women, on average, spend about equal quantities of time working, but women still spend further time on housework, although Cathy Young responded by arguing that women may help equal participation by men in housework and parenting. Judith K. Brown writes," Women are most likely to make a substantial donation when subsistence conditioning have the following characteristics the party isn't obliged to be far from home; the tasks are fairly monotonous and don't bear rapt attention and the work isn't dangerous, can be performed in malignancy of interruptions, and is fluently proceeded formerly intruded.

CONCLUSION:
Feminist proposition has explored the social construction of virility and its counteraccusations for the thing of gender equivalency. The social construct of virility is seen by feminism as problematic because it associates males with aggression and competition, and reinforces patriarchal and unstable gender relations. Patriarchal societies are blamed for" limiting forms of virility" available to men and therefore narrowing their life choices. Some sexists are engaged with men's issues activism, similar as bringing attention to manly rape and conjugal battery and addressing negative social prospects formen. Male participation in feminism is generally encouraged by sexists and is seen as an important strategy for achieving full societal commitment to gender equivalency. Numerous manly sexists and pro-feminists are active in women's rights activism, feminist proposition, and virility studies. Still, some argue that while manly engagement with feminism is necessary, it's problematic because of the hardwired social influences of patriarchy in gender relations. The agreement moment in feminist and virility propositions is that men and women should cooperate to achieve the larger pretensions of feminism. It has been proposed that, in large part, this can be achieved through considerations of women's agency.

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CEDAW AND THE HUMAN RIGHTS OF WOMEN: AN OVERVIEW

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Article history:	Abstract:
Published: 10th March 2022	Women are often not provided equal opportunities in various fields such as education, employment and health. The rising social inequalities directly affect the economy and the political participation of women. This article provides an insight to the various Human Rights treaties, with an overview of the core provisions of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Women and the progress they have made over the last few decades is discussed in detail, along with the steps taken by the United Nations to promote the development of women.

1. INTRODUCTION TO HUMAN RIGHTS:

Every human being is entitled to certain activities, conditions, and privileges that they deserve to enjoy, by virtue of their humanity. The fundamental rights and freedoms of every person are inalienable, indivisible, inherent and inter dependent. These rights are civil, political, economic, social and cultural in nature. The late 17th century saw the emergence of new democracies with written constitutions due to major social, economic and political changes. Certain general principles, now known as human rights, formed the core of documents such as the American Declaration of Independence and the French Declaration des Droits de l'Homme et du Citoyen, as well as the written constitutions of most nation states like India, the United States of America, Canada, Australia, Italy and South Africa, among many others. On the 10th of December, 1948, the United Nations (UN) General Assembly drafted the Universal Declaration of Human Rights (UDHR) with the help of several representatives with diverse cultural and legal backgrounds. The UDHR is a widely recognized declaration that has laid down a common standard of achievements for all people, irrespective of their sex, nationality and other features.

Due to rising social inequalities, the fundamental human rights of women tend to be violated. Women and girls are also equally entitled to the rights to health, education, political participation, economic well-being and freedom from violence, among many other rights. The Charter of the United Nations guarantees the equal rights of women and men through international human rights instruments that stipulate ending discrimination on the basis of sex. Almost all countries have ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Despite such obligations under international law, women continue to experience violations and abuses of their human rights,

in the form of violence, inequalities in labour and employment opportunities, property rights, etcetera.

2. WOMEN AND SUSTAINABLE DEVELOPMENT GOALS:

Gender equality is a foundational concept in the struggle to achieve women's human rights. The primary objective of gender equality is to provide the same opportunities, rights and responsibilities to both, men and women. The United Nations General Assembly set up seventeen global goals in 2015, for a future that is sustainable and better for all.

These goals are known as Sustainable Development Goals (SDGs) and are intended to be achieved by 2030. The 5th Sustainable Development Goal seeks to achieve gender equality. Ending all kinds of discrimination against women and girls is not only a basic human right, but also paves a path for a sustainable future. The empowerment of women and girls boosts economic growth and development and thus, is necessary for a bright future. SDG 5 states, "Achieve gender equality and empower all women and girls." and the United Nations Development Programme (UNDP) has taken great measures in regard to it, over the last two decades, especially in areas of education and employment. Since the progress towards SDGs is measured by indicators, it is extremely crucial to provide equal rights and opportunities to women and men. Although the number of women employed in labour markets is increasing, inequalities are still prevalent. The effects of discrimination in the workplace, exploitation, violence, conflict and migration, natural calamities and climate change, on women is truly immeasurable. Women do 2.6 times more unpaid care and domestic work than men and this unequal distribution threatens the opportunities of women to rise in the society. Encouraging women leaders can help to soften the blow of these practices and the hegemonic patriarchy that is present in many regions. Discrimination against women needs to be curbed by ensuring that their rights to education, equality of opportunity, freedom of religion, among other fundamental rights and access to facilities such as

sexual and reproductive health centres, technology and the internet, are not infringed. According to the UNDP, more girls are now receiving education, as compared to 15 years ago and 2 of 3 developing countries have achieved gender parity in primary education. We are on the path to success and with consistent efforts to empower oppressed women, SDG 5 can be achieved by 2030.

3. CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

The United Nations (UN) adopted the adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is the central and most comprehensive document about the human rights of women, on the 18th of December 1979. It entered into force on the 3rd of September 1981, and 189 States, out of 193 UN Member States, are party to it. The Convention is often referred to as the "Women's Bill of Rights" and condemns any form of discrimination against women while guaranteeing equal political, economic, social, cultural and civil rights to women and men. The Convention formed the zenith of about three decades of work by the United Nations Commission on the Status of Women, that was established in 1946 to promote women's rights. It is one of the core international human rights treaties of the United Nations treaty system that requires Member States to undertake certain legal obligations to respect, protect and fulfil human rights of all women. It has laid down the principle of equality in fourteen articles and sheds light on the civil rights and the legal status of women. CEDAW is also concerned with human reproduction and the impact of cultural factors on gender relations, which are not usually seen in other human right treaties.

The Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women in the Preamble of the Convention. It acknowledges that the existence of extensive discrimination against women "violates the principles of equality of rights and respect for human dignity". It voices its concerns in regard to situations of poverty, where women have "the least access to food, health, education, training and opportunities for employment and other needs," whilst mentioning other reasons that led to the drafting of the CEDAW. The Preamble clearly mentions that, "the role of women in procreation should not be a basis for discrimination" and ensures that the Convention pays special attention to the reproductive and sexual health of women.

Part I of the CEDAW consists of articles 1 to 6 that focus on non-discrimination, sex stereotypes, and sex trafficking. Article 1 provides the definition of discrimination as "any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." Article 2 undertakes the embodiment of the principle of equality, implementation or modification of appropriate legislations and measures to eliminate discrimination, establishment of legal protection of the rights of women, and the abolition of all national penal provisions which discriminate against women. The Convention upholds the principle of equality by requiring States Parties to take "all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men." Special measures for maternity protection are recommended and are not considered to be discriminatory as under Article 4. The elimination of social prejudices and stereotypes by modification of the cultural and social patterns of conducts along with education regarding the maternity benefits and interests of children are laid down in Article 5. Suppression of trafficking and exploitation of prostitution of women is guaranteed by the last article of Part I.

Part II of the Convention comprises of Articles 7, 8 and 9 and elaborates upon women's rights in the public sphere with an emphasis on political life, representation, and rights to nationality, respectively. The provisions identical to the 1952 Convention on the Political Rights of Women are laid down in the first article of this part. These provisions guarantee women's rights to vote, to hold public office and to exercise public functions. Article 8 includes equal rights for women to represent their countries at the international level. The Convention on the Nationality of Married Women which was adopted in 1957 is thereby integrated under Article 9 to provide providing for the stability of nationality of women, irrespective of their marital status, to prove that women's nationality does not depend on that of their husbands'.

Articles 10 to 14 make up Part III of the CEDAW and describe the economic and social rights of women, particularly focusing on education, employment, and health, along with special protections for rural women regarding the problems they face. Women's rights to non-discriminations in fields of education, employment, health and socio-economic activities are elaborated upon the subsequent Articles 10, 11, 12 and 13, respectively. Article 14 brings the attention of the State to rural women and prescribes elaborate policy planning while keeping their struggles in mind.

Part IV consists of the final core provisions of the Convention – Articles 15 and 16. Equality of both sexes in civil and business matters is promoted in Article 15. It deems the restriction of the legal capacities of women as "null and void." Article 16 outlines the woman's right to equality in issues of marriage and family life. It provides the same rights to enter into marriage with a person of their choice and to have the same responsibilities during marriage as well as at

its dissolution. It provides equal rights and responsibilities in matters regarding their children and their education, profession and occupation, guardianship, wardship and trusteeship and the ownership, acquisition, management, administration, enjoyment and disposition of property.

Further, Part V (Articles 17-22) establishes the Committee on the Elimination of Discrimination against Women as well as the states parties' reporting procedure while Part VI (Articles 23-30) describes the effects of the Convention on other treaties, the commitment of the State Parties and the administration of the Convention.

Today, CEDAW still remains as the most widely applicable human rights treaty that is dedicated to women's rights. It recognises the influence of traditions and culture in the restriction of the enjoyment of fundamental rights. It urges the State Parties to change the social and cultural patterns of men and women and abolish practises that are based on the superiority or inferiority of either sexes. All in all, it provides a detailed and comprehensive framework to challenge the several forces that have given birth to discrimination of women.

4. OTHER LEGISLATIONS SAFEGUARDING RIGHTS OF WOMEN

The Preamble of the Universal Declaration of Human Rights provides for the equal rights of men and women and promotes social progress and better standards of life in larger freedom. Articles 2, 3 and 26 of the International Covenant on Civil and Political Rights promote gender equality, prevent discrimination and provide remedies to victims of violation of human rights. The International Covenant on Economic, Social and Cultural Rights allows equal protection to all under Articles 2 and 3 of the Covenant. It also ensures, "Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work," under Article 7(a)(i). Article 14 of The Convention for the Protection of Human Rights and Fundamental Freedoms reaffirms that it shall not discriminate on any ground, including sex. The European Social Charter (Revised) also provides for fair remuneration or equal pay for work of equal value and lays down certain rights of employed women to the protection of maternity, in Articles 4(3) and 8, respectively. It also states the right of workers with family responsibilities to equal opportunities and equal treatment in Article 27. Even as prisoners, individuals have human rights and women are kept safe and are not discriminated. The 6th paragraph of the United Nations Standard Minimum Rules for the Treatment of Prisoners, applies rules impartially and does not discriminate on grounds of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Paragraph 8 instructs different categories of prisoners to be kept in separate institutions or parts of institutions taking account of their sex, age, criminal record, the legal reason for their detention and the necessities of their treatment. Paragraph 23 reads, "In women's institutions there shall be special accommodation for all necessary pre-natal and post-natal care and treatment. Arrangements shall be made wherever practicable for children to be born in a hospital outside the institution." Finally, paragraph 53 safeguards women in an institution for both sexes. "The part of the institution set aside for women shall be under the authority of a responsible woman officer who shall have the custody of the keys of all that part of the institution" and that, "No male member of the staff shall enter the part of the institution set aside for women unless accompanied by a woman officer." is thereby stated in it.

Some other documents regarding human rights are the Istanbul Convention (Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence), Convention on the Nationality of Married Women, Convention on the Political Rights of Women, Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others, Inter-American Convention on the Granting of Civil Rights to Women, Inter-American Convention on the Granting of Political Rights to Women, Inter-American Convention on the Nationality of Women, Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, African Charter on Human and Peoples' Rights, Maputo Protocol (Protocol to the African Charter on the Rights of Women in Africa), American Convention on Human Rights, and Arab Charter on Human Rights.

5. PROGRESS OF WOMEN'S HUMAN RIGHTS

Although more than two-thirds of the world's 796 million illiterate people are women, efforts are being made to provide them equal opportunities in the fields of education for promoting sustainable development. The focus of the youngest Noble Peace Prize laureate, Malala Yousafzai, is the quality education of women. In 2013, Malala and her father co-founded the Malala Fund to spread awareness in regard to the social and economic impact of girls' education and to empower girls to demand change. She also became a United Nations Messenger of Peace in 2017 to help raise awareness of the importance of education of girls and women. Rapid progress is been made towards increasing access to education at all levels, and increasing the enrolment rates of women and girls in schools. The world has made substantial progress in achieving universal primary education, with equal number of girls and boys participating in primary education in most countries. The school closures caused due to the Covid-19 pandemic are likely to set back progress on access to education, but evidence shows that when girls have access to schooling, they tend to perform better academically, than boys of the same age. Women still don't have equal opportunities in the fields of science, technology, engineering and mathematics, and form only about 35 per cent of the world's STEM graduates. To

achieve the SDG of gender equality by 2030, the United Nations International Children's Emergency Fund (UNICEF) has been monitoring the status of women and children. It partners with national health sectors to provide healthcare facilities for maternal care and reproductive and sexual health. It promotes women to be employed in sectors of delivery of water, sanitation and hygiene (WASH). According to the data provided by UNICEF's program and policy workon gender equality, as compared to 1995, women and girls have made great progress which can be summarized as follows:

- The life expectancy of girls at birth has increased to 75.2 years in 2020, as compared to 67.5years in 1995.
- The number of girls who are not enrolled in schools for primary education has reduced to 32million from 65 million, 30 million from 52 million for lower secondary schools, and 67 million from 91 million in upper secondary schools.
- The female youth literacy of girls aged 15 to 24 has increased from 80 per cent in 1995 to 90per cent in 2020.
- The rate of child marriage has also reduced. Earlier, 1 in 4 girls would lose their childhood tochild marriage, whereas now, 1 in 5 girls are forced to get married to relieve the financial pressure on their families.
- The number of new HIV infections in girls aged 10 to 19 has reduced drastically as well. In 1995, about 280,000 new HIV infections would be detected as compared to 2020's 140,000infections.

6. CONCLUSION

Women are now stepping up for their human rights and are speaking up on platforms to influence other women. The co-captain of the U.S. Women's National Team, Megan Rapinoe, filed a lawsuit in March 2019 against the U.S. Soccer Federation alleging pay discrimination. In 2018, the 15-year-old Greta Thunberg took the initiative to protect the environment and prove that women and children's voices matter too. She believes that women improve the economy and gender equality reduces poverty. Kamala Harris, Oprah Winfrey, Edna Adan Ismail, and many others are defending the humanrights of women and advocating for gender equality. In the wise words of Michelle Obama, "There is no limit to what we, as women, can accomplish." Women's human rights are more widely understoodnow. It is now time for us, as society, to make gender equality and women empowerment a necessity, with no discrimination, infringement of rights or any kind of inequality.

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ROLE OF INDIAN WOMEN IN ECONOMIC DEVELOPMENT- CHALLENGES AND OPPORTUNITIES

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Article history:	Abstract:
Published: 10th March 2022	India has the second population rank in the world; the women's population is almost equivalent to that of man. India has gained swift growth and development in the past years in many provinces. One of the reasons being gender equity. This is disgraceful considering the important role enacted by women in the socio-economic growth of the country. From ancient to modern period, women's condition-socially, politically and economically- has not remained similar and it kept shifting with times. India's Law makers and our founding fathers were very determined to provide equal rights to both women and men in all streams. The Constitution of India is one of the finest equality documents and role model in the world. It provides necessities to secure equality in general and gender equality in particular. Law makers have various articles in the Constitution to safeguard women's rights by putting them at par with men socially, politically and economically. In India, women have tackled a range of structural and social barriers in fully participating in the Indian economy, which not only hinders their individual agency but also limits India's ability to continue to modernize. This research paper aims to focus on the contribution made by the working women in India towards the Indian economy and various problems faced by them.

Keywords: Working Women, Rights, Problems, Indian Economy, Opportunities

1. INTRODUCTION

The Women workforce has been playing a very significant role in the expansion and growth of the Indian economy, and is now a force to reckon with. Over the years their contribution has been increasing - vindicating the hypothesis of leading feminists that women are second to none in the world.[1] Women's participation in work is an indicator of their status in a society. Where women's work participation rates are relatively low, it is safe to say that the surrounding society isn't giving women the capacities, opportunities and freedom to engage in productive work, nor recognizing the vast amount of work performed by women as unpaid labor.[2]

In the era of globalization, the role of Indian women at home and work has taken a multifaceted dimension. India being one of the fastest growing economies, the contribution of women is growing at a steady pace. Most Indian women by and large undertake "productive work" only under the economic compulsion. Most of the women are found to be employed in agricultural activities and in the unorganized sector, the employment of women is high in certain works such as part time helpers in households, construction centers, tanneries, match box etc. A central driver of economic growth over the past century has been the increased role of women. This empowerment comes in many forms: increased female labor force participation, reduced discrimination and wage differentials that encourage greater effort, and improved advancement practices that promote talented women into leadership and managerial roles. Empowerment of women need to begin with her participation in different spheres of life. Education is a great determinant in this regard. To achieve empowerment, women have to be educated to be aware of their rights and privileges in a modern society. It is education which can bring about awareness in them related to their social status, injustice and differentiation meted out to them. Besides, economic independence is a major factor which can contribute in empowering women.[3]

The contribution which is made by the Indian women in the Indian economy has always been understated. Somewhere till the 20th Century, in the early 1900s, women were expected to stay at home, and those who wanted

to work were often stigmatized. Today it's mostly the other way round.[4] In which category, for example, can we place a housewife and her contribution towards generating

2. LITERATURE REVIEW
2.1 Economic Growth
Economic growth is the development of fiscal production of goods and services prevailing in a country, such as the increase and the amount of production of industrial goods, the development of infrastructure, the increase in the number of schools, the increase in service production sectors and the increase in capital goods production (Sukirno, 2005). Economic growth is measured by the total income of each person in a country (Gross Domestic Product), where an income increasing will increase the consumption of goods and services (Mankiw, 2012). The Theories about economic growth mentioned in Sukirno's 2005 like Classical Growth Theory, Schumpeter Theory, Harrod-Domar Theory dan Neo-classical Growth Theory talked about how to reach economic growth.
Based on those theories, this research use Classical Growth Theory and Neo-classical Growth Theory. There are four factors influence economic growth, namely, population, capital stocks, land, natural resources and technologies. Classical economists place more emphasis on the role of labor because excessive labor will affect economic growth. Neo-classical theory looks at the supply side. The neo-classical growth theory developed by Abramovits and Solow explains that economic growth depends on the development of factors of production. This can be stated in the following equation:

$$\Delta Y = f(\Delta K, \Delta L, \Delta T) \tag{1}$$

Where ΔY is rate of economic growth, ΔK is rate of capital growth, ΔL is rate of population growth, and ΔT is rate of technology growth. Equation (1) showed that according to Neo- Classical Growth theory, capital, population and technology influence ton economic growth. Based on that theory, we can say that economic growth can be influenced by investment, labor force and technology.
The provincial economic growth in this paper use Gross Regional Domestic Product (GRDP) in constant price. GRDP is the amount of gross value added arising from all economic sectors in a region. Value Added is the value added from a combination of factors of production and raw materials in the production process. Value added calculation is the value of production (output) minus the intermediate costs. Traditional development approaches are more interpreted as development that is more focused on increasing the GRDP of a province, district, or city (Kuncoro, 1997). According to the Asian Development Bank dynamic economic growth has greatly reduced poverty levels (A. D. Bank, 2018). While economic growth can be seen from the growth in GDP (Gross Regional Domestic Product). Total GDP shows the total value added generated by the population in a certain period. So it can be seen that the GRDP is negatively correlated with the level of poverty in an area.

3. METHODOLOGY/MATERIALS
Why the contribution of Indian women towards achieving tremendous progress has not been highlighted so far, finds its reason of the prevalence of gender bias existing at every social stratum, even in the most educated and developed pockets of our society. Their contribution to the economy from the rural areas by direct engagement in direct and allied agricultural activities is notable. They, mostly in rural and semi urban areas run small retail shops, selling by- products, marketing milk and allied dairy items, all contribute in generating additional incomes for the family, a portion of which goes into savings. A study shows that more than 40% of the rural women directly or indirectly contribute in uplifting of their families and thus bring about much desired social change. Even in Urban and Metropolitan areas, their active participation as a labor force is responsible to a larger extent in creating national assets. Not only that, their contribution in building roads, canals, bridges, water bodies in addition to their engagement in various domestic and community services cannot be sidelined. After achieving independence, the critical role played by women in India to work together and forge unity within the families, frustrate fragmentation of land holdings and with the passage of time, their role in Panchayats in taking vital developmental decisions have all shown their capability as well as their contribution towards economic development. Their contribution at the grass root level, apart from Panchayats, in cooperatives like Gujarat's Dairy revolution thus contributing towards socio- economic development and generating incomes, cannot be underestimated. This has undoubtedly paved the way for sustainable development and economic growth of the country. With the spread of education and with doing away with gender bias under schemes like "Beti bachao, Beti Padhao", the role of Indian women in building the economy has limitless scope.[6]
Despite their immensely important and vital role in the economic development of the country, women in the Indian Economy are facing severe problems.

3.1 PROBLEMS FACED BY THE WORKING WOMEN IN INDIA

1. Malnutrition: Although the GDP growth rate of the India is 9%, and women are able to subsidize the cost of agricultural products by Rs. 93000 crores per year, we see that 52% of women face the problem of malnutrition. When the whole of the nation enjoys subsidized food, the actual producers of the grain remain deprived of it.[7]

2. Discrimination at Workplace: However, Indian women still face blatant discrimination at their workplaces. A major problem faced by the working women is sexual harassment at the work place. Further, women employees working in night shift are
more vulnerable to such incidents. Nurses, for example, face this problem nearly every day. There is nothing that is done in hospitals to tackle and address the danger they face. Such blatant disregard of current Indian laws is one reason why sexual harassment at the workplace continues to increase. Also, Indian women are often deprived of promotions and growth opportunities at work places but this doesn't apply to all working women. A majority of working women continue to be denied their right to equal pay, under the Equal Remuneration Act, 1976 and are underpaid in comparison to their male colleagues.
This is usually the case in factories and labor-oriented industries.[8]

3. Acceptance as Working Professionals: Most Indian men are yet to come to terms with the fact that women are also capable of working with them, shoulder to shoulder, in any field or professional sphere. They still visualize women as individuals who should be in charge of the kitchen and other domestic affairs. Work is either seen as a temporary evil for women whose husbands do not earn enough, or the domain of women who do not "know their place." As a result, Indian working women do not get the respect they require from their male colleagues in the workplace.[9]

4. Balancing Work-Family Life: No matter how high their position or designation is in the office, women in India are still viewed as the family manager back home.

4. RESULTS AND FINDINGS

Economic growth is an indicator of the success of economic development. In this study, the provincial economic growth used is GRDP at constant prices. During the study period, the average value added created by India was 12,739,919,287 billion rupiah. DKI Jakarta Province recorded the largest contribution to the formation of this added value. While North Maluku Province contributed the smallest. The following thematic maps show GRDP data showing the added value created by each province. The dark color in Figure 2 shows the regions that have contributed a lot to the creation of gross added value in India. Mostly the province located in Java Island have higher value added than provinces in other islands. Java Island is the island with the most population in India.

5. CONCLUSION

The role of women in India is still progressing. It can be seen by the participation of women worker that increase every year. But the sex ratio of women worker in India is still dominated by men. It turns out that after we run the model, the participation of women worker is not statistically significant to economic growth. The model showed that there is no spillover from men worker to women worker. The distribution of women worker by province also showed that women worker is concentrated in Java Island. The poverty is negative significant to growth of economy, and the men worker and government expenditure are positive significant to economic growth.

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WOMEN EMPOWERMENT THROUGH MICROFINANCE AND SELF-HELPGROUP: REACHING OUT TO THE BOTTOM OF PYRAMID IN INDIA

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Article history:	Abstract:
Published: 10th March 2022	According United Nation Population Fund, "women empowerment can be achieved through autonomy of women in the decision making and simultaneously, improvement in the political, social, economic, and health conditions. Education turns out to be a vital way of empowering women with the required knowledge, skills and attitude that are mandatory in their development process. In the recent times, microfinance expansion has rapidly grown in India into various operating networks and to a varying degree of success and one such form is the development of Self-Help Group. The introduction of SHGs and formalized SHG Federations coupled now with SHG Bank Linkage turned this into a dominant form of microfinance in addition to Microfinance Institutions (MFI). The SHGs are established and shaped usually by NGOs, Government agencies and sometimes directly by banks. The approach facilitates access to low-cost financial services with a process of self-development for the women who join as members of an SHG. This paper identifies the various sources, factors of microfinance such as social mobilization, financial inclusion, skill enhancement etc. that help women to become self-reliant and gets empowered in all spheres of life through SHG movement. In addition, this paper also explains how SHG based microfinance programs help in improving the social and economic situation of women and facilitates them the autonomy in decision making in her society.

1. INTRODUCTION

India showed economic boom after the era of liberalization, privatization and globalization reforms. But gradual decrease in purchasing capacity with higher inflation rate led to poverty across the nation. The serious consequence of poverty is huge gap between the income rate of men and women. Gender disparity exists more in rural areas with lesser opportunities for alternative income generating sources. Due to pay differential, men were considered as bread winner for the family and were regarded as the key decision maker in every aspect. However, this was soon realized by the women and they started raising their voice for equal treatment in every field. The transition of power led to birth of several societies and communities for women's safety and upliftment for example SEWA started by Ela Bhatt. Several instances of differentiation due to physical, mental, and emotional characteristic were demonstrated by the humankind. This had direct repercussions on the reservations of jobs and the particular role at work. Jobs requiring physical strength and laborious tasks were prioritized for men and jobs requiring delicate and detailing were reserved for women only. Therefore, a boundation has been created due to prolonged imagination of the culture and led to lowered financial benefits to women. This scenario was grappled by Dr. Mohammed Yunus in 1970 which started the concept of women entrepreneurship through the availability of financial leverage offered by many micro-enterprises in Bangladesh. This trend commenced in India by groups of women in short span of time with its growing advantages in the 1990s. With the dual objective of women empowerment and financial inclusion, the credit opportunities were provided specifically to women member of family. Financial inclusion refers to active involvement of all sections of society in the field of financial facilities and benefits irrespective of earning capacity or other measurable dimensions.

Women empowerment refers to the condition where the female member of the family is able to take her decisions on her own due to availability of resources and the capability to utilize them efficiently. This enhanced their risk-taking capacity to a large extent guiding them to start their own entrepreneurial venture for earning livelihood. The hassle-free documentation process and collateral free loans offered by the self-help groups relieved women to

plunge into the sea of formal banking system in India. The repayment mode was either weekly or monthly which enhanced the on-time payment of the instalments. The collection procedure involved retraction of money from the members of the same group on the promised date and time. Entrepreneurship encourages financial authority and provides an edge over other occupations in terms of propelling the drivers of the economy. With the commencement of new business opportunities at home such as farming, animal husbandry, and small- scale manufacturing of food items, it attracted a large chunk of the female population who belonged to the lower income group in India. The motive behind enforcement of credit linked benefit to the female purposefully solves the challenge of education of her children and facilitate saving habit at home. For inclusive growth and shifting the lower income group into mainstream economy, this concept worked wonders for many years in the past and present too.

Women are uplifted to break from the shackles of old age traditions of made to work for household purpose only to weaving dreams and setting her expectations. The central idea of base of pyramid revolves around women and aspires to enhance the scope of learning, development, and creating a benchmark in the society. Eradication of poverty is listed as one of the prime motives in the Sustainable development goals by the United Nations till 2030. The overall socio-economic development of the Nation is highly dependent on the sustainability of living for the people belonging from the base of pyramid. Self Help groups act as a tool for catalyst in social elevation of the women in the country with income generation source with the habit of savings emergency funds for difficult times. The transformation of women into micro-entrepreneurs has helped them to gain confidence and build trust on one another. The formulation of self-help was initiated by NABARD (National Bank for Agriculture and Rural Development) in the year 1992 in India. It incorporated group of ten to twelve members of women who came together for a common purpose of fulfilling financial needs. These women were determined to assist each other in financial upliftment through credit advantage that can be repaid within a fixed time frame. The money lent is free from any collateral and is used to set up micro business for earning profit from it. The amount of loan is dependent upon the repayment capacity of the women and the nature of business run by the individual.

2. REVIEW OF LITERATURE

Chatterjee et al. (2018) administered the relationship between self-help groups and women empowerment and concluded a direct relationship among them through a series of test. It revealed that the decision making of the rural women increased after joining SHGs by 30% [4]. Dolan et al. (2012) conducted a survey in Bangladesh about the Rural Sales Program and concluded that it has opened plethora of opportunities for the women to setup their own economic activity for income generation and livelihood possibilities yet questioning the survival of such schemes for future times [8]. Hopkinson & Aman (2017) mentioned women entrepreneurship by Hindustan Unilever Pvt. Ltd. through the initiative of their project called as Shakti in India which has incorporated numerous rural women in business generating activities which involves recruitment and training [11]. Chatterjee (2019) stated that the entrepreneurship started by women promoted freedom, choices at the bottom of pyramid driven by passion [3]. Ansari et al. (2012) illustrated social capital and referred poor not just in the sense of income but by the capability one has. This theory was given by Dr. Amartya Sen in his research work and the paper evaluates the shift of these capabilities to other for succession planning in future and in the present times [1]. Dolan (2012) suggested that the women entrepreneur has gained popularity currently in the bottom of pyramid segment of the society for desirable need for revenue generation and making a mark in the traditional norms [9]. Singh et al. (2014) highlighted the efforts undertaken by the Corporate Social Responsibilities of business organizations through improved poverty, integration of bottom of pyramid, increased marketing etc [22]. Chavan et al. (2009) highlighted the challenged faced by the women in urban areas and the opportunity in the form of mobile money is used to overcome the issues to attain the goal of financial inclusion for the bottom of pyramid [6]. Jebarajakirthy & Lobo (2014) described the facilities provided to the bottom of pyramid in form of credit access customised according to the need of the customer. The study also revealed that the dual objective of entrepreneurship and attitudinal interest led to growth of such schemes in Sri Lanka [14].

Bhatia & Singh (2019) mentioned that for minimising gender gap among developed countries including India, financial inclusion is a priority through Pradhan Mantri Jan Dhan Yojana (PMJDY),

Pradhan Mantri Jivan Jyoti Bima Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana (PMSBY), and Atal Pension Yojana (APY) schemes launched by the Indian government [2]. Chatterjee et al. (2020) described the solution to barrier of availability of resources in form of introduction of information technology for provision of mental, moral, and emotional support for women in the bottom of pyramid [7]. Rosca et al. (2020) indicated that the engagement of women in social entrepreneurship and the process of decision-making using rationale at various stages of the venture including vivid description of the challenges faced by them [20]. Reeves & Sabharwal (2013) observed the usage of mobile banking technology for micro-enterprises for profit maximization at the base of pyramid. The inter-linkage of these concepts and the advantage from it is multiplied through rigorous use of technical resources for quick access [21].

Suprabha et al. (2014) observed the influence of Self-Help Groups on the establishment of microenterprise and ultimately uplifting the employment generation, improved lifestyle of the family members, and increased livelihood opportunities within the locality [25]. Chatterjee et al. (2018) analysed the challenges faced by the women as compared to men in setting up their own enterprise and mentioned that the intensity of the problem faced by women is exponentially increased in terms of access to information, affordable credit facility devoid of any collateral, targeting the prospect customer, and promotion strategy [7]. Lenka & Agarwal (2017) observed certain issue in establishment of own entrepreneurial venture such as lack in access to adequate capital, prior research about the scope of the business venture, technical requirements and support, lack of training for skill enhancement, market access, knowledge of applicable regulatory framework and internal culture [15]. Self Help Groups are associated with several livelihood generating activities such as clothing business
i.e. selling of handmade products to distributors and retailers, horticulture, sales of crops obtained from paddy field, woods and other materials obtained from forest trees leading to overall up gradation of living standard Mathur & Agarwal (2017) [17]. Kirve & Kanitkar (1993) mentioned the main advantage of Self-Help Groups is financial inclusion which aims at providing financial access to all sections of society as well as development of skill-based training environment for enhanced human resources with the help of Self-Help Group Promoting Institution (SHPI) [14]. SHPIs refer to any institution i.e. a Non-Governmental Organizations or a community based organisations or any governmental agencies that supports in promotions of the culture of SHGs for achievement of social objectives. Non-Governmental Organizations have successfully achieved the coveted objective of providing inspirations so that women entrepreneurs are able to take initiatives that are connected to the grassroots level by increasing self-esteem and knowledge with detailed attention to their needs (Mohapatra & Sahoo, 2016) [16]. Mohapatra & Sahoo (2016) elaborated on the internal conflicts among the group members such as delay in repayment of instalments, non-seriousness towards maintainence of group culture, reaching late to the group meeting, sometimes family members are reluctant on payment of individual loans. It hinders the system of joint group liability and formation of social capital [16]. The performance of Small and medium sized enterprises (SMEs) is much better in financial aspect as compared to other sources. The main reason is inculcation of habit of gaining knowledge through education and the necessary standards of education to manage their enterprises Singh (2020) [22]. The social and economic elements for instance financial literacy, capability, income sources, and past hands-on experience of entrepreneurs have positive results on SMEs Gichuki et al. (2014) [10]. Women entrepreneurs have unique feature in form of social capital which facilitates development of innovative ideas, mechanism, processes, strategies and promotion strategy which are important determinants to enhance growth and development of micro-enterprise (Osei & Zhuang, 2020) [19]. Entrepreneurship initiation in the field of animal husbandry is proved to be beneficial with focus on financial profits during non-agriculture seasons that hinders the growth of agriculture activities for the rural women Jothilakshmi et al. (2009)[13].

3. OBJECTIVE OF THE STUDY
The aim of the research study is to identify the factors that promote women empowerment in India Self Help Group based microfinance programs. This study identifies various tools of microfinance such as financial inclusion through SHG-Bank linkage, social mobilization on forming SHG groups, skill development with the support of NGOs that help women become independent and empowered. Further, the study explores the challenges faced by the non-banking financial institutions in implementing the SHG programs during Covid 19 era that hinders the path of women empowerment.

4. RESEARCH GAP IDENTIFICATION
Research study on the concept of micro-entrepreneurship, women empowerment, and the Self-help groups has been conducted so far but the inter-linkage among these is yet to be established. So, the

present study focuses on the evolution of women empowerment through recognized assistance in form of financial benefit in India. The study defines the several initiatives taken up by the Government to merge the bottom of the pyramid for inclusive growth in form of Self-Help groups and creation of micro-entrepreneurial venture for survival

5. RESEARCH METHODOLOGY

The exploratory study identifies the factors that contribute towards the growth of women empowerment through Microfinance and Self-Help Groups. The systematic literature review technique uses keyword search procedure for finding relevant data. The study has incorporated reports and articles submitted by Reserve Bank of India, Small Industries Development Bank of India (SIDBI), MFIN (Microfinance Institution Network), Micrometer etc. Peer reviewed journal and research papers related to the topic were taken for reference using secondary and primary data. Further recommendations and suggestions are widely welcomed related to this topic.

6. FINDINGS & DISCUSSIONS

"Coming together is a beginning, keeping together is chance but working together for years is not merehappenstance, it is a miracle. A miracle that has taken the form of a quiet revolution when translated across 1 crore Self Help Groups (SHGs) in more than two and half decades"
-NABARD (Annual Report for 2018-19)

The SIBDI (Small Industries Development Bank of India) is entrusted with the responsibility of promotion and development of Micro, Small and Medium Enterprises (MSME) sector in India which was formulated in 1990. The bank has provided loans to MFIs for their growth worth 19,871 crore as on March 2020 since inception. A major path breaking approach of financial inclusivity was adopted bySIDBI with the arrangement of "Prayaas" where small size loans of Rs. 50000/- to Rs. 5 lakh are disbursed among micro borrowers. The focus of the scheme was to enhance the financial status ofthe bottom of the pyramid in India with minimal interest rate offered by the Bank. The wide usage of mobile phones provides an opportunity for introduction of financial services for instance mobile and internet banking platform for individuals with bank accounts. The major challenge faced by thewomen entrepreneurs relate to financial literacy. Financial literacy refers to the act of gettingadequate knowledge about financial terms and its use so that an individual is able to take decisions independently in any platform and utilise financial knowledge in investment, savings in the present as well as future. Several microfinance institutions targeting women through self-help group programmeswomen in rural areas to instil a sense of financial awareness and utilize resources properly. In additionto financial benefits, these institutions conduct non-profitable campaigns to educate them and their children. With the introduction of Pradhan Mantri Jan Dhan Yojana (PMJDY) in 2017, 50 million new accounts were opened (Singh et al., 2017) that leads to a large-scale use of bank accounts for financial transactions. The MFIs encouraged disbursement of loans through cashless mode to customers who availed the facility of online registration and usage of digital service. The appraisal andcredit checking is also conducted via online mode offered by different credit bureau agencies like CRISIL and Highmark. This enables faster verification process and accurate results of the credithistory of the particular customers with lesser efforts.
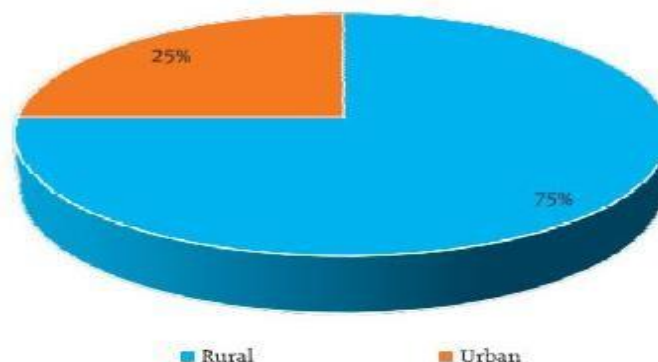

Fig 1: Loan portfolio spread of MFI-NBFC in 2020 (Source: MFIN Micrometer report, Issue 33)

The pie chart clearly depicts the advancement of loan portfolio of Microfinance Institution- Non-Banking and Financial Company in the year 2020 towards the rural areas of the country. The 75%

inclination indicate large scale demand and measures taken up by MFIs to uplift the economy in the base of pyramid especially women. Apart from loan, the Microfinance is engaged in providinginsurance and develops relationship with the women of the rural areas. Due to host of benefits offered by these, it attracts a large customer base who is lured by the credit process. The major characteristic of micro loans is door step services offered by the MFIs to their customers. This is a win-win situation for the customer as well as the credit provider as groups of 10-12 women come together for repayment of the loan at frequent intervals at specified location. This helps in building of financial, social, and economic platform in the country incorporating the lower income group with the objective of creation of sustainable environment. According to report prepared by MFIN, Rinki Kumari expanded her existing flour business through micro loan and earned huge profits in the state of Bihar.The relationship officer of the institution explained the working procedure of the micro loan and was supported by the group members of the same village. Thus, the success story of Rinki Kumari revealed that the microfinance is working towards development of the women in rural areas to the path of optimism and satisfaction.
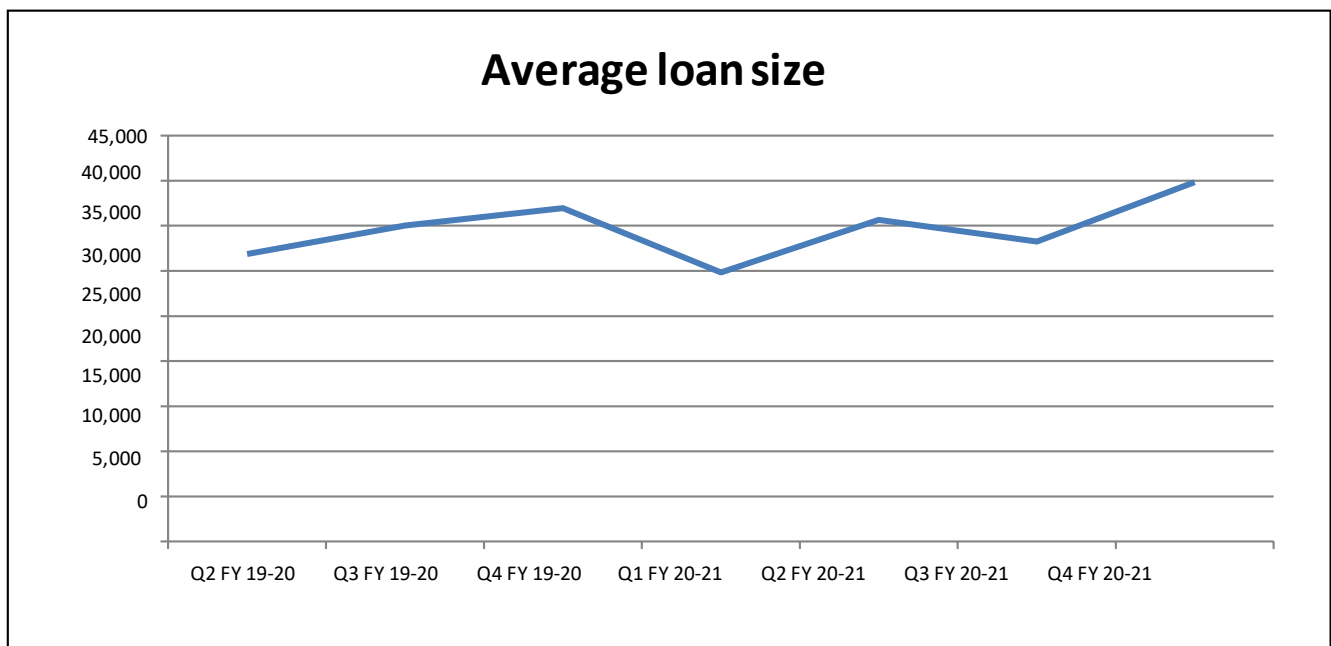

Fig 2: Average loan size for FY 19-20 to FY 2021 (Source: Micrometer report Q4 FY 20-21)

6.1. Present scenario of microfinance and SHG due to COVID-19 pandemic

Microfinance is undergoing transformational shift in the wave of COVID-19 Pandemic with limited repayment capacity of the customers because of closure of business. The Gross Loan Portfolio of the microfinance in India increased from 1.79 lakh crore in 31st March, 2019 to 2.32 lakh crore in 31st March, 2020 (RBI bulletin on Microfinance, 2020). The Self Help Group-Bank Linkage Programme initiated by NABARD (National Bank for Agriculture and Rural Development) contributes to the overall development for the lower income group. At present there are altogether 56.7 lakh number SHGs in India on 31st March 2020. The labor force is suddenly encountered with the problem of shutdown of their business for an uncertain period of time with no option of work from home. The bottom of the pyramid section consists of individuals engaged in daily wages and depends on day-to-day income. Hence, they are affected to the maximum level especially women who are exposed to these burnt.Due to large scale disruption of credit discipline, the cost of obtaining loan facility is one the rise. The central government announced the moratorium facility for those borrowers who are unable to paytheir instalments on time which is a sigh of relief for women workers who are running their small- scale business.

6.2 Micro level entrepreneurship as a tool of women empowerment

Jakimow & Kilby (2006) specified that the only solution to uplift the motivation level of women entrepreneurs in their community is not only related to increase in capacity building but other factors also come into picture for long term investment in business. The Non-Governmental Organizations plays an integral role in identification of barriers in setting up their own business and the possible

explanation for resolution of these challenges. Yoonyoung & Maddalena (2013) mentioned that training of women requires more focus on enhancing the skills rather than relying on financial concepts for deeper understanding of entrepreneurship concepts. Various elements act as impediments for growth of the business that may be personal or professional. Some of the personal factors mentioned are lack of awareness level, business advices and recommendation, family support, illiteracy. Interpersonal reasons involves belongings, business influences, and motivators whereas social components includes legal framework, assistance from NGOs, support form microfinance institutions, culture of the women community, and traditions followed by that locality etc. (Lenka & Agarwal, 2017). Osei & Zhuang (2020) indicated that sharpening on social and friend's network isvery important for extending their marketing, financial, and business terms to incorporate recent ideasof business and increase their connections for women entrepreneurs. These factors play a critical role in growth of the performance in the long run in terms of income benefits and market access. Kirve & Kanitkar (1993) highlighted the activities in which women are engaged for income generation along with managing household responsibilities. Income generating understating involves animal husbandry within their financial boundation leading to positive outcome of increased business revenue for present and future times as defined by Karl. Women are much more capable in utilization of the available resources effectively with the support of their skills and patience and bring dynamictransformations in household and at society levels (Mathur & Agarwal, 2017).

7. CONCLUSION

The research study concludes that the credit facility offered by the Microfinance and Self-Help Groupis significant factor in promoting women empowerment in rural areas in India. The role of these institution and group supports the credit culture and allow women to participate in the mainstream banking. The loan provided is collateral free with frequent repayment cycle, hassle free documentation process, and for short amount. Several institutions are responsible for progressive outcome of the microfinance and SHG in India such as NABARD, SIDBI and RBI etc.

In order to achieve positive changes in the life of people there is a need to change the present policy and programme actions as per the requirement which will aim to improve women's accessibility to sustain their means of livelihoods and financial wealth, attenuate their maximum duties of household chores, reduce legal hindrances to be a part of the social life in public without hesitation, and take up social awareness programmes related to education and communication. Additionally, taking up entrepreneurial ventures enhances their power of decision making at personal and professional sphere. This results into a new direction of thinking process for women in India with a ray of hope for aspiring women in the country to write their own fate with sheer hardwork and determination. The economic development also includes development of women in all fields of work like mechanical, chemical, aeronautical, marketing, banking, and medicine etc. in times to come. Hence the Self Help Group have proved to be a boon for women upliftment and changing the present scenario of the country.

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9. Appendices:

Abbreviations & Glossary
- MFI = Microfinance Institution
- POS = Portfolio Outstanding
- NBFC = Non-Banking and Financial Company
- GLP= Gross Loan Portfolio

- NGO= Non-Government Organization
- SIDBI= Small Industries Development Bank of India
- MSME= Micro, Small and Medium Enterprises
- FY = Financial Year

"POLICY AND SCHEMES FOR WOMEN EMPOWERMENT IN INDIA": ANOVERVIEW

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Article history:	Abstract:
Published: 10th March 2022	Indian national policy of women empowerment considers three factors namely economic, social and political identity for holistic empowerment of the Woman. The aim of this paper is to discuss the major policies and schemes for The empowerment of women in India. We also present number of beneficiaries of Some schemes. We conclude by putting remarks on current status of Women in India and importance of women empowerment.

1. INTRODUCTION

Empowerment is a manner of creating possibilities together with the freedom of choice making ,which allows women to recognize their complete ability[2].Nations around the world including India are emphasizing on women empowerment. Financial balance is step one closer to ladies Empowerment.

Whilst women earn their own profits and manage those earnings, they'll re-spend money on their training , health, higher food and nutrients for their own family [3].Women from rural and concrete regions will contribute to India's economic growth via a combination of job advent and funding in education.

Proactive and implementable efforts are required for accomplishing economic stability for women.in line with this concept authorities of India has formulated diverse guidelines and programmes at the side of other measures to make sure women empowerment in all sections of the populace.

1.1 Need for Women Empowerment policy in India

Social framework and systems, cultural norms and price structures are figuring out factors for the repute of female in India [1]. These components influence the procedures of the individuals and decide the roles and positions of girls within the society. Women in India are facing issues like growing inequality in living standards between males and females due to the widening gender gap in poverty, increasing violence against ladies and stereotyped portrayal of women in society. The Indian government has taken numerous efforts for the welfare of the ladies in India.

Given the lengthy-term nature of issues which impact on ladies in India, there's a need to strengthen the techniques that sell all-spherical development of women by means of focusing on a coordinated method for implementation of the schemes of the concerned Ministries/Departments and by means of creating an allowing surroundings conducive to social alternate.

2. INDIAN GOVERNMENT POLICY FOR WOMEN EMPOWERMENT

The goal of Indian authorities Women Empowerment coverage (draft) is to result in the development, improvement and empowerment of women. In recent years, the empowerment of women has been diagnosed because of the crucial difficulty in determining the popularity of girls.

The National commission for Women became set up via an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women. The 73rd and 74th Amendments (1993) to the constitution of India have provided for reservation of seats within the local bodies of Panchayats and Municipalities for ladies, laying a sturdy foundation for their participation in selection making at the local ranges [2].

In accordance with the commitment of the country wide population policy (2000) to population stabilization, this coverage recognizes the crucial want of women and men to have get admission to secure, powerful and low cost strategies of circle of relatives planning of their choice and the need to definitely address the problems of early marriages and spacing of children.

The Evaluate Committee for national training coverage (Acharya Ramamurthy Committee) in its file in 1990 observed taking numerous steps for" Education and Women equality". In its tips, the committee asked for the appointment of women teachers in at least 50 percentage of the posts in schools of secondary level [2]

3. INDIAN GOVERNMENT SCHEMES FOR WOMEN EMPOWERMENT

The Indian government has diagnosed women's contribution in the financial system and has delivered schemes and projects for them.

3.1 Mahila E-haat

It is an online advertising platform released by the Ministry of Women and Child Development, this scheme is made to support women entrepreneurs and is also part of the 'Digital India'' initiative.

The State wise list of women entrepreneurs registered at "Mahila E-haat" is 321 as Posted On: 05 FEB 2021 4:23PM by PIB Delhi

3.2 Beti Bachao, Beti Padhao

This social marketing campaign is geared toward the eradication of girl foeticide. It also raised awareness on welfare offerings meant for young Indian girls. A joint initiative run with the aid of the Ministry of Women and child Development, the Ministry of fitness and family Welfare and the Ministry of Human resource improvement, the" Beti Bachao, Beti Padhao" motion was launched on January 22, 2015. It commenced with an initial investment of Rs a hundred crore. It in particular goals the clusters in Uttarakhand, Bihar, Uttar Pradesh, Punjab, Delhi and Haryana[4].

In India, the child gender ratio inside the age organization of zero - 6 years stood at 931 girls for one thousand boys and it dropped to 918 ladies for every one thousand boys in 2011. Abortion or female foeticide in India has brought about the pointy decline inside the ratio of girls born in relation to the boys in a few states in India. The extensive gap in child gender ratio became first noted in 1991 while the country wide census statistics changed into released and it grew to become out to be a worsening trouble after the release of 2001 country wide census statistics. To bridge the growing gap among the birth of girl and boy babies, the authorities of India have taken up an initiative to promote" Beti Bachao Beti Padhao" and lots of programmes have been organized to conquer 'save girl child' and to 'educate girl child'. The marketing campaign has also received aid from the Indian scientific association.

3.3 One Stop Centre Scheme

This scheme is popularly called 'Sakhi'. It was launched on April 1, 2015, with the 'Nirbhaya' fund. Onestop Centres are established at various places everywhere in India to offer refuge, police desk, legal, clinical and counselling services to sufferers of violence beneath one roof, included with a 24-hour helpline [5]. The toll-free helpline number is 181.

As of now, 733 OSCs have been approved, out of which 704 have been operationalized in 35 States/ UTs (except in the State of West Bengal), which have assisted over 4.50 lakh women in the country till September, 2021[4].

3.4 Working Women Hostels

The principle aim of this scheme is to promote the availability of safe and conveniently positioned accommodation for working women. It also has daycare facility for their kids, wherever viable, from urban to semi-urban, or even rural areas in which ladies have the opportunities of work.

The details for the working ladies Hostel Scheme can be accessed on the department of Women and Child Development's official website.

3.5. Swadhar Greh

The Swadhar scheme by the Union Ministry of Women and Child Development in 2002, for the rehabilitation of women living in tough conditions [5]. This scheme is supposed to offer safe home, meals, clothing and care to marginalized women and girls who are in need.

The beneficiaries encompass widows abandoned by their family, women prisoners released from prison and without own family support, girl's survivors of natural disasters, girl sufferers of terrorist/extremist violence etc. The imposing businesses are specially NGOs.

3.6 STEP

The Support to Training and Employment Programme for Women (STEP) Scheme exists to provide capabilities that deliver employability to girls and to offer abilities and talent that permit women to turn out to be self-employed/marketers [5]. It's an instantaneous on-line advertising platform launched by the Ministry of Women and Child Development to assist Women marketers, Self Help businesses (SHGs) and Non- Governmental organizations (NGOs) to exhibit merchandise products made and offerings rendered by them.

This is part of the 'digital India' initiative. Women can register themselves at www.mahilaehaat-rmk.gov.in and leverage era for showcasing their work to a broader market.

3.7 Nari Shakti Puraskars

The Nari Shakti Puruskars are national level awards spot lighting the efforts made by the women and establishments in rendering prominent offerings for the purpose of women, especially prone and marginalized women [5].

The awards are presented by the President of India each year on 8 March, international women's Day at Rashtrapati Bhavan in New Delhi.

CONCLUSION

There exists a wide gap between the desires enunciated inside the constitution and regulations and situational truth of the reputation of girls in India.

Gender disparity manifests itself in numerous forms, the maximum obvious being the trend of constantly declining girl ratio in the population within the previous few decades. Discrimination in opposition to girls persists in components of the country. Majority of whom are within the rural regions still suffer inefficient health, nutrition, drinking Water and Sanitation [1].

No society can really circulate ahead by way of leaving more than half of its populace in the back of, therefore making women identical companions in every sphere is necessary.

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WOMEN EMPOWERMENT

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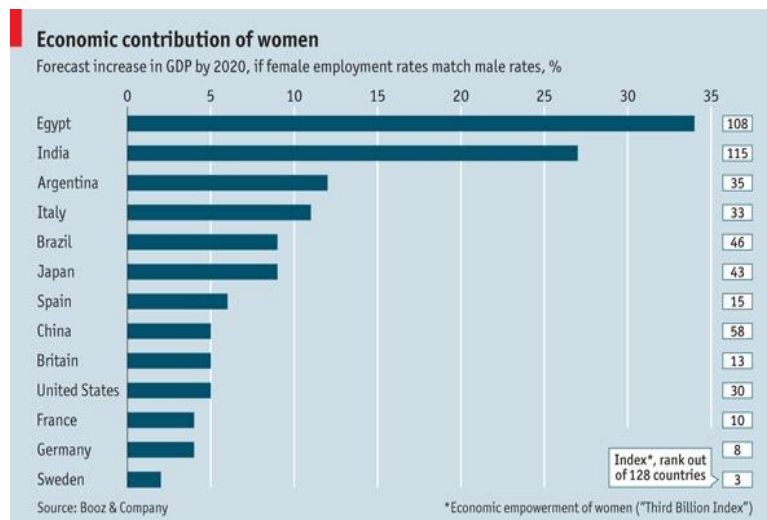**Harrine.K**
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INTRODUCTION:

Basically, what is empowerment? It gives the mean that people having their own key to unlock their lock. Women empowerment is women should have the right to make their own decisions and to implement it. The extent of empowerment in the national hierarchy is determined largely by the following four factors, her economic, social, political, education and their weightage. Women empowerment can be defined in several ways including accepting women's viewpoints or making an effort to seek them, raising the status of women through education, awareness, literacy, and training. In 1848, when India got its first woman educator "Savitribai Phule". This year marks the rise of women's empowerment in India as Savitribai Phule says that all women should be educated. Empowered women will help other women to empower. Empowering women is necessary to health and social development of families and communities. Women empowerment helps in boosting the status of women through literacy, education, training and awareness creation. Women must be given equal opportunities in every field

ECONOMIC EMPOWERMENT:

Economic empowerment is the capacity of women and men to participate in contribute to and benefit from growth process in ways that recognise the value of their contributions, respect their dignity and make it possible to negotiate a favour distribution of the benefits of growth. Economic empowerment increases women's access to economic resources and opportunities including jobs, financial services, property and market information. Women's contribution to the country's GDP is currently one of the lowest in the world, with only 25% of India's labour force being female. But even if only 50% of women chose to join the workforce, then India's growth can scale from 1.5% to 9% a year. Women's economic empowerment is a prerequisite for sustainable development and for achieving the millennium development Women's empowerment takes sound public policies, a holistic goal. Economic improvement is also a right. There is no quick fix approach and long-term commitment from all development actors. Donors can also increase their investment

Economic contribution of women
Forecast increase in GDP by 2020, if female employment rates match male rates, %

Source: Booz & Company *Economic empowerment of women ("Third Billion Index")

SOCIAL EMPOWERMENT:

Social empowerment may be one of the most necessary forms of empowerment. It refers to the ability of women to act individually and collectively to change social relationships and the institutions and discourses that exclude them and keep them in poverty. At home, this for instance involves the ability of women to decide and discuss with partner whether or not to use contraceptives. Outside their home, it means they can build positive relationships, participate in social activities and decision making, without being restricted by gender norms. By being able to successfully function within society, an individual can attain a sense of delf-confidence which will benefit them in the long run while empowering others around them at the same time. In the short, women need empowerment in all aspects of life.

"Every woman's success should be an inspiration to another. We're strongest when we cheer each other on."

POLITICAL EMPOWERMENT:

Political empowerment is measured using three variables.
➢ The ratio of females to make at the ministerial level.
➢ The ratio of females to make in parliament.
➢ The ratio of the number of years with a female head of state to the years with a male head of state.

In India, political participation of women is not impressive when compared with men. This is the case in most of the countries across the world. However, women's political participation now is quite encouraging compared to the older times. Today it remains stronger than ever. India falls the lowest in the number of women in parliament. Women turnout during India's parliamentary general elections was 65.63%, compared to 67.09% turnout for men. India ranks 20th from the bottom in terms of representation of women in parliament

Women politicians in Lok Sabha[14]

Lok Sabha (Year elected)	No. of women politicians elected
17th (2019)	78
16th (2014)	64
15th (2009)	52

Independence brought gender equality in the form of constitutional rights, but historical women's political participation has remained low.

NEED FOR WOMEN EMPOWERMENT:
- In this contemporary world, women need to gain same amount of power that men have.
- Women should forget that men are holders of power.
- Women should be empowered in different sections like education, politics, work force and even more power within their own households.
- They play the most important role of keeping the family together.
- If they are empowered, they will do work with more trust and more attention and take others work as their own.
  - If you educate a woman, she will educate the whole family.

ONE OF THE ICON OF WOMEN EMPOWERMENT IN INDIA
Kalpana Chawla: Astronaut (1962 - 2003)

Major achievement: First Indian woman in space

Why I included her on this list: I remember when Kalpana made her way onto the Space Shuttle Columbia in 1997 since it was a big moment in India's history. At school, one of our assignments was to collect newspaper cut outs and write an essay on her. She, unfortunately, passed away in the infamous Columbia disaster in 2003 at the early age of 42. On that mission, she worked as a mission specialist and primary robotic arm operator.

CONCLUSION:

Despite the challenges women are facing, women activism and advocacy, education of women, positivity on the part of successive governments towards women empowerment and interest of women to participate in politics is getting a lot of positive energy. This is an indication that the participation of women in politics has a bright future. Therefore, the relevant stakeholders are advised to advocate for the protection of women from abuse, empower them economically and politically and review the necessary legislations to accommodate the growing interest of women in politics both elective and appointive positions.

"We cannot build a world which is liveable if it walks only on one foot-continuing to neglect by obscure prejudices, 50 percent of the talent, skill and energy available. Women throughout the world serve as a powerful catalyst for change, and their immense talent, skill and entrepreneurial spirit is an incredible resource that should be tapped, developed and leveraged for overall benefit and advancement of societies.

"You never have to ask anyone permission to lead. When you want to lead, you lead."

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WOMEN EMPOWERMENT THROUGH EDUCATION AFTER INDEPENDENCE

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Article history:	Abstract:
Published: 10th March 2022	The concept of women empowerment was introduced at the international women conference at NAROIBI in 1985. Women empowerment is empowering the women to take their own decisions for their personal dependent. Empowering women is to make them independent in all aspects from mind, thought, rights, decisions, etc. by leaving all the social and family limitations. It is to bring equality in the society for both male and female in all areas. Women empowerment is very necessary to make the bright future of the family, society and country. Education is milestone of women empowerment because it enables them to responds to the challenges, to confront their traditional role and change their life. So that we can't neglect the importance of education in reference to women empowerment India is poised to become superpower. This can become reality only when the women of this nation became empowered. India then account for the largest number no of illiterates in the world. This paper will investigate how education has been the inspiring soul of the women empowerment in independent India.

Keywords: Empowerment, milestone, limitations, illiterates, traditional role

1. INTRODUCTION (Tahoma 10 PT, BOLD-FACE,)

Women Empowerment is a global issue and discussions on women's political rights are at the forefront of many formal and informal campaigns worldwide. The concept of women empowerment was introduced at the international women's conference at NAROIBI in 1985. Women empowerment is empowering the women to take their own decisions for their personal dependence. Empowering women is to make them independent in all aspects from mind, thought, rights, decisions, etc by leaving all the social and family limitations.[2] It is to bring equality in society for both males and females in all areas. Women empowerment is very necessary to make the bright future of the family, society and country. According to the provisions of the Constitution of India, it is a legal point to grant equality to women in the society in all spheres just like male. The Department of Women and Child Development functions well in this field for the proper development of women and child in India. Women are given a top place in India from the ancient time however they were not given empowerment to participate in all areas. They need to be strong, aware and alert every moment for their growth and development. Empowering women is the main motto of the development department because an empowered mother with a child makes the bright future of any nation.

Women's participation in India's, freedom struggle began over a century before the country became independent at the time when conservative traditions and social customs had derived them their rightful place in the society.[2] Education is milestone of women empowerment because it enables them to responds to the challenges, to confront their traditional role and change their life. So that we can't neglect the importance of education in reference to women empowerment India is poised to become a superpower, a developed country. When the women of this nation become empowered. India then will account for the largest number no of illiterates in the world

2.   SIGNIFICANCE OF THE STUDY

A nation, a race cannot develop if almost half of the population, more perfectly human resource, is put aside from the light of education and thereby empowerment. If that half of human resource is not properly empowered to share the duties and responsibilities, the pleasure and sadness, the ifs and buts of the race, that nation, that race would be deprived of half, and sometimes more than half, of the desired development. Here education plays an important role. The developmental procedure started with the first independent government of India would not achieve the desired pace as long the women would have not allowed the light of education and empowerment. This paper will investigate

how education has been the inspiring soul of the women empowerment in independent India.

The overview of the participation of women in higher education shows that women are benefitting from the expansion of educational opportunity and in some countries like the United States, Canada, the Caribbean, Finland and France have equaled or overtaken men in terms of their proportion of gross enrolments. Women offer immense potential to contribute to the skills base of their countries and in many places represent a sadly under-utilized resource. It may be that those governments who have been slow to respond to discrimination against women in education may be swayed by arguments which emphasize the benefits to the country as a whole in developing the human resource potential that women represent. Improving access to higher education requires the legislative back-up to support changes in cultural attitude. Formal requirements for gender balance in the provision of financial assistance and scholarships have proved effective in increasing the participation of women in higher education [3]

2.1 OBJECTIVES OF THE STUDY:

The objectives of the study are

1.   To investigate what government of India has done for the development of women empowerment in India.
2.   To look into the developmental graph of women empowerment.
3.   To observe the changing status of women in Indian society. iv. To observe how education played an important role in women empowerment in India.

2.2 Picture of women education in India

The Indian Education system has two important structures, one is formal and another one is non-formal education. Some other educational programmes also formulated to motivate women education such as online education and distance education. The main objective of the entire educational program is to make every girl child to educate. This low level of literacy not only shows a negative impact on women's lives but also on their families and country's economic development. Hence it is of foremost importance to raise the level of education amongst women. There are an estimated 33.3 million Indians enrolled in higher education courses in India, according to the HRD ministry's All India Survey on Higher education report for 2015.[4] On these, 17.9 million are boys and 15.4 million are girls as of 2014-2015. Fundamental Rights of women are equality, freedom to religion, educational rights, cultural and educational, against exploitation, freedom. Improving girls' educational levels has been demonstrated to have clear impacts on the health and economic future of young women, which in turn improves the prospects of their entire community. After the Universal Declaration of Human Rights, Basic education is more than an end in itself; it is the foundation for lifelong learning and human development.[5]
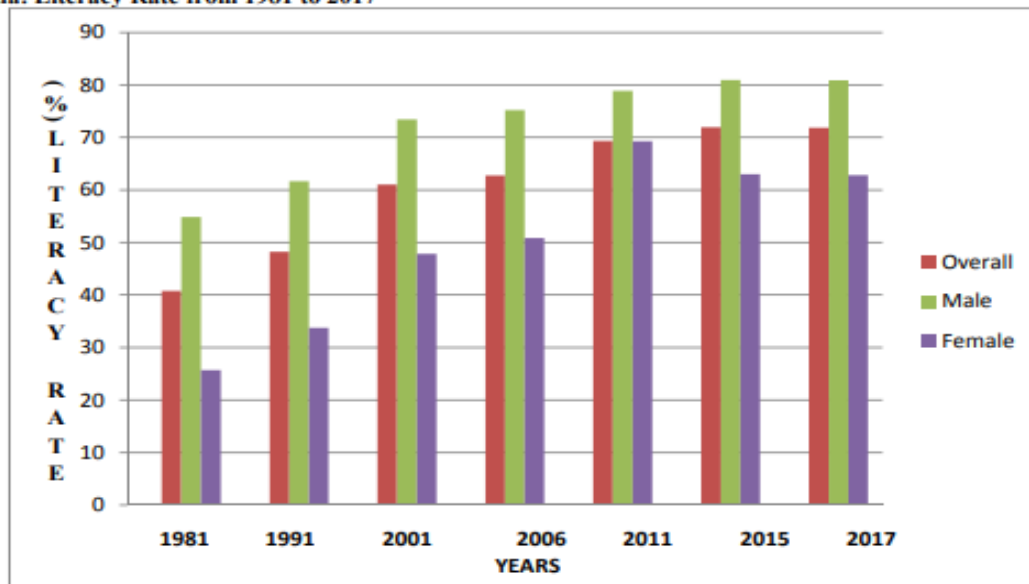

Fig. The literacy rate in India from 1981 to 2017. (https://www.statista.com/statistics/271335/literacy-rate-in india)

2.3 Some statements regarding women education:

Women are the backbone of society. Mahatma Jyotirao Phule (1827, Pune) was a real philanthropist. He was the one to open first girl school in India and credited with opening first home for widows of the upper caste and a home for newborn girl children so that they can be saved from female infanticide.[6]

Highly educated women had high power of decision making and on the other hand uneducated women had low power of decision making. The major component of children's affair, level of decision making of women varies based on their level of education. Some important thoughts are:

1.   "If you educate a man you educate an individual but if you educate a woman you educate a family (nation)". **Dr.James Kwegyir Aggrey**

2.   To call woman the weaker sex is a libel; it is man's injustice to woman. If by strength is meant moral power, then woman is immeasurably man's superior. **Mahatma Gandhi**

3.   "There is no more valuable investment than in a girls' education." **Ban Ki Moon, secretary-general, United Nations**

4.   "Real empowerment of women would be possible only through education, encouragement of economic self-dependence and procisional of opportunities enabling the unfolding of one's full potential." **President Pranab Mukherjee**

5.   I don't mind if I have to sit on the floor at school. All I want is education and I am afraid of no one." **Malala Yousufzai .**[7]

3. GOVERNMENT POLICIES FOR WOMEN EMPOWERMENT IN INDIA:

There is no doubt that the Government of India, since independence, has been working hard and fast to develop the status of women education in India and thereby to develop the status of women in India.[8] Several policies have been taken and several of them have been revised for better result. Here are some of them—

Rashtriya Mahila Kosh (RMK), 1993: RMK is a national credit fund for women under the aegis of the Ministry of Women and Child Development. It was established in 1993 for socio-economic empowerment of women. It aims to provide financial services with backward and forward linkages for women in the unorganized sector through Intermediary Micro Finance Organizations (IMOs) and Women Self Help Groups (SHGs) and other organizations.

Swadhar, 1995: Swadhar's vision is to help and empower women in distress and achieve healthy development of underprivileged children through education, guidance, training and counselling, to ensure a reasonable quality of life. It started by counselling women going through a bad marriage or divorce; this was later expanded to cover all family disputes involving women. It conducts awareness programmes on domestic violence, women's rights, the need to maintain important documents, health and hygiene, etc, once every month. It has other activities as well.

Mother and Child Tracking System (MCTS), 2009: Mother and Child Tracking system (MCTS) is a name-based tracking of pregnant women so that adequate and timely feedback may be given to the health workers who may, in turn, ensure that pregnant women receive adequate Ante-natal and Post-natal care besides encouraging institutional deliveries. The system also aims to track the new-borns so that timely and complete immunization may be ensured to them. MCTS has been implemented in all the States / UTs. It covers mothers from conception till 42 days after delivery. The infants are covered up to five years of age. Recently, MCTS has been included as Mission Mode Project under the National e-Governance Plan (NeGP). The total number of pregnant women registered under MCTS scheme recently crossed 1 crore mark.

Swayam Siddha, 2001: The long term objective of the scheme is to achieve an all-round empowerment of women, both social and economic empowerment. Direct access to and control over resources through income generating activities would be the main purpose of women SHGs under Swayam Sidha.

Indira Gandhi Matritva Sahyog Yojana Conditional Maternity Benefit plan (IGMSY-CMB), 2010: This scheme sponsored by the Central Government for pregnant women age 19 and over for their first two live births. This program provides money to help better health and nutrition of pregnant women. The beneficiary gets 4000/- in 3 installments. Any government employee doesn't come under this scheme. **Priyadarshini, 2011**: Priyadarshini is a pilot programme for Women Empowerment. This scheme offers women in seven districts, access to self-help groups and promotion of livelihood opportunities.

Rajiv Gandhi Scheme for Empowerment of Adolescent Girls – Sabla (RGSEAG), 2012: This scheme targets adolescent girls of 11 – 18. The scheme offers a package of benefits for improving their health and nutrition. This program offers many services on the central level to help women to become Self Supporting, to get nutritional supplementation, education, education of health, life skills and various types of vocational training.

Development of Women and Children in Rural Areas (DWCRA), 1982: This scheme launched by the government to improve the socio-economic status of the poor women in the rural areas.

Support to Training and Employment Programme (STEP): The Ministry of Women and Child Development has

launched this programme with the aim of developing skills of women for self and employment. The main targets of this scheme are rural women and urban poor. This scheme provides funds to help the women and poor. Funds are released to NGOs and not to the State Governments

National Mission for Empowerment of Women (NMEW)
The Mission contributes to empowering women socially, economically, erase crime and violence against women, educating women, establishing policies and programmes, and spreading awareness.

According to Business Dictionary, empowerment means, "A management practice of sharing information, rewards, and power with employees so that they can take initiative and make decisions to solve problems and improve service and performance. Empowerment is based on the idea that giving employees skills, resources, authority, opportunity, motivation, as well holding them responsible and accountable for outcomes of their actions, will contribute to their competence and satisfaction".

Women Empowerment:
According to UNESCO, women empowerment means the following:
• Having decision-making power of their own
• Having access to information and resources for taking proper decision
• Having a range of options from which you can make choices (not just yes/no, either/or.).
• Ability to exercise assertiveness in collective decision making.
• Having positive thinking on the ability to make change. [9]

4. PRESENT STATUS OF WOMEN IN INDIA:
The improvement in women's position and status became further evident when immediately after the independence, Indian women made their mark by becoming Governors, Cabinet ministers, and ambassadors. Several measures were taken by the Government of India to assign equal status to women in the economic, political andsocial fields. More avenues were opened to them to show their talents and have a sense of participation in national activities. The Constitution of India pledges equality of status and opportunity to men and women. The passage of several Acts by the Parliament and the process of social change brought about by industrialization and urbanization during the last few decades have done much for women's emancipation both legally, politically and socially. Indian women, like men, have the right to vote and the right to be elected. Mrs. Indira Gandhi, the first women Prime Minister of India. a. She was considered to be the most powerful woman in the contemporary world. Women canserve on juries, and there are many women doctors, lawyers and even justices. A similar type of references are there in the field of sports and in the field of public services and so on.

CONCLUSION
The battle was started in 1947—this is the battle with the self, the battle to be mature, the battle to be self-sufficient, the battle to establish India as the best democracy in the world. The battle of the women also started on the same day. Several fights have been won, and some have been lost too. Some goals have been reached, some areyet to reach, and some other are still to be started. But the process has started of educating the women of India and to empower them. A long way is still to go. A large number of women are still in the darkness. But a huge number of women in independent India have brightened the face of India in front of the world. So, it is hoped that, though the battle is a tough one, it will surely be won, and the Indian women will go hand in hand with the rest of the world.

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WOMEN IN RESEARCH FIELD

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Article history:	Abstract:
Published: 10th March 2022	As we are living in the 20th Century equal participation of women plays a vital role in development. In today's era due to the rising competition, India moving towards becoming a political and economic superpower, gender favoritism remains a major and incessant blot on our achievements. The Global Gender Gap data shows that women's economic participation and opportunity is least in India than in 95% of the 135 other countries studied. Men workers engaged in the formal sector earn more than women. From 2011 to 2012, there was a 7.5% increase in domestic violence, while over 5,000 dowry deaths were reported in 2018 in the country. According to a 2018 fact sheet prepared by UNESCO on women in science, only 28.8% of researchers are women. From 1901 to 2019, 334 Nobel Prizes have been awarded to 616 Laureates in Physics, Chemistry, and Medicine, of which only 20 have been won by women. UNESCO data from the year 2014-16 shows that only around 30% of female students select Science, Technology, Engineering, and Mathematics-related fields in higher education. There are multiple reasons, which has held the growth of women such as the wrong approach of society for female participation in such field, responsibility, urge, and the most important one is the mindset, which has been earmarking women right from their framework. The country, therefore, has a long way to go to attain the Sustainable Development Goal of attaining gender inequality and empower all women and girls (SDG5). The Government of India has taken the various initiative to encourage the women participation such as GATI Scheme, KIRAN scheme, Beti Bachao Beti Padhao (BBBP) Scheme Beti Bachao Beti Padhao (BBBP) Scheme**,** and Vigyan Jyoti Scheme**.** This paper provides us details about the initiative by Indian Government and importance of women's participation in research field.

Keywords: Science, Technology, Engineering, and Mathematics, field professions.

1. INTRODUCTION

As we have seen women has become a neck to neck competitions for men. But somehow the active participation of women is lagging even today. Major problems for the less participation are as stated:

1) The idea that you have to choose between family and the academic work: Due to the responsibilities of family many times women need to sacrifice their dreams. In certain stage of the life the perspective of life is money and family. Due to such conditions women losses her passion towards her carrier and education. She devotes herself fully towards family. This problem can be overcome if she is encourage and supported from her family side. Though the country is at developing stage still today a lot of women are illiterate. Hence for encouraging education for girls plays an important role.

2) The idea that you have to be extremely competitive and aggressive in order to succeed.

3) Women are making less money than men for doing the same job with the same number of qualifications.

Women are highly underrepresented in STEM (Science, Technology, Engineering, and Mathematics) field professions. Women's professional participation is cut in half when looking at STEM fields and is not representative of the overall employment of women. Thus, women are largely entering fields that are not STEM related. The gender difference in STEM fields is an issue of equity. While some have suggested that women choose not to pursue careers in STEM because of a lack of interest, overwhelming evidence indicates that women are socialized away from STEM. In other words, sexism is a real current issue that cannot be ignored. Sexism makes it difficult for women to pursue a career about which they are interested. Having more women in STEM fields would also "lessen occupational segregation and reduce the level of gender inequality in the labor force". Therefore, it is likely that STEM fields will become a warmer and more welcoming climate, as it would not be abnormal for women to be working as STEM professionals. From a financial point of view, STEM jobs are currently amongst the fastest growing and highest paying careers (Preston, 2004). With more women in STEM fields, the national wage gap would likely shrink. Social status is often associated with a greater fiscal

income, and professions in the STEM fields are seen as more prestigious within the labor force. This contributes to the divide of social status between men and women because there are currently far less women with these occupations than men. The gender imbalance in STEM fields also has implications for the quality of STEM work in general. It is clear that we need more women in STEM professions, but in order to make this happen, we need to determine what factors impact their participation. This thesis analyzes the way the media, stereotype threat, education, and the work environment impact women in STEM, and it concludes with some ideas for the future

2. MATERIALS AND METHODS Factors affecting:
Factor 1: Biology
Many people believe that the gender gap in STEM fields can be explained by biological differences between men and women. As technology develops, there is growing research on this topic, which has led to varying conclusions. First, it should be noted that on average men's brains are larger than women's.. This could lead many to believe that men are thus innately smarter than women. However, men and women on average have the same amount of brain cells, meaning that they are equally intelligent (Boaler, 2008). There is no biological explanation for intelligence variations between the sexes. In a study with newborns, it was found that girls are more likely than boys to pay attention to a face as opposed to a mobile (Boaler, 2008). Similarly, when looking at emotionally charged images, women's brains were accessing and using nine different sections, but men only used two. All of these different studies lead to the idea that men and women are biologically suited to excel in different areas. For women, this means being more inclined to shine in disciplines about communication and making connections. For many, this would prove that men are naturally better at math and science. However, if this were true, then we would expect to see a trend in gender achievement gaps across countries.

Factor 2: Stereotypes, Media, and Society
Although many believe that biology plays a significant role in the mathematics achievement gap between men and women, there is more evidence that social factors have a more of an impact. For women as it pertains to this review, this means that they are at risk of confirming an inferiority in math and science compared to their male counterparts. Stereotype threat places added pressure on women to either overcome the stereotype or reinforce it, and this pressure can often lead to self-fulfilling the stereotype after all. This added pressure causes women to underperform on math assessments and not live up to their full potential. Therefore, "women bear the extra burden of having a stereotype that alleges a sex-based inability" whenever they are exposed to a situation requiring math skills. These situations could be more high-pressure, like a math test, or low-pressure, like calculating a tip at a restaurant. More seriously, this stereotype can lead women and men alike to feel that women do not have a place in the STEM community, which makes stereotype threat one of the most important factors impacting women's participation in STEM fields. Girls are also sent messages from the media through toys that aim to reach different genders. Toys that are aimed at boys are quite different than toys aimed at girls. Bussey and Bandura (1999) explored the impact of this idea and found that gender-linked toys prime children to fall into traditional gender roles. Looking into a child's room at what the parents have provided, one can see the gender differences. Boys' rooms often have toy vehicles and sports equipment, while girls' rooms are likely to have dolls, dollhouses and other domestic items (Bussey & Bandura, 1999). These toys prepare boys for activities and interests outside of the home, and prepare girls for homemaking and childcare. The toys are reinforcing traditional gender roles at young ages. The toy market is not entirely to blame, however, because parents could always buy toys for their children that are gender-nontraditional. Nevertheless, parents are also victims to societal norms. When their children request a toy, parents are unlikely to purchase the toy if it is gender-nontraditional (Bussey & Bandura, 1999). Stereotypes affect children starting at their homes. Parents' beliefs about their child's math aptitude can greatly impact that child's achievement. By middle school, and carrying through high school, students' parents tend to believe that boys have greater math ability than girls.

Factor 3: "Chilly Climate"
One of the many reasons women may not choose to enter into STEM fields is because they are male-dominated and not welcoming to women. There are several factors that make careers in STEM more challenging for women. These include the impact of negative stereotypes on women's abilities to perform math and science, attitudes from educators and peers, and assumptions of employers. These factors create an uninviting or "chilly climate" for women, contributing to the impact on women's participation in STEM fields.

Factor 4 : "Work Place"
As a result of the factors discussed previously, women are less likely to continue to pursue and enter STEM fields than men. At a time when they would be professionalizing their talents, women are not as confident about their abilities, and look to other occupations. Yet even for women who choose to join the STEM community professionally, there are still gendered challenges to face. It appears that for women it is incredibly difficult to have a successful career, social life, and family life without compromising one or more aspects. Firstly, it is typical that women in STEM fields who want to raise a family have to make sacrifices to their career more commonly than men who have children. Social norms dictate that men are the breadwinners and women are the caregivers. Even though modern family structures are

redefining these roles, there is still a conservative nature and stigma surrounding women in the workforce and men staying at home. For this reason, this paper will focus on how family life affects mothers, though it should be noted that all parents are affected and that changes would benefit fathers as well. Sacrifices made by mothers are seen in wages, rate of advancement, and stress. The dual role of being traditionally feminine and in a traditional science field is not societally commonplace enough to warrant professional policies that would ensure women do not have to make compromises in this manner. Such policies include paid parental leave, flexible schedules, and time working at home. These policies could benefit both men and women who want to dedicate time to their families and not just to work. Even when these accommodations are provided, however, parents face scrutiny of being seen as less dedicated and less motivated to succeed in their field. Thus, mothers may feel pressured not to accept the accommodations, or to work more hours afterwards so as to make up for time spent on maternity leave. Simply having the policies in place is not enough to provide women with balanced career and family lives while the stigma of being a caregiver exists in male-dominated fields. Family matters are not the only factor impacting women's presence in the STEM workplace. For many women, dissatisfaction with lower salary and lack of advancement prospects were more influential than familial limitations in decisions to exit their careers.

2.1 STUDY SITE:
We believe that it is very important be vocal about what needs to be done to retain female in science after graduation and support them in their career development and path.

1. EU initiatives and directives: The EU should continue in its initiatives and action plans and gender equality strategies in the European research and innovation policy. The EU could possibly play an important role in achieving gender equality in the Member States and public institutions. Equal opportunities in the labour market go hand in hand with this.

2. Transparency in the recruitment process: In order to ensure more women are in leading positions transparency in the recruitment process really matters. Since there are still cultural trends in our society that have been formed for many years, it is necessary to ensure that scientists are hired, especially to leading positions based on their experiences, education, and skills regardless of gender. Thus we cannot omit the importance of the composition of the recruitment board which should be gender-balanced.

3. Women and girls' education and training: To achieve gender equality for female scientists it is necessary to provide them with effective training and education they need to be able to compete at all levels and in all scientific domains.

4. Good examples and soft tools: There are many institutions and universities around the world which have implemented gender action plans and internal strategies to achieve gender equality. Positive examples as these might be followed by other institutions and universities. Furthermore, use of soft tools (for example a label HRS4R) might also be useful.

5. University leadership engaged: University leadership should be fully engaged and should be aware of the importance of gender equality and also the importance of necessary measures that are able to create a welcoming environment for female scientists (maternity leave, work-life balance).

6. Gathering data and evidence/Monitoring: It is significant to gather evidence and data on gender equality showing that the gender agenda should be taken more seriously. Data and statistics reflect the state of play which is not favorable for women in science and innovations and their representation in leading positions. Subsequently, these data may contribute towards evidence-based policymaking.

7. Role models and mentoring: Mentors and roles models can have a positive impact on female scientists and on girls who want to step into the scientific career. This is also very important in society and modern culture where stereotypes are still present. Along with good mentors, the support of family and friends is essential.

8. Work-Life balance: It is not enough to say that we need more women in science and more women in leading positions. We have to try to change the conditions female scientists have. The Member States, organizations, and universities should show women that they are willing to support them, for example with their maternity leave or childcare, among others. These issues are not exclusive to women of course, but they do affect women more.

9. Equal treatment: Having a good support system in place and making sure that every person is treated fairly is a very important step to keep women in academia and increase their participation in leading positions.

10. Listen to women: Listening to the scientific and personal experiences of women in science is paramount to achieving gender diversity and equity in science. Effective listening requires paying attention to, understanding, not interrupting, believing, responding to, and remembering what is being said. The simple act of listening to women's science promotes their work, while acknowledging the barriers they face validates their experiences and improves the institutional climate.

11. Stop Harassing women: Most women in science experience sexual harassment at some point during their career, most of it perpetrated by men. In the geosciences, field research environments, which can isolate victims from reporting systems and support networks, amplify the frequency and severity of sexual harassment. One reason for the prevalence

of sexual harassment in science may be the harasser's ignorance of which behaviours are merely inappropriate and which ones constitute sexual harassment, as defined by a recent report on sexual harassment of women by the National Academies of Sciences, Engineering, and Medicine (NASEM). It is widely recognized that sexual harassment includes unwanted sexual touching (unwelcome physical sexual advances, which can include assault) and sexual coercion (favorable professional or educational treatment that is conditioned on sexual activity). However, the vast majority of sexual harassment consists of verbal, unwanted sexual attention or gender harassment (verbal and nonverbal behaviours that convey hostility, objectification, exclusion, or second-class status toward women). All forms of sexual harassment have quantifiable negative consequences for victims. These consequences include eroding their sense of security in the workplace, slowing their productivity, and causing them to skip professional meetings where they do not feel safe. Men in the scientific community must confront the reality that many of us have sexually harassed women and that the harassment must stop.

12. Implement Policies that support victims of sexual harassment: The responsibility of implementing policies that support women lies with those who hold most of the power, namely, male institutional leaders. Following the recommendations of the NASEM report Sexual Harassment of Women, leaders in science should implement the following concrete policies (the report contains a more complete list): Leaders of scientific departments, institutions, and organizations must make it clear that sexual harassment is a form of scientific misconduct that carries clear and appropriate negative consequences for proven harassers. When a victim files a harassment claim, the priority of the institution should be to ensure that the victim can safely continue their work. Institutions need to consider the confidentiality of the target while also directing that person toward systems of support for victims of harassment. Sexual harassment policies should be clear, accessible, and consistent. They should address all forms of sexual harassment, including gender discrimination. Anonymized annual reports should be available to the entire community, detailing statistics of recent and ongoing sexual harassment investigations, including any disciplinary actions taken. Academic institutions have a poor track record when it comes to punishing sexual harassers, especially when the harassers are faculty members. Disciplinary consequences should be progressive: They should correspond to the frequency and severity of the harassment. For example, disciplinary consequences might escalate from requiring counseling to reductions in pay to dismissal. Progressive consequences have the co-benefits of appropriately punishing harassers and reducing the fear of retaliation for victims. Funding agencies and professional organizations should rescind existing funding and awards from proven harassers.

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ENTREPRENEURIAL OPPORTUNITIES FOR WOMEN

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Article history:	Abstract:
Published: 10th March 2022	Over the past decade there has been a boom in the business environment with women entrepreneurs evolving in large numbers contributing to the socio-economic development of the society. The Organization of Economic Cooperation and Development (2004) indicates that 15 percent to 35 percent of entrepreneurs are women. Business being the fulcrum of any economy it is the responsibility of the business owners, be it men or women, to weigh the impact of their operations on the society. Entrepreneurship in management is a process of organizing existing resources in marketable products and services. Women business owners who have adopted and executed entrepreneurial activities and processes in their firms can be called women entrepreneurs. Generally entrepreneurship is considered as a domain for men, however, women have pioneered fields like teaching, retail, and health professions for a very long period and women are known for their problem solving strategies to deal with the trending issues, multitasking activities, form teams and successfully develop organizations. Growth of women entrepreneurs is a societal change and this has been happening since the early 21st century. Economic growth have been steady in countries where women have advanced in entrepreneurship, whereas in countries where growth in women entrepreneurship is not so evident the economic growth has been stagnant. Hence, this paper narrates the entrepreneurial opportunities for women in India.

Keywords: Women entrepreneurs, economic growth, entrepreneurship, society, socio-economic development, SMEs.

1. INTRODUCTION

As per the International Labour Organization (ILO, 2003) substantial studies have illustrated that women living under difficult conditions can have an important economic impact by creating new employment through firm growth. Women entrepreneurship is growing in developing countries which is favored by the reports of ILO which suggests that women entrepreneurs of developing countries like Africa, Zambia, Tanzania, and India are known to generate massive employment opportunities which largely impact the economy. Entrepreneurship offers tremendous opportunities and openings for women across the world by opening doors to greater self-sufficiency, self-esteem, education and growth - not only for the women themselves but also for their families and their employees. And women are changing the face of business ownership internationally; between one-quarter and one-third of the world's businesses are possessed by women. As their numbers grow and as their businesses prosper, they will change the way the world does business.

2. WOMEN ENTREPRENEURSHIP

Women business owners who have adopted and executed entrepreneurial activities and processes in their firms can be called women entrepreneurs. Generally, entrepreneurship is considered as a domain for men, however, women have pioneered fields like teaching, retail, and health professions for a very long period and women are known for their problem-solving strategies to deal with the trending issues, multitasking activities, form teams and successfully develop organizations. Growth of women entrepreneurs is a societal change and this has been happening since the early 21st century. Economic growth has been steady in countries where women have advanced in entrepreneurship, whereas in countries where growth in women entrepreneurship is not so evident the economic growth has been stagnant (Jalbert, 2002). Women's involvement in productive activities empower them economically which contributes to the overall development and in addition their entrepreneurial activities create a lot of positivism within themselves and the social environment as well (UNIDO 2001).

2.1 Entrepreneurship Traits

The previous studies (Bennet and Dann 2000; Jalbert 2000; Osborne 1995) have found that characteristics like commitment, determination, perseverance, drive to achieve and grow, persistent problem solving, risk taking, internal locus of control, integrity and reliability are frequently displayed by entrepreneurs along with innovativeness (Kao 1993; Schumpeter 1979; Timmons 1999). Thus, based on these previous studies and substantial evidence in literature, characteristics such as need for achievement, internal locus of control, confidence and risk-taking propensity serve as a fundamental contribution for starting an enterprise and is strong determinant for entrepreneurial success. In the view of these findings, it is considered that Indian women entrepreneurs possess these personality traits.

2.2 Reasons for Women becoming Entrepreneurs

There are a number of motivations for business ownership and many studies have been conducted to determine the motivations which is also one of the determinants of successful entrepreneurship.

The psychological motivations such as achievement, independence, and locus of control have been considered and their influence on business start-ups have been investigated (Lerner et al. 1997). Economic motivators are economic necessity, a path to material independence, and greater control over the products of labour (Bennet and Dann 2000; Carter 2000; Hisrich and Brush 1983). There are also other factors which urge entrepreneurs to start their own business-like dissatisfaction with circumstances, disillusionment with career, lack of career opportunities, glass ceiling, flexible work patterns, and challenge of business ownership (Bennett and Dann 2000; Carter et al. 1997; Hisrich and Brush 1983).

There are two thematic dimensions; extrinsic motives and intrinsic motives that explains women's motivations for business ownership. Extrinsic motives include dissatisfaction over employment, and intrinsic motives include desire for independence, ability to balance work commitments, and family responsibilities. Intrinsic motives influence women to a greater extent to become business owners (Brush et al. 2006; Kjeldsen and Nielsen 2000).

The reasons are diverse and it depends upon her circumstances. Women entrepreneurship is cultural and context bound and so the reasons for women to take up entrepreneurship varies from country to country. Motivators that are push factors for women in the developing country may turn out to be pull factor for women from a developed country. However, from an extensive review of literature it is found that common motivation in women worldwide are self-fulfillment and economic empowerment which are the major reasons for women to take up entrepreneurship. Women entrepreneurs have ventured into different sectors of business based on radically innovative ideas that solve bigger problems than before when they used to stick to traditional businesses in highly saturated sectors. This change in their entrepreneurial activity leads to economic growth of the country.

2.3 Challenges faced by Women Entrepreneurs

Entrepreneurs go through a variety of problems in starting an enterprise and in the process of making it a successful venture. The major challenge the entrepreneur faces is financial issues and many others like day-to-day operational issues. In the entrepreneurship literature for women several studies have stated that the challenges are lack of access to finance, lack of managerial, technical and business skills, lack of access to business networks, and problem in combining domestic responsibilities with management of the business enterprise. The reason for this is difficultly in managing time between business and personal life. Women entrepreneurs also lack occupational experience and find it difficult to raise funds for their business venture. To enhance the business success these problems should be addressed by the stakeholders and new strategies should be incorporated in the institution, society, government and more importantly in women themselves.

2.4 Women Entrepreneurship - The Indian Perspective

In spite of the fact that the India is male prevailing enterprise nation but it is appearing steady growth among the women entrepreneurs since from 1980. There are various opportunities in India that compels the women to enter into business enterprise as entrepreneur. Several women are becoming entrepreneurs particularly the middleclass women due to pull and push of conventional and changing values. Under the pull factors, the women entrepreneurs select a profession as a challenge as an adventure with an urge to do something new and have an independent occupation. Under the push components women take up business enterprises to induce over financial challenges when responsibility is pushed on them due to family circumstances. A few women have essential qualities such as, ability to manage details, dedication to work they take up, tolerance and kindness towards people. Due to Liberalization, Privatization and Globalization along with ongoing IT transformation, more women are gaining the interest towards entrepreneurship.

Indian women entrepreneurs' contribution to the socio-economic development, self-employment, creation of new businesses, and ability to create new jobs, and reduction in unemployment and poverty are largely invisible. On the women entrepreneurs in India on their characteristics revealed that most of the women entrepreneurs were between the ages of above 31 years old. Women entrepreneurs make a significant contribution to the Indian economy. There

are nearly three million micro, small and medium sized enterprises with full or partial female ownership. Collectively, these women-owned enterprises contribute 3.09 percent of industrial output and employ over 8 million people. Around, 78 percent of women enterprises belong to the services sector. Women entrepreneurship is largely skewed towards smaller sized firms as almost 98 percent of women owned businesses are micro enterprises.

A 2015 study by McKinsey has shown that with equal to participation of women in the economy, India's GDP can rise by 16-60% by 2025, which implies an expansion of $2.9trillion to the Indian economy.

According to National Sample Survey, nearly 14% of businesses are run by women entrepreneurs in India. Some more interesting statistics about women entrepreneurship are:

- About 58% women entrepreneurs in India started their own in the ages of 20-30
- Nearly 73% of women entrepreneurs reports a revenue of Rs 10 Lakh in one financial year
- Almost 57% of women started their business alone
- About 35% of women had a co-founder
- Almost 71% of women entrepreneurs employ 5 or less people

2.5 Small and medium sized enterprises

Micro, Small and medium sized enterprises (SMEs) have become more important both numerically and economically for any developing economy as they play multiple roles and are seen as innovators of technologies, as a response to global competition, and also as a device for economic regeneration (Jenkins, 2004)6. SMEs have contributed to the Gross Domestic Product (GDP), employment, and exports of the country. SMEs are the backbone of the economy in the present scenario of globalization process.

2.6 SMEs and Women Entrepreneurs

Women entrepreneurs are more involved in SMEs and are also very successful in the sector than their male counterparts. Women entrepreneurs are found to be the major ones in the SME population from research studies. From the literature it is reported that SMEs are growing at a faster pace than the economy as a whole in several countries. In India women owned SMEs belong mostly to the agriculture, textile, and clothing sector.

In analyzing why women enterprises are mostly SME based, various reasons have been witnessed. Various studies have illustrated that SMEs have a conducive environment for women. The nature of SMEs is its flexibility and easy entry into any business, less start-up cost is involved (Therrien et al., 1986), women can take care of their household and children and at the time earn income, women being business owners of the SMEs, they have the flexibility to work from wherever and whenever.

Women entrepreneurs of the SMEs were found to follow a different management style. They prefer more people oriented and less autocratic style. They usually manage business in a very relaxed manner. It is illustrated in research studies that women entrepreneurs don't follow any formal operations, proper planning process, or job descriptions (Hisrich and Brush 1987; Neider 1987). The unique qualities and skills the women entrepreneurs, prefers and follows in managing the SMEs is a real source of innovation for the economies. In developing countries women entrepreneurs through their SMEs yield great benefits for their countries in the areas of skill formation and employment generation.

2.7 Indian SME Sector

India's growth in the micro, small and medium enterprises in the past decade has been rapid industrial progress as well as exponential growth of the services sector. The micro, small and medium enterprises sector played a significance role in this through innovation, diversification, and employee generation.

2.8 Entrepreneur Opportunities for Women

- For setting up a new business
- Give benefits on a voluntary basis to society
- To meet their social and environmental needs
- To contribute economic development
- To rise in the output produced in an economy growth
- To contribute through corporate social responsibility
- To export goods and service to another countries
- To access the Govt. subsidiaries to start a new business such as manufacturing, service and trading enterprises

3. CONCLUSION

Thus, it can be concluded that based on the push and the pull theoretic perspective the economic motivations for women to start their own business has grown out of financial conditions that have forced women to think of alternative methods for generating income. Women have demonstrated their capacity of taking up control of their economic future by choosing entrepreneurship. Although the India is male dominant entrepreneurship nation but it is appearing steady growth among the women entrepreneurs since 1980. There are various opportunities in India that compels the women to enter into entrepreneurship. A few women are getting to be entrepreneurs particularly the middleclass women due to pull and push of traditional and changing values. In show disdain toward of this, ladies

business in India is still developing relentlessly and is providing job openings and income generating avenues for different segments of society. The role women entrepreneur in economic development is also being recognized and steps are being to promote women entrepreneurship. So women are getting more opportunities not only in entrepreneurial work but also in other domains of human life. Government and other agencies are taking steps for the upliftment of women entrepreneurs by making the women entrepreneur a part of mainstream of national economy.

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ROLE OF WOMEN IN SCIENCE AND TECHNOLOGY RESEARCH

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Article history:	Abstract:
Published: 10ᵗʰ March 2022	Women in the era of 2022 is very well recognized internationally in every field. She has her own identity as an individual and in a team. Women should be more recognized as an entrepreneur, a leader, Officer, researcher etc. Women in research has made a great impact in the society. Her contribution in the field of science and technology has helped to change the world. This paper presents the contribution of women in research in science and technology field. Women are required in research, as the gender discrimination has been a challenge and a barrier for women working in science and technology. Though women has leaded and worked in many professions, she holds a lower position. Women needs to contribute more in science and technology and held higher positions than Men. Women and Girls should be empowered not to only participate but also lead in the profession of science and technology. This paper presents the contribution of women in the science and technology field and different schemes available which can empower her especially in science and technology.

1. INTRODUCTION

For centuries, universities refused to grant science degrees to women. The most prestigious scientific society (America), the Royal Society (UK), didn't allow women to join until the 20th century. But women continued to practice in chemistry, physics, biology, and astronomy, making revolutionary contributions to science.

In today's era women play an important role in research and science. Women are contributing in areas of information and technology, space technology, biotechnology etc. The role of the women and her involvement in research and technology is very essential. As per the data provided by the department of science and technology India [1] , women as science leaders has increased by 4 percent over two years. Extramural Research (EMR) support received by women principal investigator was 28% in 2018-19 and 24% in 2016-17. From this support 64% of projects were sanctioned to 8 states such as Tamil Nadu, Delhi, Karnataka, Kerala, Maharashtra, Telangana, Uttar Pradesh, and West Bengal. The 22 Indian Institute of Technologies (IITs) combined received 822 projects – the maximum number, with highest financial support of Rs. 449.25 Crore, followed by 26 National Institute of Technology (NITs) combined, which received 191 projects with financial support of Rs. 55.83 Crore.

A good compilation about the Indian women in the field of Science & Technology was planned with this paper. With this a discussion of what is the contribution of women in science and technology research and what is possible is presented in this paper. I read one book named 'Vidushi': The Indian Women in Science & Technology which was published by National Council of Science Museum (NCSM). NCSM is providing every possible publication under support of Ministry of Culture, Government of India. Different media of publications, activities like training program, workshops, lectures, and different resources are available with website of NCSM. Around 1857 few records were maintained. Post-Independence day many records are managed with different publications which are great women's contributions in different fields of science and technology research. This is motivating the coming generation in developments. Every contribution discussion is not possible in this paper but few science and technology research examples included from ancient time till today.
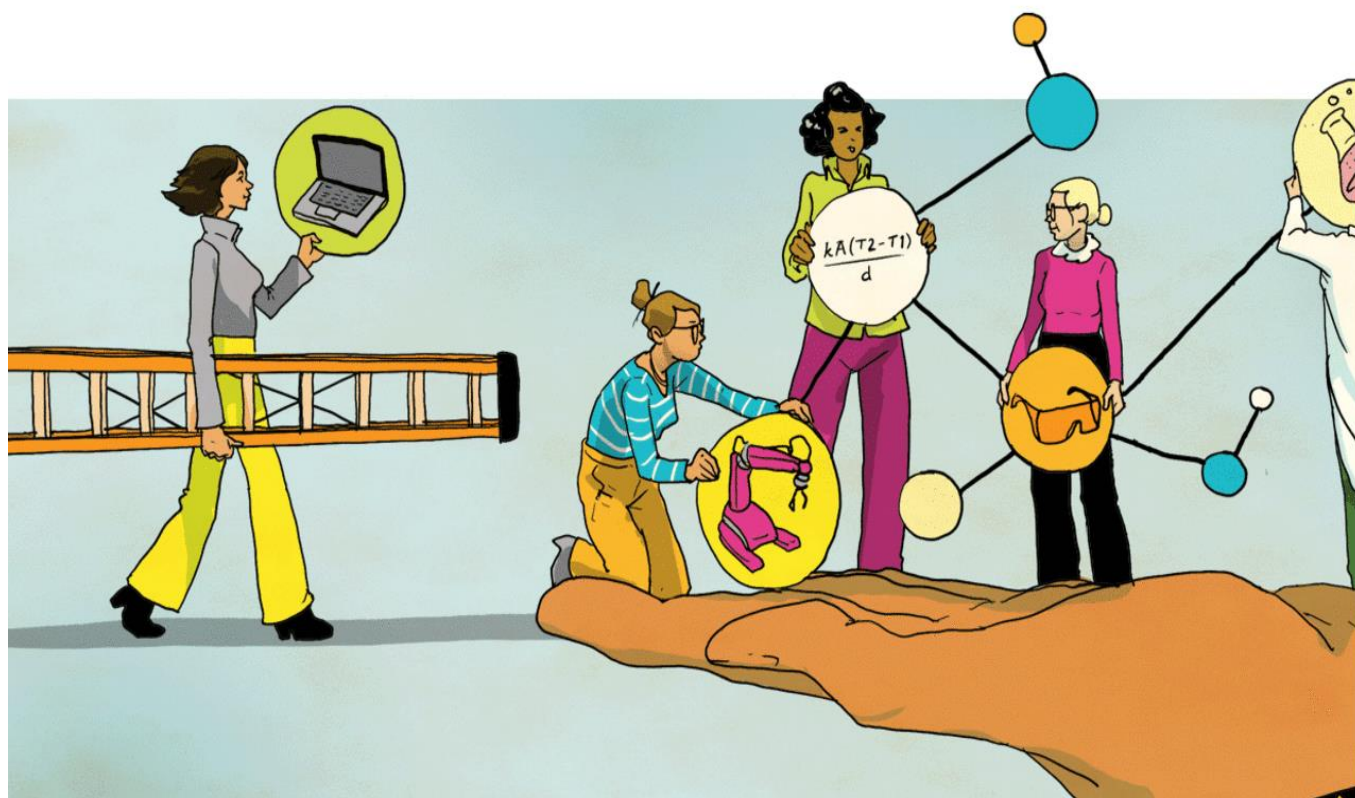
Fig1. Women Role in Science and Technology

2. LITERATURE SURVEY

The presence of women in science spans the earliest times of the history of science wherein they have made significant contributions. Here is a survey of women's contribution in science and technology.

A woman who has discovered new radioactive elements, including polonium and radium, was **Madame Curie.** She won the Nobel Prize for Chemistry in 1911. She was the first woman to win a Nobel Prize, and the first person to win the award in two different fields [3].

In 1895, **Henrietta Swan Leavitt**, made breakthrough discoveries in astronomy, including the identification of over 2,400 variable stars.

In the 1950s **Rosalind Franklin** held a Ph.D. in physical chemistry from Cambridge University and worked on X-ray crystallography. She successfully photographed the structure of DNA on a machine she refined after 100 hours of X-ray exposure.

Alice Ball revolutionized the treatment for leprosy in the early 20th century. After earning graduate degrees from the University of Washington and the University of Hawaii, Ball became one of the first female chemistry professors in the U.S.

Caroline Herschel was not only the first woman to discover a comet and the first woman to receive a salary for her scientific work, but she was also the first woman to be granted honorary membership in the Royal Society before the prestigious society admitted women.

Katherine Johnson is best known for her work as a "computer" at NASA. Specifically, it was her mathematical calculations that helped the U.S. send people into orbit around Earth and, later, to the moon.

Lovelace is regarded as the first computer programmer — long before modern computers were invented. Her notes on Charles Babbage's proposed analytical engine (a programmable, general-purpose computer), is considered to be the very first computer algorithm.

Janaki Ammal, India's first female plant scientist, Ammal developed several hybrid species still grown today. She also advocated for protecting the biodiversity of India.

Kadambini (Basu) Ganguly was not only the first female graduate of the British Empire but she was also the first female physician of South Asia to be trained in western medicine.

Anandi Gopal Joshi started her hospital in Pune. She contributed to the medical wing till February 26, 1887. In the year 1886 another woman from India also obtained a degree in Western medicine but she graduated from Women's Medical College in Philadelphia, USA and thus became the first Indian to study medicine from abroad.

Anna Mani made significant contributions in the field of meteorological instrumentation upto 16 August 2001. She was former Deputy Director General of the Indian Meteorological Department and was an Indian physicist and meteorologist. She completed her study in meteorological instruments at Imperial College London in 1948 and she joined the Meteorological department in Pune. She conducted research and published numerous papers on solar radiation, ozone and wind energy measurements remarkable highlighted work in science and technology around 1950 -1960.

Rajeswari Chatterjee: She is the first Woman Scientist to pioneer the Field of Microwave Engineering and Antennae Engineering in India. She took and MS degree in Electrical Engineering from Michigan University, USA in 1949. Around 60 years ago, she was the only woman on the faculty in the Indian Institute of Science. She retired as Professor and Chairperson of the Department of Electro-Communication Engineering, Indian Institute of Science, Banglore.

Dr. Indira Hinduja: She is the first Indian women who delivered a test tube baby on August 6, 1986. She has also pioneered the Gamete Intra Fallopian Transfer (GIFT) technique resulting in the birth of India's first GIFT baby on 4 January 1988.

Kiran Mazumdar Shaw is the Chairman & Managing Director, Biocon Limited, a biotechnology company based at Bangalore. She is on the Forbes list of the world's 100 most powerful women and in the business list on top 50 women released by the Financial Times'.

Dr. Aditi Pant: She is an oceanographer by profession and is one of the first Indian women to visit the icy continent Antarctic. She was a part of the third Indian expedition to Antarctica in 1983-84 and was honored with the Antarctica Award along with Sudipta Sengupta, Jaya Naithani and Kanwal Vilku for their outstanding contribution to the Indian Antarctic programme. She did her MS in Marine Sciences from the University of Hawaii and obtained doctorate from the London University in the Physiology of Marine Algae. She worked in The National Institute of Oceanography (Goa) and the National Chemical Laboratory (Pune).

Madhuri Mathur, about 40 years back she along with her engineer husband devised Summet mixer grinder. It became a revolutionary kitchen helper that could blend, chop, and mince at a touch of a button was just a dream for millions of Indian women.

Dr. Suman Sahai: She is the founder of the Gene Campaign in India. She is the voice of millions of farmers all across the country. Her campaign is currently running in 17 states across the country. Dr Sahai is the brains behind the patent campaign for Azadirachta indica (Neem) and Turmeric (Haldi).

Kalpana Chawla: (March 17, 1962– February 1, 2003) She was the first Indian-American astronaut and first Indian woman in space. She first flew on Space Shuttle Columbia in 1997 as a mission specialist and primary robotic arm operator. The NASA chief called her a "Terrific astronaut".

Shubha Tole is well known for her contribution in the field of neuroscience. She discovered a master regulator gene which controls the development of the brain's cortex. She was a recipient of Shanti Swarup Bhatnagar prize in 2010 and currently works at Tata Institute of Fundamental Research, Mumbai.

Tessy Thomas is known as the 'Missile lady' due to the successful launch of Agni series of missiles. She was the Project Director for the Agni-IV and Agni-V missile in Defense Research and Development Organization and is the first Indian woman scientist to have headed a missile project. She is also a recipient of the Lal Bahadur Shastri National Award.
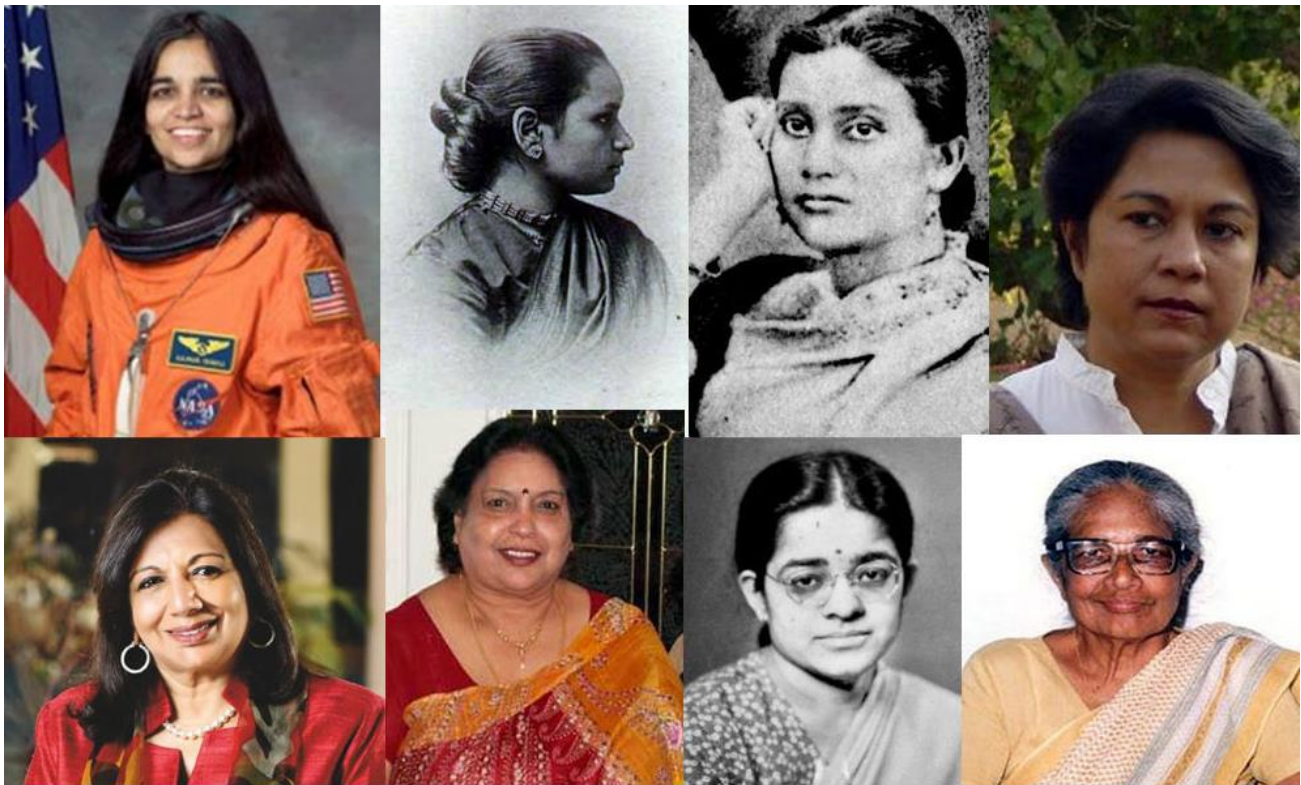
Fig.2 Renowned Women in Field of Science and Technology

3. WOMEN'S CONTRIBUTION AND NEED IN THE FIELD OF SCIENCE AND TECHNOLOGY.

While the number of female scientists today is far higher than it was just a century ago, women still have a long way to go. UNESCO reports that women make up less than 30% of researchers around the world.

Gender roles were largely deterministic in the eighteenth century and women made substantial advances in science. During the nineteenth century, women were excluded from most formal scientific education, but they began to be admitted into learned societies during this period. In the later nineteenth century, the rise of the women's college provided jobs for women scientists and opportunities for education.

Forty women have been awarded the Nobel Prize between 1901 and 2010. Seventeen women have been awarded the Nobel Prize in physics, chemistry, physiology or medicine [2]. Marie Curie was the first woman to receive a Nobel Prize in Physics and became the first person to receive a second Nobel Prize in Chemistry [3].

Women appear to do less well than men (in terms of degree, rank, and salary) in the fields that have been traditionally dominated by women, such as nursing. In 1991 women attributed 91% of the PhDs in nursing, and men held 4%.

Women are also under-represented in the sciences as compared to their numbers in the overall working population. Women tend to earn less than men in almost all industries, including government and academia.

The data showing the differences in salaries, ranks, and overall success between the genders is often claimed

For many women, financial independence is the only means through which they can determine how they want to live, and yet it often comes at the expense of being the primary care-giver and having the lion's share of domestic duties at home.

Women should have the same opportunities and freedom to be as financially independent as men, and this starts with having equal opportunity to be self-sufficient.

There has been a lot of discussion about the fact that female-led countries performed better than male-led ones, which was better observed during the height of the first Covid-19 wave.

Data has shown that in countries where there is more gender parity, poverty drops and economies grow, while new research has shown that companies who foster female leadership perform better and increase profits.

Salary Level and Gender Wage Gap (Score)	
Country	Score
1. Singapore	100.0
2. Norway	98.0
3. Switzerland	95.9
4. Sweden	95.7
5. Iceland	95.6
6. Denmark	94.9
7. Germany	94.8
8. Slovenia	94.8
9. Finland	94.6
10. USA	94.5
India ranks #97 out of 100 for Salary Level and Gender Wage Gap	

Female Access to Education (Score)	
Country	Score
1. Japan	100.0
2. Czechia	99.5
3. Canada	99.5
4. Israel	98.7
5. Lithuania	98.2
6. Sweden	97.1
7. UK	96.9
8. New Zealand	96.2
9. Norway	96.1
10. Georgia	95.9
India ranks #85 out of 100 for Female Access to Education	

So, in order to achieve full and equal access to and participation in science for women and girls, and further achieve gender equality and the empowerment of women and girls, the United Nations General Assembly declared 11 February as the International Day of Women and Girls in Science in 2015.

Total Women in Government (Score)	
Country	Score
1. Rwanda	100.0
2. Spain	99.3
3. Finland	99.1
4. Sweden	98.4
5. Costa Rica	97.7
6. Austria	97.6
7. South Africa	97.6
8. France	97.2
9. Ethiopia	96.3
10. Mexico	96.2
India ranks #88 out of 100 for Total Women in Government	

Women in Management (Score)	
Country	Score
1. Sweden	100.0
2. Iceland	99.9
3. Finland	99.0
4. Canada	99.0
5. Norway	98.9
6. Spain	98.8
7. Portugal	98.6
8. UK	98.5
9. Latvia	97.6
10. Australia	97.5
India ranks #94 out of 100 for Women in Management	

Data courtesy blog by Adrienne Gormley

The number of women in India who have opted for Science, Technology, Engineering and Mathematics (STEM) as a field of study has increased by 53,388 in the last three years — from 10,02,707 in 2017-18 to 10,56,095 in 2019-20.

Especially technology field is interesting in developments of Nation which is not possible without science and mathematical background. Currently everyone is eager to buy new products like new models of car, mobile, Television,

drones, satellites, different machineries, cranes, lifts etc. Engineers from civil, electrical, mechanical, computer, electronics and chemical are making this possible with spectacular developments in the nation. We have to note women's contribution in these fields in terms of service to national developments. Few examples along with their roles are listed below in table 1.

Table 1 Recent Contribution of Women in leading positions in field of science and Technology

Sr No	Name Of The Renowned Women	Her Contribution
1.	Dr. Ritu Karidhal Srivastava	Indian Space Research Organization (ISRO) Deputy Operations Director To India's Mars Orbital Mission, Mangalyaan.
2.	Sudha Murty	Indian Businesswoman
3.	Soumya Swaminathan	Chief Scientist, World Health Organization (WHO)
4.	Suchitra Ella	Co-Founder And Joint MD, Bharat Biotech International Ltd
5.	Arundhati Bhattacharya	Chairperson & CEO, Salesforce India
6.	Rekha M. Menon	Chairperson And Senior MD, Accenture In India
7.	Leena Nair	Chief Human Resources Officer, Unilever
8.	Mallika Srinivasan	Chairman And MD, Tractors And Farm Equipment (TAFE)
9.	Aparna Bawa	COO And Interim Chief Legal Officer, Zoom Video Communications
10.	Sunita Sarawagi,	Professor, Computer Science & Engineering, IIT-Bombay
11.	Vidita Vaidya	Professor, Tata Institute Of Fundamental Research
12.	Farah Ishtiaq	Senior Scientist, Tata Institute For Genetics And Society
13.	Kalika Bali	Principal Researcher, Microsoft Research
14.	Muthayya Vanitha & Ritu Karidhal	Senior Scientists At ISRO. Vanitha Was Project Director, & Karidhal Was Mission Director Of Chandrayaan-2
15.	Aditi Sen De	Professor, Harish Chandra Research Institute, Allahabad
16.	Vartika Shukla	Chairperson & Managing Director, Engineers India Limited (EIL)
17.	Er. Bhagyashri Jyotiba Patil	Assistant Engineer(Grade 1), Irrigation Department, Maharashtra
18.	Er. Smita Chetan Mane	Executive Engineer, Irrigation Department, Maharashtra
19.	Er. Shilpa Magdum	Executive Engineer, Irrigation Department, Maharashtra
20.	Renuka Ravindran	The First Woman To Be The Dean Of The Indian Institute Of Science.
21.	Priya Balasubramaniam,	Vice President Of Iphone Operations, Apple
22.	Nandini Ramani,	Vice President Of Engineering, Twitter
23.	Anjali Joshi,	Vice President Of Product Management, Google
24.	Komal Mangtani	Head Of Data Intelligence, Uber
25.	Aparna Ramani	Director Of Engineering, Facebook

4. WOMEN EMPOWERMENT

Women empowerment refers to increasing the spiritual, political, social or economic strength of women in diversified streams. It involves developing confidence in their capacities. It's a multidimensional social process that helps women to gain control over their own lives and contribute to strong nation building by their knowledge and skills in various fields of science and technology. Science and Technology have been an integral part of Indian civilization and culture. Over the years Indian women have overcome the traditional mind-sets and have excelled in professions like teaching, medicine, engineering, information technology, biotechnology, nuclear science, space science and many such specialized fields in the domain of science and technology. Their contribution to socio-economic development as employer and employee, getting recognized and honored in public, private sectors.

Different funding schemes are available in the field of research in science and technology for women. They are made available easily for empowerment of women and strength, in education, research, IPR and next generation developments. India science, technology and innovation, government of India is providing more than 150 schemes in research with highlighted schemes as women schemes. More than 15 different types of funds for research under women schemes are available. They are listed below.

- Women Technology Park (WTP)
- Women Scientist Scheme-A (WOS-A)
- Women Scientist Scheme-B (WOS-B)
- Women Scientist Scheme-C (WOS-C)
- Women Entrepreneurs Quest (WEQ)
- Vigyan Jyoti Scheme
- Technology Development and Utilization Programme for Women (TDUPW)
- SERB – POWER Research Grants
- SERB – POWER Fellowship
- SERB Women Excellence Award
- Science and Technology for Women
- Mobility Scheme
- Knowledge Involvement in Research Advancement through Nurturing (KIRAN)
- Indo-U.S. Fellowship for Women in STEMM
- Consolidation of University Research For Innovation And Excellence in Women (CURIE)
- Biotechnology Career Advancement and Re-orientation Programme (Bio-CARe) for Women Scientists
- Biotechnology Career Advancement & Re-orientation Programme (BioCARe)
- Biotechnology based Programme for Women

These schemes are focused on women as a specific target group with the objectives to promote research, development and adaptation of technology in life improvement, better working conditions; to provide new opportunities for gainful employment of women especially in rural areas; and to increase the contribution of women scientists to technology based development.

Different fellowships and scholarships are available as crucial components of the public funded education system as these provide much-needed support to the school going girl students, college-goers, researchers and scholars based purely on merit. Fellowships, scholarships and awards in the field of science by different Government Ministries and Departments help to retain women talent, promote and nurture it. Detailed information is available with websites about any government scholarship for women or girls i.e. faculty or scientists, Post-Doctoral fellowships, fellowships and scholarships for PhD scholars, college students, school goers related to science. Also Science & Technology awards under National, International and Others category are possible. In the current scenario Atmanirbhar Bharat dream is asking women to think about innovations and startups. The best examples are shared with the table below. These women have proved innovation and startup capacities in terms of the successful women entrepreneurs in India.

5. CONCLUSION

Motivation for women is the key objective of this paper. Women can be empowered by increasing her efficiency to carry out responsibilities and achieve goals in the field of science and technology by education, training, motivating and increasing her self-confidence. Encouraging women in participation and contribution in special programs, giving her more opportunity in the community can build the gap between Men and Women. Even focusing on salary rewards and recognition can motivate women a lot as they are multitaskers and can manage a balanced life between career and domestic responsibilities. By giving women a work-life balance friendly environment can increase productivity.

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GENDER EQUALITY: A KEY TO ACHIEVE SUSTAINABLE DEVELOPMENT GOALS

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Article history:	Abstract:
Published: 10th March 2022	Nature can be sustained well by achieving Sustainable Development Goals (SDG). Gender equality is one of the sustainable development goals. Women are still not getting their human rights. Gender equality could be attained through women's education and their empowerment. Reaching gender equality could play a significant role in sustainable development goals as women are considered the mirror image of nature. Their contribution is very critical for environmental sustainability. Women are raising their voices against climate change, depletion of natural resources, cleanliness and environmental deterioration. Educated and empowered women would get involved in taking nature-friendly decisions leading to sustainable planet. The present paper is about gender equality and its importance in sustainable development goals.

1. INTRODUCTION

The Fourth World Conference on Women was held in 1995 where 189 countries representatives agreed on a groundbreaking plan for gender equality. It is called as the Beijing Declaration and Platform of Action. The report defined 12 critical areas for the empowerment of women and the achievement of gender equality. One of them was "Women and the Environment" which remains critical.

There is a need that women are involved in environmental decision-making at all levels. Their participation is intermediated by international bodies and women's rights organizations seeking to make sure that their concerns are integrated into policies and programmes, and that the impact of development and environmental policies on women are assessed. But there is more to be done; very limited effort has been placed towards collecting sex-disaggregated data to monitor progress towards actions outlined in the Platform of Action. The Millennium Development Goals and the Sustainable Development Goals have taken gender equality as one of the major goals. However, the agenda of women's empowerment and gender equality is still unfinished. Women are sustainability saviours. There is a dire need to create awareness of the politics of women, environment and sustainability. There are a number of women issues that need immediate attention. The present study aims to assess and share the ideas and notions that may help in the desired direction.

United Nations Sustainable Development Goals (SDG) were established in 2015 in order to save the future generations. These are 17 goals (Figure 1). The fifth sustainable development goal is to achieve gender equality. Although India has achieved gender parity at the primary education level and is on track to achieve parity at all education levels, as of June 2019, the proportion of seats in the Lok Sabha held by women had only reached 11% but 46% in the Panchayati Raj Institutions. India is also confronting the challenge of violence against women. As an example, a baseline study revealed that in New Delhi, 92% of women had experienced some form of sexual violence in public spaces during their lifetime. In 2016, close to a third of total crimes reported against women in India was cruelty or physical violence by her husband or his relative. The Government of India has identified ending violence against women as a key national priority, which resonates with the Sustainable Development targets of the United Nations on gender equality. The prime minister's Beti Bachao Beti Padhao initiative aims at equal opportunity and education for girls in India. In addition, specific interventions on female employment, programmes on the empowerment of adolescent girls, the Sukanya Samridhi Yojana on girl child prosperity and the Janani Suraksha Yojana for mothers' advance India's commitment to gender equality, and the targets of Goal 4.

Figure 1: Sustainable development goals.

2. WOMEN, ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

Women have unique knowledge and responsibilities in the sustainable use and conservation of biodiversity, and they are agents of transformational change. At the same time, women rely on healthy ecosystems to feed their families, and as such, they are heavily affected by environmental degradation and disasters like flooding, biodiversity loss and climate change. Women in rural and indigenous communities shoulder specific responsibilities to ensure the wellbeing of their families such as gathering water and firewood. In many areas, non-timber forest products are the only sources of cash available to women. However, women's representation in environmental decision-making processes remains insufficient and their access to and management of land and marine resources can be severely limited.

The need to ensure women's participation in environmental decision-making is being increasingly recognized. At the fourteenth meeting of the Conference of the Parties to the CBD in December 2018, Parties agreed that the process to develop the post-2020 global biodiversity framework should be gender-responsive (Decision 14/34, Decision 14/18) to help reach both gender equality and global biodiversity objectives. To help achieve this, UNEP-WCMC and UN Women have been collaborating to progress three key priority action areas for advancing gender equality and women's empowerment in the implementation of the post-2020 global biodiversity framework:

1. Equal opportunities for leadership, decision-making and effective engagement at all levels.
2. Equal access, ownership and control over biological resources.
3. Equal access to benefits from biodiversity conservation and sustainable use, and from the utilization of genetic resources.

Efforts to promote inclusive sustainable development and fight climate change are inextricably linked. If we care about development, we must care about the consequences our greenhouse-gas emissions are having around the world. The implications of not providing girls with equal voices, choices, and opportunities affect not just their lives, but the future of the planet. Gender is also a cross-cutting issue in several other SDGs including climate action and clean water and sanitation. For example, SDG indicators related to land tenure (SDG 1.4.2, and 5.a.2), the share of women among owners or right-bearers of agricultural land (SDG 5.a.1), the average income of small-scale food producers (SDG 2.3.2), and access rights for small-scale fisheries (SDG 14.b.1) are also relevant.

Women are among those most vulnerable to the impacts of unsustainable practices and climate change, because they often have no independent income or land rights. In many countries, women are responsible for the provision of water and food for their families. And when the usual sources of these resources are disrupted, women are forced to travel farther and spend more time working for less return. Scarcity requires them to make difficult choices like pulling children out of school or deciding which family member can afford to skip a meal.

In many homes around the world, women are at the heart of the household's nexus of water, food, and energy – and thus often know firsthand about the challenges and potential solutions in these areas.

However, if their ideas are applied, they could facilitate change. Women are the most convincing advocates for the solutions that they need, so they should be at the forefront of decision-making on sustainable development and climate-change mitigation.

3. GENDER EQUALITY AND SUSTAINABLE DEVELOPMENT GOALS

Gender equality aims to give equal rights to women while the motto of sustainable development is to give equal rights to future generations as well as the present generations. Gender equality could be accomplished by women empowerment which is the need of the hour to save the planet Earth and the human survival too. Similarly, we need to make development more sustainable with systematic policy reforms with the involvement of government, business and society. So, women are integral part of both gender equality and sustainable development. Women are considered good manager and they work on the ground level of any issue. So, they must be part of decision-making bodies. Many women as leaders worked on sustainability and wellbeing of future generations. Wangari Maathai is one of the exemplars of such leaders who initiated Green Belt movement for environmental conservation and women's rights. However, there is a dire need to involve more women in politics. Women leaders put efforts on sustainable development, gender equality and education. Strengthening of women in every aspect would increase the number of women participants in policy making and/or politics which would definitely help in to achieve sustainable development targets as women tend to be more environment friendly.

4. PIPLANTRI VILLAGE

Piplantri village is an example setter of gender equality and sustainable development. It is in the Rajsamand district of Rajasthan (Figure 2). When Shyam Sunder Paliwal (former sarpanch) lost his 17-year-old daughter in 2007, he planted a tree in her memory near the entrance of the village. He went on to channel his grief into a mission by plantation of 111 trees every time a girl child is born and this set the start of the gender-equality drive. Not only does this beautiful tradition foster a deep appreciation for females in the village, but it also instills a remarkable sense of environmental stewardship. Once the trees are planted, women take care of its maintenance from time to time under Kiran Nidhi NGO. The campaign has also involved building check dams on the pastures on nearby hills to recharge the groundwater level under Paliwal's leadership and turned Rajsamand into an oasis full of trees. Once a completely barren village in the desert state of Rajasthan, Piplantri now has over 300,000 trees, which has not only ensured better air quality and attracted biodiversity. Plants grown so far including Neem, Sheesham, Mango, Amla among others. Around 1,800 check dams that have been constructed on the pasture lands over the mountains in the last 11 years to recharge the groundwater level. Dam constructed are 5, water projects are more than 65 and Water tank constructed are 12. In last 10 years, water level is increased to 50 feet from 500 feet. Girls are educated (more than 5000) and they get employment too (more than 2000 girls). With funding from the village panchayat, women are also making eco-friendly sanitary pads. The village panchayat is working towards eco-tourism development.

Figure 2: Piplantri Village in India.

Figure 3: The man of the mission (center) and change of barren land of village into a lush green forest.

5 CONCLUSIONS

More women need to be included and empowered to make decisions that impact them and their communities in their relationship with the environment. We can achieve all 17 sustainable development goals only by achieving gender equality. Henceforth, gender equality should be the prime objective of sustainable development.

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WOMEN EMPOWERMENT BY JAGRUTI CELL AT AGPPI ORGANIZATION

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Article history:	Abstract:
Published: 10th March 2022	A. G. Patil Polytechnic, Institute a well-known Engineering Institute was established on 2008 at Solapur. At the initial stage college had started hard work on students development and raised the name of college amongst top most college at ,Solapur In the year 2011 for the welfare of women(girls & Ladies Faculties) Jagruti cell had been started in an organization The motto Jagruti cell is to develop girls in every aspects with technical knowledge.. During the journey of 2011-2021 this cell had accepted many challenges. In this paper we will elaborate the improvement done by Jagruti .From last 10 years journey from offline to online many programs conducted by Jagruti. Vision of 'Jagruti' is to empower & upload the dignity of young girls & women. The objectives of Jagruti are: To assert the importance of women's rights & laws, health & hygiene and societal responsibilities. To increase the sense of self-worth & self-esteem of every young girl & women that is connected in any manner to 'Jagruti.'

Keywords: Workshops, Guest Lectures, Motivational lectures Personality development, Body Language physical & mental Health issues causes & solutions.

1. INTRODUCTION

Advocate Mrs. Aparna Ramthirthkar was invited as a chief guest for the opening ceremony of this cell .After opening many expert Guest Lecturers from different areas like Social Organizations, medical field, NGOs, Yoga experts, cultural activities experts visited to our organization. One of them was Sindhutai Sapkal (Worked for orphan children) who was recipient of Padmashri had visited here. In these paper case studies of improvements & comparisons about development of this cell has been mentioned. In starting period reports were done by traditional method, from 2011 to 2013. Then our organization had been approached for NBA accreditation, and then organization coordinators had started reports with applied technologies & evidences. Our organization is associated with technical education, but with that overall development of girls and faculties had been started with different activities. As Jagruti Cell had to accept every challenges of life likewise cell had started working with all new technologies. Here in this paper some objectives are taken. With comparisons of improvement without NBA and with NBA from offline to online in pandemic situations. The motto of those objectives is to create awareness about all burning issues of society among girls & give them courage to fight against Negative challenges.

Objectives of Jagruti Cell

1. To build good Relations of daughter with father & mother comparison.
2. To give Knowledge & idea regarding Festivals & culture.
3. To teach girls how to protect them.
4. Some girls have many hidden talents & arts but how it could highlight (their inner potential)
5. To give awareness that girls are multitasked & Lady Faculties could balance job, social activities, and responsibilities of family.
6. To solve sexual Harassment problems.
7. To keep balance of mind during Teen Age Dilemma.
8. To look young forever how to take good care of skin.
9. To teach role of yoga & meditation to keep stress free mind & good health.
10. To find solution regarding Menstrual Cycle problems & anemic girls.
11. To give awareness during online activities of pandemic situations Hacking, online black mailing cyber security.
12. *To give Knowledge regarding cultural activities online & some art related* workshop (2011-2014)

Jagruti Cell's opening ceremony had been held in the presence of Late Mrs. Aparna Ramthirthkar during 2011. After that Dr. Maya Patil had delivered lecture about history of women before 80,000 years. She had given lots of

examples of successful ladies.
Maya Patil at our organization

Objective 1 & Solution.

After that Sindhutai Sapkal, who was a great social worker, delivered a lecture on relationship of girls with mother as compared to father.
India, is a country where unity is diversity. Navratri is   festival of 9 Goddess so cell started giving importance to every festival & started celebrating them to keep awareness about Indian culture.

Objective 2 & Solution.
Mrs. Chndrika Chauhan (Social Worker) came as a judge for Dandiya competition.

Objective 3 & Solution.
During 2012 Famous Karate Champion Sangeeta Jadhav had given guidelines to girls how to protect themselves Sangeeta Jadhav during 2012

Objective 4 & Solution.
In the year 2013 apart from guest lectures, motivations and learning cell had focussed on hidden talent & potential of girls too.
 On the occasion of shravan mass cell had organised
Mehandi & Rangoli competition, judging done by Mrs Nitita Bang.

During 2014 Mrs. Sangeeta Jadhav had invited to give lecture on "No dye self" how to talk, how to learn self-defense any many more….

During those years many cultural activities & Guest lecturers had been organized

(2014-2019)

But after those initial years college had decided to go for NBA accreditation so everything had been started with advance technology at college included Jagruti reports too…

Reports of Jagruti contents Programme Notice, List of Participants, and Programme schedule, Photo Gallery, Winners in Competition, Summary of Report, and Attendance of Students.

New Year's, new technology new challenges, by accepting all cell had jumped with new starts.

In the the year 2014-15 Mehandi, Rangoli & dandiya competition arranged with very different Level.

Girls who were Participated & won competition used to get prizes during Bharari (College Annual Prize Distribution Function).

On 23rd January, 2015 Dr. Madhavi Rayate delivered a lecture on Girls', Physical & Mental Health Conditions .With physical health mental peace & ethics should be maintained.
Dr. Madhavi Rayate delivered a lecture on Health

Principal M.A. Chougule felicitating Dr. Madhavi Rayate. 10-01-2015

Objective 6 & Solution
During 2016 Jagruti cell thought differently about burning question of the society
Sexual Harassment & Prevention Measures delivered by ACP Walawalkar – Gharge Madam
Felicitation of ACP madam by Hon. Secreatary Mr. S.A. Patil sir.

Secretory Mr. S.A. Patil felicitating ACP Walawalkar- Gharge Madam.

She explained about women Importance in society. Women should get respect from society .She compared about the past & present living style of women.

During Past women had lots of patience, they used to live as a housewife and they couldn't fight again their rights But as per madam in millennium generation women must know how to protect them from sexual harassment.

During the years 2014-2019 Rangoli, Mehandi & Dandiya competitions used to held every year by cell so I have not mentioned each year programmers in my paper.

Objective 5 & Solution

Now 2016 Dr. Naseem Pathan had delivered a lecture on awareness at each & every field like service sector, housing industry ,decision capacity ,save girl child & many more. Even explain awareness about teaching & small scale industry.

Dr. Naseem Pathan 17/9/2016

Vice Principal Mr. Jakotia J.M. felicitate Dr. Naseem Pathan.   17.09.2016

Objective 7 & Solution

Every child or girl when she is growing up from childhood to Teen age, lots of physical, hormonal changes occurs even opposite attraction possible also at this age. So how

to prevent themselves from all this, Cell invited Dr. Shobha Shah to deliver a lecture on 'Teen Age Dilemma'

She explained about leadership quality, boys & girls' friendship, teen age & care, deception from teen age relationship & many more.

Mrs. Shobha shah   20/2/2017

Teenage Dielama

Vice Principal Mr. Jaketia J.M. felicitate Dr. Shobha Shah.   20.02.2017

Rangoli & Mehandi used to arrange every year two times I worked as a judge.

Mrs. Devnshi Jhaveri as a Judge: (Mehandi & Rangoli)   27/07/ 2017

Now again New Year new concept, yoga workshops had been arranged by cell Jagruti observed yoga is mandatory for physical fitness but with stressful life work, job, home stress, family everything must be balanced by faculties.
In girls, they had mental as well as physical health issues
because of less patience, so with Yoga meditation was a part of healthy life to keep your life stress free.
Objective 9 & Solution
Jagruti Cell arranged Yoga & Meditation seminar (art of living) by Mrs. Anju Khsirsagar member of Art of Living.
The motto behind that seminar was to get happiness. Regular meditation helps in relieving stress & thus improves health. It is believed that meditation improves the immune system & thereby helps in controlling blood pressure & lowering blood cholesterol. She had shown the demo of meditation.
Vice principal felicitated Guest

Demo by their team

With health skin, hairs, weight maintenance all are necessary

Objective 8 & Solution

Looking at the second side of the coin with protection inner as well as outer glow of beauty is must. Keeping in mind about that Cell organized a guest lecture on "Look young forever" by Dr. Smita Chakote.

She explained every woman & girl intends to look beautiful in any way. To achieve it they use every cosmetics or conventional way.

Along with it, women should also take care of diet they intake. Fast food & tea should be avoided. Her diet should include dry fruits, Beetroot, spinach Dates .She said Meditation & exercise for 15 minutes in the morning is must.

She explained best personality is not about only outer appearance, but it is about the outstanding work a woman does whether in profession or personal life.

(2020-2021)

Everything was going on right track but during Feb 2020, India & whole world started suffering from one dieses Covid-19 so we had lockdown in our country.

Organization started online lectures- practicals for students with that we had to find some new innovation for our Jagruti Cell.

There is one phrase in English "Women are a powerful and beautiful entity of the world."
Now we had adopted advance technologies but with that cyber security, account hacking, black mailing, suicide because of that many issues were raising in society so Cell had decided to arrange a Guest Lecture on cyber security Online via Zoom Platform. "Every situation gives us a lesson". So during this pandemic situation we learnt many online platforms & their uses.

 "Jagruti Mahila Vicharmanch" arranged Guest lecture with collaboration of Innerwheel Club of Solapur Harmony on "Cyber – surksha" by Mr. Ravindra Gaikwad, Inspector Cybercrime, Beed, on 7th November, 2020

Objective 11 & Solution

Mr. Gaikwad delivering a lecture on Cyber Security

zoom 7/11/2020

With guest lecture, Jagruti cell had decided that "Indian tradition must be live." For that cell had been arranged traditional day competition online via WhatsApp platform.

Girl had sent their traditional photos with different attires like Koli, Punjabi, Gujarthi, Maharasrian, Bengali, and Kerala Nisha Jain worked as an Online Judge.

Mrs.Nisha Jain Online… Judging 5/12/20
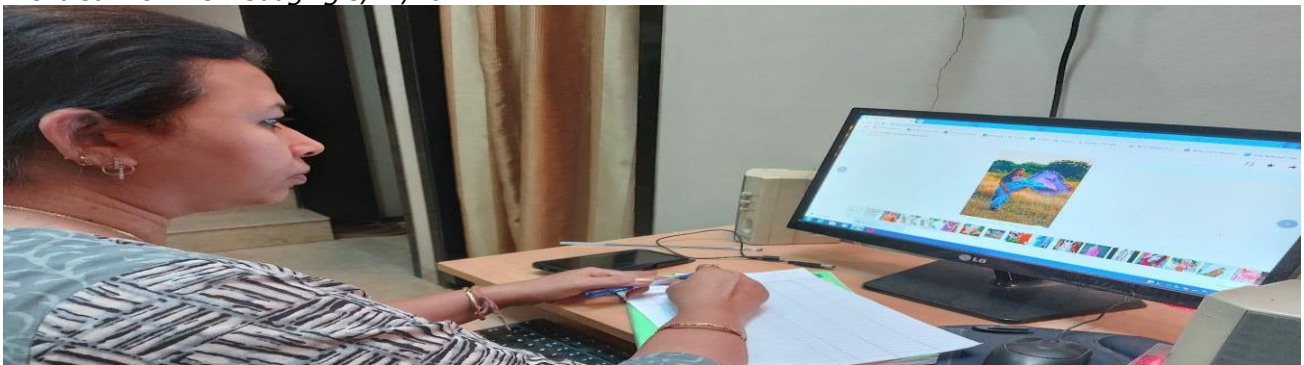
With awareness, Guest Lectures, traditions, art is also necessity for girls nowadays in new generation era many types of paintings & sketching like jute, Mandala art, pencil sketch & Tribal Art Warli Painting are in Boom.

On the occasion of Akshay Trutiya, 12th & 13th May, 2021our cell organized an online Warli Painting (Tribal Art) Workshop by an Artist Mr. Vikas Gosavi with collaboration of Jain Sangini forum

Objective 12 & Solution

Online workshop mode going on …12th & 13th   May, 2021
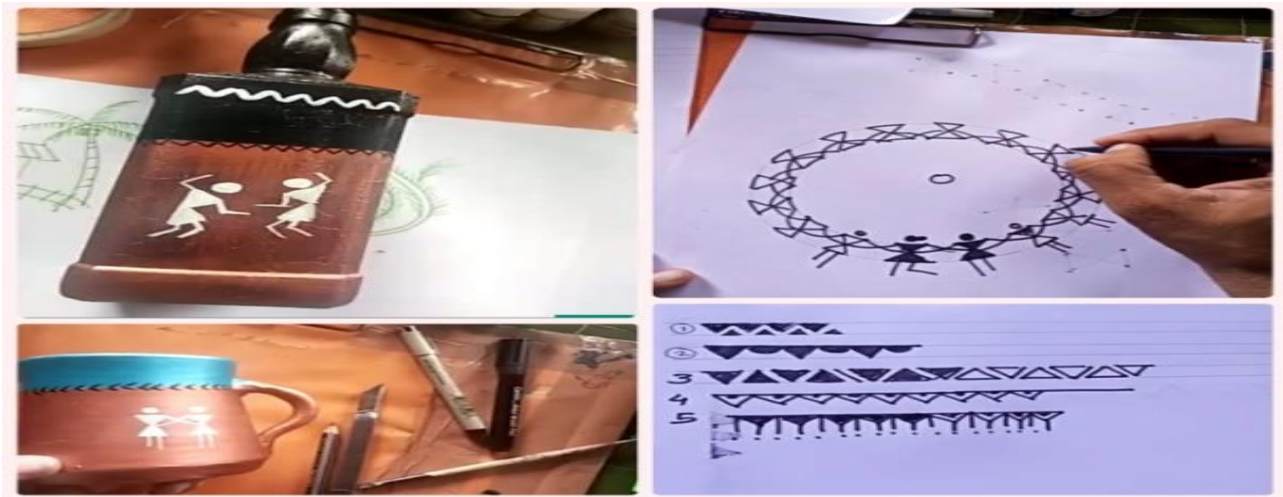
Now last but not least, every year cell used to organized yoga & meditation workshop & seminars but during this pandemic situation Jagruti found inner potential of Girls & took Yoga competition with Jain Sangini Forum.

Girls had given amazing response by doing some asanas & special asanas. Maithili Kullakrni had been working as a judge, Yoga Tagna.

International Yoga Day Celebration 21/07/21

CONCLUSION

After all objectives studies it was found that Jagruti Cell had conducted many activities like Motivational Guest lectures, Cultural & traditional activities, Yoga & health checkup Camps, Health awareness lectures ,art workshops etc..

Because of all good activities and workshops, girls would be able to know how to survive in any critical conditions. They would know about Indian culture, Inner potential & their art.

Before pandemic situation, cell used to organize all activities itself but during Covid -19 situations, cell collaborated activities with social organizations like Rotary, Innerwheel Club of Solapur Harmony, Jain Sangini Forum, Obstetrics & Gynecology Society

By all these activities our organization connected with many social & health clubs with the use of that cell will do many future modifications & Innovations in all activities

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ASSESSMENT OF BARRIERS TO WOMEN ENTREPRENEURIAL OPPORTUNITIES SUCCESS WITHIN THE BUILT ENVIRONMENT

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| Article history:	Abstract:
	The construction industry remains an importance booster of entrepreneurial opportunities within and outside Abuja metropolis Built Environment (BE). This study investigates the barriers to women entrepreneurial opportunities success within Abuja metropolis BE. Convenient random sampling technique was employed to administer 108 structured questionnaires to female construction professionals and general entrepreneurs within Abuja metropolis, out of which 89 were returned. Percentile and Mean Index Score (MIS) were the analytical method applied to analyze the data. The findings from the study identified Women's lack of financial and credit facilities, lack of natural love for the BE and inadequate BE entrepreneurial technical expertise are the top barriers to women BE environment entrepreneurial opportunities with a high mean index score of 4.83, 4.78 and 4.67 respectively. The study concludes that it is imperative for women to participate in construction enterprises in order to widen the array of entrepreneurial opportunities prevalent in the industry. The study recommends that emphasis should be on the provision of adequate and financial resources to women, improvement of women construction entrepreneurial skills and family-society motivation for women who are willing to venture into construction enterprise.

1. INTRODUCTION

The Built Environment (BE) is critical to the performances of the construction industry which can significantly affect a nation's economic growth and job opportunities. The BE in Abuja metropolis like many others are dominated by male workers and entrepreneurs. Workers in the BE work as professionals and managers, planning, organizing, and advising on specialized activities which involve planning, organizing, and management of construction resources and activities (Kolade & Kehinde, 2013). The contribution of Women to the economy is critical for the growth of the private sector that is largely prevalent in Abuja metropolis, which provides a significant share of job opportunities (Aneke, 2021). Women's inclusion in private-sector industrial activities within Abuja metropolis, can significantly contribute to economic growth and empowerment (Balogun et al., 2016). The construction industry is the world's second-largest male-dominated industry among all major industrial groups (Galea et al., 2015). Despite the industry's male dominance, Women entrepreneurs have been observed to establish their presence and surviving over time (Mathur-Helm, 2011; Aneke, 2021). Entrepreneurs share a number of distinct and similar characteristics which includes being an optimist in the sense that they maintain a positive attitude despite disappointments, setbacks, and past failures (Haupt & Ndimande, 2019). Because senior female executives are uncommon in most male-dominated industries within and outside Abuja metropolis, Women entrepreneurs in the construction industry have few role models (English & Hay, 2015). Furthermore, the BE within and outside Abuja BE has largely failed to take into account some of the most important issues related to Women's obligations to their jobs and families (Munyoki, 2018). Women work in administrative, technical and professional positions in the construction industry (Lombardi, 2017). Very few Women work in entrepreneurship, and data on these Women are scarce to non-existent (Jaafar *et al.,* 2014). Apart from being identified as a sector unsuitable for Women due to the nature of most of its tasks being physically demanding, the construction industry is regarded as a 4D industry with a BE perpetually seen as having negative public image of being dull, dirty, dangerous and difficult, resulting in low female participation (Francis, 2017; Nalitolela et al., 2020), which often affects Women participation in entrepreneurship opportunities within Abuja BE.

Female participation in the BE entrepreneurship is increasing in some countries, including India, South Africa, and the United Kingdom (Francis, 2017). Women are employed in unskilled labour jobs, while men perform skilled labour jobs within the BE in India (Devi & Kiran, 2013). Women are found to be involved in middle and junior management levels in the construction industry in South Africa (Agherdien & Smallwood, 2008). Construction professionals in the United Kingdom argue that Women are unsuitable for work on BE because they have no idea what or how it will be built. Wong et al., (2021), posited that despite their success in other fields, Women are underrepresented in the construction industry, and that impacted the growth and development of the industry within Abuja BE. Abuja BE female entrepreneurs faces a number of challenges, including limited access to market information, an unfavourable policy and regulatory environment, and poor connections to support services, all of which are barriers that have resulted in female-owned businesses being less profitable than male-owned businesses (Jaafar et al., 2014). The need to introduce Women into the construction industry stems from the fact that the BE is currently experiencing a skilled labour shortage and entrepreneurship opportunity inadequacies, and Women recruitment into the BE workforce as well providing them with favourable policies and environment to take up the entrepreneurship opportunities prevalent within the BE can be established as a potential solution to bridging the skills gap within Abuja BE while enhancing equal opportunities for Women in the industry, as well as bringing diversity to the industry (Nalitolela et al., 2020). Despite the BE intimidating image toward Women's recruitment and entrepreneurship, the construction industry remains one of the country's fastest-growing key economic sectors, which requires everyone's skills and talents, including Women's (Sospeter *et al.*, 2014). Moncaster & Dillon (2018) noted that Women leave the construction industry at the same rate as they enter it. They leave the industry as a result of a variety of barriers such as discrimination, poor work-life balance, and personal preference (Sang & Powell, 2012; Morello et al., 2018; Lan, 2019). Furthermore, the BE is characterized by masculine characteristics such as aggression, forcefulness, disputes, and competitiveness (Tunji-Olayeni et al., 2021). As a result of the aforementioned, the study will attempt to assess the barriers militating against Women entrepreneurial opportunities in the BE within Abuja metropolis. The study is therefore designed to:
1.   Identify the entrepreneurial opportunities success factors in the BE
2.   Access the barriers to Women entrepreneurial opportunities successes in Abuja metropolis BE
3.   Explore strategies to improve Women participation in entrepreneurship opportunities success within Abuja BE.

2. REVIEW OF RELATED LITERATURE
According to the Global Entrepreneurship Monitor (GEM), 231 million women started or ran businesses in the 59 economies studied for the 2018/2019 report on women's entrepreneurship (Elam et al. 2019). Many organizations and governmental institutions have long recognized the role of women in economic development, individual health, and societal advancement (Bullough et al. 2019). Although women entrepreneurs are important for creating new jobs and contributing to their societies' social and economic growth, the interplay and nuances of women's entrepreneurship, growth, and culture have received little attention (Brush et al. 2018; Hechavarria et al. 2019). Prior research has found social, cultural, infrastructural, educational, occupational, and role-related factors as entrepreneurial success factor barriers and enablers to women's entrepreneurship (Bullough et al. 2017; Jennings and Brush 2013; Welter & Smallbone 2011). While work–life imbalances present challenges for the success of women starting and operating enterprises (Ruderman et al. 2002). Women's talents are increasingly acknowledged as complimentary to business aims (Newburry et al. 2008)—skills gained particularly well from the very home chores that may have such an unequal influence on women, such as multitasking, interpersonal skills, and emotional empathy (Ruderman et al. 2002). Other research by Lucas (2003), reveals that when more women are seen managing businesses, the concept becomes institutionalized and less exotic. Figure 1 depicts the present gender distribution of SME ownership in Malaysia, where women entrepreneurs control just 19.7 percent of SMEs.
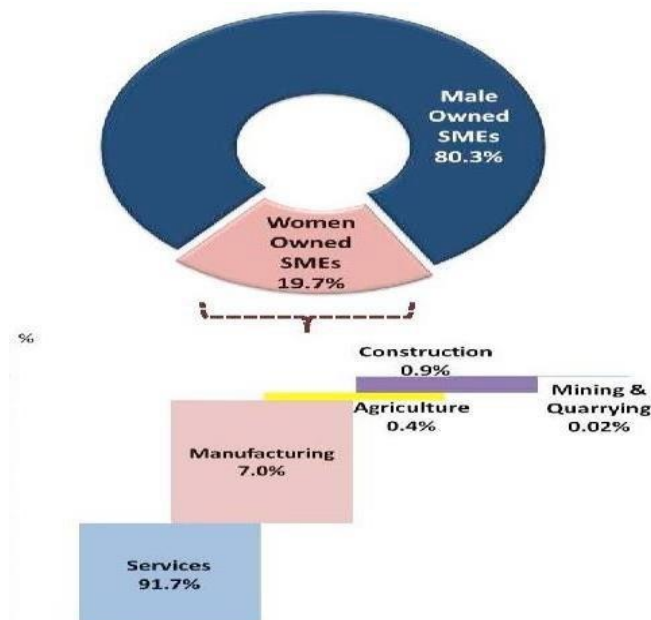
Figure 1: SME Ownership by Gender – Malaysia **Source:** Department of Statistics, Malaysia (DOSM, 2014)

At each level of the entrepreneurship process, several factors influence female entrepreneurial success. According to Cabrera & Mauricio (2017), the most important factors are: at the internal level, human capital, education, and experience, which have an impact on the opportunity identification stage of the entrepreneurial process; and at the micro environment level, access to resources, which have an impact on the opportunity recognition within the BE, acquiring resources, and entrepreneurial performance stages, both of which have an impact on quantitative and qualitative success indicators. Mohammad et al. (2021) classified the factors influencing female entrepreneurial success into three categories: (1) factors arising from the nature of women entrepreneurs, such as personal characteristics, skills, and experiences; (2) environmental factors surrounding women's entrepreneurship, such as family support, cultural norms, social relations, competitiveness, marketing, and government policies; and (3) factors related to micro-financial institutions, such as financing and loans. According to Syed et al. (2011), family support, social links, and personal drive all have a favorable and substantial impact on the success of women entrepreneurs in small firms. According to Chee et al. (2012), the most important aspects that contributed to the success of women entrepreneurs were individual factors, organizational factors, and the environment, as well as the elements of interest, passion, risk takers, self-confidence, and optimistic attitude. Wube (2010) discovered that the personal traits of women entrepreneurs in MSEs and the firm they run had an impact on their performance. It also demonstrates that the absence of own premises (land), financial access, tough rivalry, insufficient access to training, access to technology, and access to raw materials are the primary economic variables influencing the performance of women entrepreneurs in MSEs. The study also discovered that conflicting gender roles, social acceptability, and networking with outsiders are the major social factors affecting these entrepreneurs, and that the main legal/administrative factors include access to policymakers, high amounts of tax and interest, bureaucracies and red tapes, and over all legal and regulatory environments.

3. METHODOLOGY

Convenient random sampling technique was employed to administer 108 structured questionnaires to mostly women construction professionals and entrepreneurs within the construction industry out of which 89 were properly filled and returned. Three construction companies as well as three (3) construction sites where visited in order to get the questionnaires through to the respondents. The study was undertaken within the BE of the Abuja metropolis. With regards to the prescription of Enshassi et al. (2009), this study used a 5-point Likert scale ranging from 1 to 5 as follows: "1 = Not significant", "2 = Slightly significant", "3 = Moderately significant", "4 = Very significant", and "5 = Extremely significant". The collected data were analyzed using Percentile and Mean Index Score to achieve the objectives of the study.

4. ANALYSIS AND DISCUSSIONS
## 4.1 Biodata of Respondents
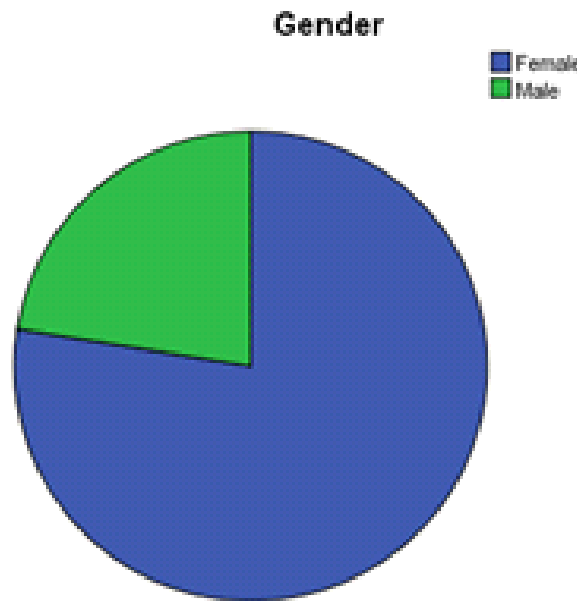
Figure 2 Pool of Male and Female Respondents

The study majorly targeted female respondents working in the construction industry. But owing to the dominance of the opposite sex (male) in the BE, the study therefore includes a limited number of male respondents. Out of the 89 questionnaire that were properly filled and returned, 69 were females and 20 were male respondents with a response rate of 77.5 and 22.5 per cent respectively.
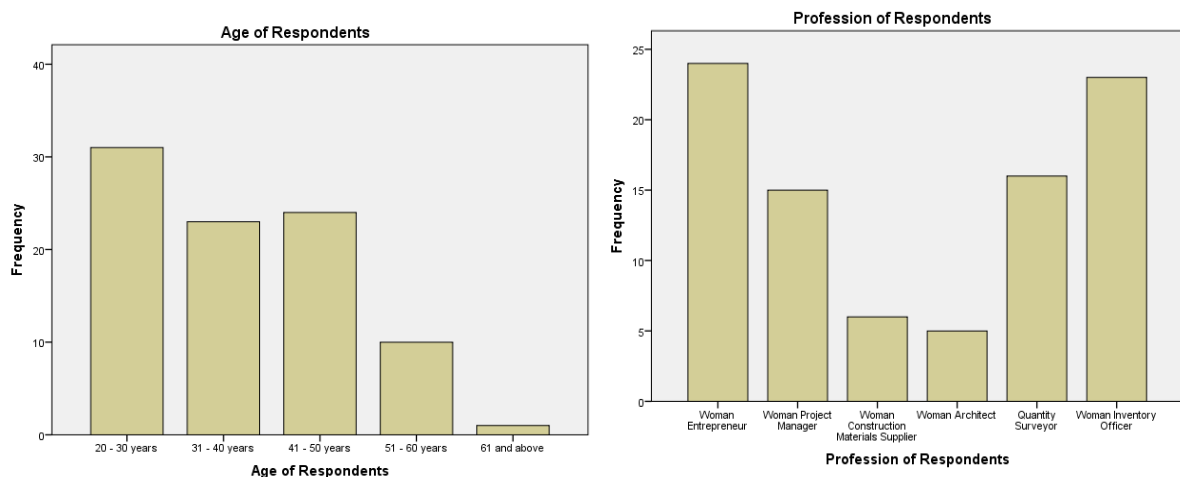
Figure 3 Ages and Professions of Respondents

The respondents are largely made up of female construction practitioners with an age bracket between 20 and 30 years. This amounted to 31 respondents with a total response rate of about 34.8 per cent. The age bracket between 31 and 40 years as well as 41 and 50 years are 23 as well as 24 amounting to a response rate of 25.8 as well as 27.0 respectively. The age bracket between 51 and 60 years was followed by 61 and above years. This consequently amounted to 11.2 per cent and 1.1 per cent respectively. The study obtained more response from general women entrepreneurs mostly because of their prevalence and accessibility. They included 24 'Woman Entrepreneurs' amounting to 27 per cent response rate. This was followed by 'Woman inventory Officers, 'Woman Quantity Surveyors' 'Woman Project Managers' 'Woman Construction Materials Suppliers' and 'Woman Architects' with a response of 23, 16, 15, 6 and 5 respectively representing a response rate of 25.8, 18.0, 16.9, 6.7 and 5.6 respectively.
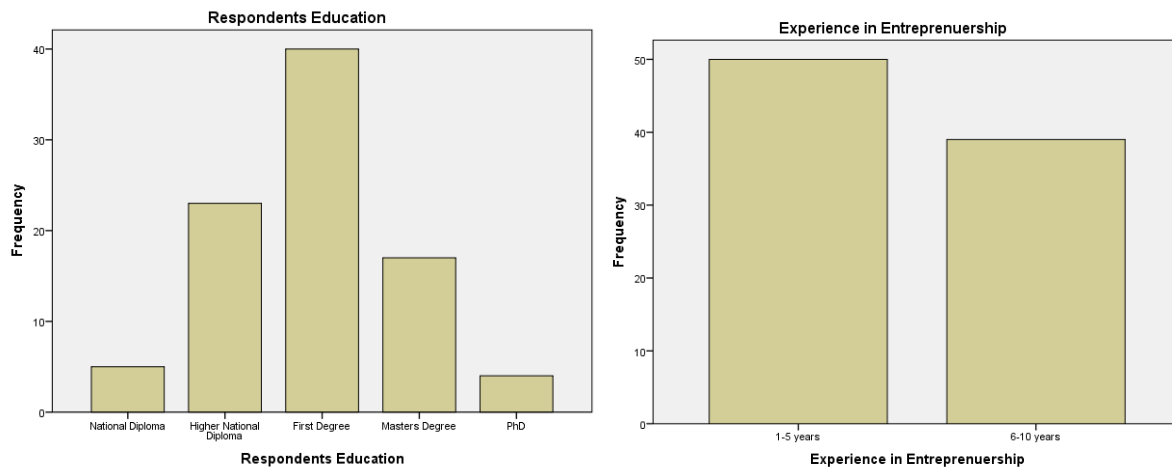
Figure 4 Educations of Respondents and Entrepreneurship Experiences

The study encompasses respondents who largely have First Degrees in varying courses relating to the construction industry. They are 40 respondents making a response rate of 44.9 per cent. Respondents with Higher National Diploma (HND) is next and then followed by the respondents with Master's Degree. They are correspondingly 23 and 17 respondents making a response rate of 25.8 and 19.1 per cent respectively. Respondents with National Diploma (ND) and PhD were 5 and 4 respectively depicting 5.6 and 4.5 response rate each.

4.2 Barriers to Women construction entrepreneurship opportunities

The severity levels of the barriers to women construction entrepreneurship opportunities are depicted by table 1. The ranking posit that women are not granted enough credit facility like their male counterpart as the most severe barrier affecting women construction entrepreneurship (Abasilim, 2015). This is because most lending and crediting agents in Abuja thinks of women who are seen to be risk averters owing to their male-controlled homes and uncertain responsibilities (Garba 2011), unlike their male counterparts and are therefore riskier to be given a loan or credit (Ewoh 2014). This is emphasized by the mean score of 4.83 making it first in the ranking table. This is in line with the studies of Bharthvajau, (2014) and Haxhiu, (2015). Similarly, it is the position of the respondents that construction enterprises are not naturally loved by women (Galea et al., 2015), which makes it difficult for them to venture into the sector as positioned 2nd with the mean score of 4.78. Most of the respondents agreed that, BE technical perseverance required for them to be successful in the construction enterprise are inadequate (Sayah, 2022), and this thus, constitute a barrier to their success level in the construction sector business (Sodipo, 2017), as the factor is ranked 3rd with a mean score of 4.67. There is also an issue of self-confidence and loss being felt by women in the BE with a mean score of 4.63 and ranked 4th. This is as a consequence of their inadequacy of construction technical enterprise and has effect on their enterprise performances (Mohamad & Bakar, 2017; Rafiki & Nasution, 2019). Many women lacked the ability to take control of leadership in enterprises and subsequently create a barricade to their success level in construction enterprise. This is stressed by the 4.60 mean score and a rank of 5th in the table. Ranked 6th with mean score of 4.54 each are women finding it hard to adapt to enterprise change in BE as well as not having enough training in the area of construction enterprise. The respondents also posited that negotiation skills of the women within Abuja BE are low and are also affected by the risk involved in construction material prices and housing costs (Muhammed & Muhammed 2021), which are ranked 8th and 9th with a mean score of 4.52 and 4.49. The lack of adequate societal support needed by women to venture into construction entrepreneurship (Ibrahim, 2014; Nazifa & Muhammed, 2018; Sayah, 2022) also seems to be absent and most women are similarly affected by the perceived or reflective masculine nature of construction project enterprise as these factors have mean score of 4.46 and 4.42 and as a consequence ranked 10th and 11th. Others includes little construction enterprise creativity (Christabel, 2021), incoherent relationship with the construction workforce, work-family interface and the internal and external environmental nature of the construction BE seems not be pleasing to many women entrepreneurs. These factors are ranked 12th, 13th, 14th and 15th with a mean score of 4.35, 4.02, 3.92 and 1.62 respectively. Overall, with a high mean score for all the selected factors ranked, it can be seen that women enterprise involvement within Abuja BE are significantly affected by these factors but for the last two (work-family interface and internal and external BE environment effects) which has moderate and least effects respectively. The respondents see work-family interface as having moderate barrier to women entrepreneurship opportunities because in recent times, there has been adjustment to the working time of the construction workers within the BE. This is

evidenced in some construction companies sacrificing Friday as a work-free day for their workers. While that of internal and external BE environment having least effect in Women entrepreneurship opportunities barriers because most construction firms have enough protective equipment as well as well-structured work schedule within and outside their BE which is a booster to the construction workers.

Table 1 Barriers to Women construction entrepreneurship Opportunities

FACTORS	Mean	SD	Rank
Women are not granted enough credit facilities	4.83	.607	1
Women naturally do not love construction enterprise	4.78	.420	2
Women mostly lacked the technical grits of construction enterprise	4.67	.586	3
Self-confidence and optimism are lost by women in the BE	4.63	.591	4
Leading a construction enterprise team is tasking for most women	4.60	.779	5
Women find it hard to adopt to enterprise changes in the BE	4.54	1.077	6
Women are insufficiently trained to venture into construction enterprise	4.54	.501	6
Women in BE negotiation abilities are frail	4.52	.770	8
The risk involved in construction projects and materials cost affects women participation	4.49	.605	9
Women lacks adequate societal support to venture into construction entrepreneurship	4.46	.966	10
Women are mostly affected by the masculine reflective nature of construction sector	4.42	.889	11
Women have little to know construction business creativity	4.35	1.001	12
Women relationship with construction workforce are incoherent	4.02	1.196	13
Work-family interface affects women construction enterprise	3.92	1.263	14
Women are affected by the internal and external environment of the BE	1.62	.761	15

Source: Field Work (2022).

4.3 Mitigating to measures to the barriers to Women construction entrepreneurship Opportunities

The selected mitigating measures to the barriers to women construction opportunities within the Abuja BE for the purpose of this study are 'Women should be financially positioned', 'Women skills in construction enterprise should be improved', 'Motivation should be given to women by their family and society', 'Women should be adequately engaged', 'Policy design to impact gender equality and institutional approach', 'Women should be encouraged to take career in construction enterprise' and ,Women construction enterprise should be patronized'.

Table 2 Mitigating measures to the Barriers to Women construction entrepreneurship Opportunities

FACTORS	Mean	SD	Rank
Women should be financially positioned	4.85	.355	1
Women skills in construction enterprise should be improved	4.74	.554	2
Motivation should be given to women by their family and society	4.57	.582	3
Women should be adequately engaged	4.54	.692	4
Policy design to impact gender equality and institutional approach	4.52	.642	5
Women should be encouraged to take career in construction enterprise	4.17	.801	6
Women construction enterprise should be patronized	3.94	.921	7

Source: Field Work (2022).

4.3.1 Women should be financially positioned (MS = 4.85)

It is the position of this study that most women either in construction enterprise or not are not well positioned financially to thrive as indicated by the mean score of 4.85 and ranked 1st. Odoemene (2003) posited that women statistically comprises more than half of the population of Nigeria but only about 35 per cent of them engage in entrepreneurship. Similarly, Elam (2019) posited that only 231 million women started or run businesses globally in 59 economies from a study of GEM. Onuoha (2010) and Cantwell (2014) suggested that most women entrepreneurs are inclined towards self-generated funds to start-up their business which is mostly owed to lack of funds and not having adequate security and market credit. It is also the position of Sodipo (2017), that women almost always find it difficult to penetrate the informal commercial network which makes it difficult for them to access funds, and therefore lead to them not being able to challenge the status-quo in terms of construction enterprise opportunities. Burch (2013), also

opined that among other things, women's inabilities to access funds make them not to be able to take the construction enterprise opportunities available to them. So therefore, women entrepreneurs need to be funded for them to take the entrepreneurship opportunities prevalent in the construction industry BE.

4.3.2 Women skills in construction enterprise should be improved (MS = 4.74)

This study emphasized that women construction entrepreneurship skills need to be improved in order not to just recognize opportunities but also to be able to take them. This is emphasized by the mean score of 4.74 and ranked 2nd in the mitigating measures table. In consonance, Ewoh (2014), posited that among others, there is severe lack of entrepreneurship skills in many women which has restricted their number in construction enterprise. But women entrepreneurship contributions are highly needed to improve not just the construction sector but the overall economy of the nation (Ukonnmi & Agha, 2016; Christabel 2021). Baker & Liou (1997) and Achtenhagen & Walter, (2011), posited that notwithstanding the contribution capable of being made by women entrepreneurs into any nation's economy, entrepreneurship has largely been dominated by their male counterparts. Therefore, improving women construction enterprise skills will go a long way in assisting women to be able to recognize construction enterprise opportunities, take them and contribute meaningfully to the economic growth and development of the nation (Gatewood et al., 2004; Mauchi et al., 2014).

4.3.3 Motivation should be given to women by their family and society (MS = 4.57)

Burch (2013), posited that women need to be encouraged by their family and society in order for them to be able to venture into construction enterprises. This is underscored by its position in this study as women motivation from family and society is ranked 3rd with a mean score of 4.57. Ebhote (2015), indicated that in spite of women experience, education achievements and age, they are are largely restricted by traditions and cultures which has influenced the society to think women as house-helpers and are almost always expected to be at home to take care of domestic matters.

4.3.4 Women should be adequately engaged (MS = 4.54)

This study see women as not been adequately engaged to deliver in the BE. This is underlined by the factor ranking of 4th with a mean score of 4.54. The need for women entrepreneurship engagement was underscored by Odomene (2003), who posited despite women statistically making more than half of the population; only about 35 per cent of them are business inclined. This could be improved through proper mentorship (Burch 2013) and appropriate support (Christabel, 2021) as well as reducing gender gap between men and women (Garba 2011). He posited further that gender gap is the most challenging barrier to women entrepreneurship ability. Global Entrepreneurship Monitor Project (GEM, 2012), estimated women entrepreneurship involvement to be around 187 million, with men engaged in entrepreneurship activities to be around 52 per cent and women general entrepreneurs are estimated to be around 48 per cent on the global scale. This does not however encourage much women participation in construction enterprise in the BE and thus reduce their growth and development (Arenius & Minniti 2003; Murdi et al., 2010).

4.3.5 Policy design to impact gender equality and institutional approach (MS = 4.52)

Ranked 5th with a mean score of 4.52, this study also sees policy design impact and institutional methods as integral to women success in construction entrepreneurship. These policies includes positive action towards women in graduate recruitment, gender bias training for employers and equality training and gender diversity awareness are some of the policies applied in the Australian construction sector (Galea, 2015), which we can look into, adjusted and applied by the relevant institutions to Nigerian construction sector in order to inspire women to take more business opportunities prevalent in the construction sector.

4.3.6 Women should be encouraged to take career in construction enterprise (MS = 4.17)

The nature of construction sector entrepreneurship opportunities requires women to take careers in the sector in order for them to be able to take those opportunities. This is enhanced by its position as 6th with a mean score of 4.17 and also stressed by the studies of Pandian & Jesurajan (2011) and Thaher, et al., (2021). It is therefore, no surprise that Odoemene (2003) posited women in entrepreneurship to be around 35 percent. Women inability to take careers in the construction industry is induced by the perceived male-gendered nature of the construction sector (Achtenhagen & Welter, 2011; Galea et al., 2015). This shows that there remain a wide gap between men construction entrepreneurship and that of the women (Christable, 2021).

4.3.7 Women construction enterprise should be patronized (MS = 3.94)

The study posits that women construction enterprises are not the most patronized which is occasioned by the male-gendered perceived nature of construction businesses in Nigeria as posited by the factor ranking of 7th and a mean score of 3.94. Since it is mostly perceived as male-gendered business in Nigeria, women find it hard to venture into construction entrepreneurship owing to the fear of low to lack of patronage which is mostly visible in the male-dominated construction industry.

5. CONCLUSION AND RECOMMENDATIONS

The findings of the study assessment of barriers to women entrepreneurial opportunities within the built environment revealed that factors such as women not being granted enough credit facilities, construction enterprises not naturally loved by women and women lack of construction enterprise technical tenacity are the top barrier affecting women participation and taking construction enterprise opportunities within Abuja BE as depicted by their high mean score respectively. The study concludes that there is need for women participation in the construction entrepreneurial activities in order to widen the array of opportunities prevalent in the industry, as well as to boost the sector economy and the overall economy of the nation. The study recommends that focus should be on providing adequate and more financial opportunities for women willing to venture into construction entrepreneurship, improvement in women entrepreneurship skills and family-society motivation.

STUDY LIMITATION

The scope of the study was narrowed to Abuja metropolis construction environment and it could be expanded to either region or the whole country for further studies.

Owing to the overwhelming number of male construction practitioners prevalent in the Nigerian construction industry, part of the questionnaire mostly targeted for women construction practitioners were also administered to male practitioners. Therefore, the study can be improved upon by using only female construction practitioners with an expanded scope.

Factors affecting women entrepreneurship opportunities in the construction industry as well as their mitigating measures were restricted and can be expanded and improved upon for further studies.

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A REVIEW OF THE CHALLENGES OF WOMEN IN THE CONSTRUCTION INDUSTRY

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Article history:	Abstract:
Published: 10th March 2022	The inclusion and fairness of women in today's modern society is an indicator of the socio-economic and cultural advancement of that society. Unfortunately, women make up just about 10% of the total workforce in the construction industry which is mostly due to the perceived notion that the construction industry is a man's world, as well as the hostile working conditions they encounter. Hence, this study seeks to investigate the challenges faced by the female gender in the construction industry, and to identify strategies to improve active involvement of the female gender in the construction industry. A literature review approach was adopted where data from peer reviewed academic publications were reviewed. Findings from this study grouped the challenges faced by the female gender in the construction industry into six categories (discrimination, culture, working condition, abuse, career development, and family commitments), and identified several strategies to improve active involvement of the female gender in the construction industry from literature. The study recommends prosecution of sexual harassment cases, flexible working conditions, and promoting education, training, and professional development for women.

1. INTRODUCTION

Galea & Loosemoore (2006), theorized a social learning theory stating that Gender as we know is a perception of maleness or femaleness and is taught and learnt through education, interaction and socialization and determined by the societal expectations of the roles of women and men. Styhre (2011), states that, the construction industry has favoured the male gender historically because of the physical nature of the job. However, social stereotypes most times can reinforce a skewed gender workforce. Over the years there have been reoccurring debates on the role of gender in the construction industry. Clarke & Wall (2006), are of the notion that gender has always had an effect on the type of worked deemed acceptable for both sexes, stating that after the aftermath of the world war which led to shortage of men and women. Gender discrimination was at play then when women were excluded from construction projects in Britain and unskilled men were often promoted over skilled women.

The construction industry of most countries is one of the largest sector in terms of number of people employed continuously as a result of the constant construction done at all levels from initial phase to the maintenance. This industry like others has in past times been male dominated but has slowly seen the inclusion of the female gender with the dawn of modernity and the evolution of human perceptions and reasoning. However, despite the giant strides taken in this direction there still exist pockets of discrimination and issues against the female gender. In the Australian construction industry, for instance, women account for only 11% of the workforce and they leave the industry at a rate almost 40% higher than men (Turnbull, 2016). If the industry doesn't curb these issues and focus on its male workers it will ultimately miss out on a majority of the population as the number of females greatly outnumber that of males worldwide. There will be an unbalanced view in the infrastructural development as only one half of the community will be involved in the planning and decision process and also there will be a monotony of ideas (Agapiou, 2002).

This paper is aimed at reviewing the gender related issues in the construction industry giving the female gender priorities. The most prevailing gender issues in the construction industry ranges from discrimination, payment discrepancies, availability of jobs, harassment and a host of other issues (Fielden 1999). Hence, this paper cuts across all that has been highlighted by previous researchers and bodies of knowledge to know the most prominent issues and

also the best methods to curb them, therefore this study seeks to investigate the challenges faced by the female gender in the construction industry, and to identify strategies to improve active involvement of the female gender in the construction industry.

This paper uses data from previously published academic repositories for its data and has no primary data taken to conduct the research and draw out its conclusions. However the sources of data were carefully selected to cater to the aim and objectives of the paper.

2. REVIEW OF RELATED LITERATURE

As previously stated, there are varying issues related to the female gender that has been previously discussed by scholars. According to Kim et al. (2019), the construction industry is facing a shortage of skilled labour and managers. Morello et al., (2018) also states that as the demand for construction workers increase there is a need to hire and retain more women to fill up the void, however some persons may argue that the Men are capable of filling up that void, it has been proven that there are more females than males worldwide. Table 1 presents the projection of labour force participation. The table shows an additional 25% gap reduction by 2025.

Table 1: Projection of labour force participation

| Country/region | 2017 Projections | | | 25 per cent gap reduction by 2025 | | |
| | Labour force participation | | | Additional labour force | | Additional GDP |
	Men (%)	Women (%)	Gap (percentage points)	Millions	%	$ Billions, PPP
World	76.1	49.4	26.7	203.9	3.9	5,767
Developing countries	82.6	70.3	12.3	7.8	2.0	31.0
Emerging countries	77.5	46.9	30.6	175.5	4.8	4,195
Developed countries	68.0	51.9	16.1	20.6	2.6	1,540
Northern Africa	74.1	22.9	51.2	11.4	9.5	301
Sub-Saharan Africa	76.3	64.6	11.7	11.1	2.2	109
Latin America and the Caribbean	78.3	52.7	25.6	17.4	4.0	445
Northern America	68.3	56.2	12.1	4.8	2.0	452
Arab States	76.4	21.2	55.2	7.8	7.1	372
Eastern Asia	76.8	61.3	15.5	27.3	2.5	1,013
South-Eastern Asia and the Pacific	81.2	58.8	22.4	15.9	3.5	425
Southern Asia	79.4	28.6	50.8	92.7	9.2	1,838
Northern, Southern and Western Europe	63.8	51.3	12.5	5.7	2.0	406
Eastern Europe	68.1	53.0	15.1	4.5	2.6	189
Central and Western Asia	73.5	44.1	29.4	5.3	5.7	216

Source: World Employment and Social Outlook – Trends for Women 2017. Participation rates and gaps for 2017 projections.

Fielden et al. (2000), argued that despite many females studying construction courses in tertiary institutions, the male dominated 'sexist' image of the industry will always discourage women from deciding to work in construction and they will eventually branch off into other fields. He also stated that real change will only occur when there is a shift in cultural mentality. The macho culture of the construction industry coupled with the strict male career model paths forced down on both sexes creates unrealistic expectations for the female gender because it doesn't account for broken/paused careers. The traditional practice forces women into a lifestyle of males whose wives do not have full time careers and can afford to handle the home affairs, and this causes a slow career progression for females (Dainty and Lingard, 2006). They are forced to either conform to the marginalized practice or drop out of the workforce entirely. Some of them strive to prove themselves and end up experiencing burnouts and are jeered at for that, the constant stress, burnouts, lack of progression and mockery leads many women into quitting the construction industry (Arditi et al., 2013). According to Naoum (2011), the masculine culture is one of the most cited reasons why females do no work in the

construction industry, and there has to be a structural and cultural change to strip down the culture and make the industry more appealing to both sexes.

Naoum (2011) also suggests that a company's organizational culture is a main reason for the acceptance and internalization of beliefs by its workers, therefore the mindset of the construction industry being a male dominated field has been largely perpetuated by the organizations too, if organizations enact polices to promote female values, over time it will become the new normal. Stress is also one of the things that come to mind when the construction industry is mentioned. This overbearing level of stress is highly detrimental to the physical and mental wellbeing of individuals. Researches have stated that because of the unique challenges women face in an internalized male dominated field, they, more than men, often report more psychological injuries and high levels of stress (Bowen et al., 2014). Some of the psychological injuries experienced by females stem from the sexual harassment they experience from clients and co-workers alike. Additionally, the flaring gender discrimination in the industry is an additional reason, they often experience a hostile work environment and un-supporting organizational climate. They face ridicule as they strive to achieve the right balance between work and home and a personal life (Goldenhar et al., 1998).

Barreto et al. (2017), identified 20 invisible barriers that women face in their careers from a survey in the Peruvian construction industry. Some of these include fewer career opportunities than males, men often view women as being weak, delay in their careers by maternity leaves, inflexible work schedules, lack of childcare programmes, and lack of provision for career breaks. From the analysis five underlying factors were uncovered: harsh conditions in the construction industry, high level of competition in the industry, male oriented labour market, unfavourable perception of females in the industry, and detrimental issues for being a woman. Segueing et al. (2009), supported this and stated that most women opt out of pursuing senior management positions in order to keep their work life balance. The demand to work long hours and many days away from home coupled with the demands of running a home will eventually take its toll and cause burnout and mental health issues. Because of this, women in the construction industry often reported low levels of job satisfaction and high levels of job and life conflicts.

Societal perceptions based on gender is just one of the barriers to females in the construction industry. Dainty et al. (2000), did a deep dive into this issue by interviewing males and females in the industry to compare their careers and career paths and they discovered eight major issues that need to be solved in order to facilitate the progression of women in the construction industry and they are:

1. Entrance to the industry
2. Entrance to organizations
3. Context of a career in construction
4. Structural organizational processes
5. Cultural organizational processes
6. Individual characteristics
7. Career strategies
8. Future expectations, opportunities and threats

After a thorough mapping of the career progression of their interviewed workers in the industry, Dainty et al. (2000), discovered that women progressed on an average of one level behind their male counter paths of similar experience and age. They also stated that all efforts to attract more women into the construction industry should be halted until the existing issues surrounding the industry are solved. Table 2 presents a review of 10 related literature and their contribution to knowledge on female gender issues in the construction industry.

Table 2: A review of related publications

S/No	Authors	Title	Methodology	Contribution
1	(Adenugba & Oderinde, 2017)	Wage Differentials and Discrimination Against Women in Informal Construction Sites: A Study in Ibadan, Nigeria	patriarchal theory	• Bricklayers consider gender factor while issuing wages on site. • There exists wage discrimination between men and women-laborers who perform same work. • Bricklayers are more satisfied with men-labourers' work than women
2	(Oloruntoba & Olanipekun, 2021)	Socio-Psychological Motivational Needs Of Unskilled Women Working In Nigeria's Construction Industry	Interview	• Prevalent challenges on construction sites are sexual harassment, verbal abuses, unfavourable working conditions, and stress

3	(Okeke, 2017)	Nigerian Culture: A Barrier To The Career Progress Of Women In Nigeria	Review	• HRM practices in Nigeria must address gender inequality. • Nigerian organisations should have a culture that is inclusive
4	(Haruna et al., 2016)	An Overview Of Challenges Of Women's Participation In The Practice Of Building Profession In Nigeria	Questionnaire survey	• Women participation in the building industry in Nigeria is hampered by inadequate job security in the private sector, work stress and fatigue, inadequate pay, responsibility to family, among others
5	(Agapiou, 2002)	Perceptions of gender roles and attitudes toward work among male and female operatives in the Scottish construction industry	Questionnaire survey	• Women are now actively encouraged to participate, legally protected against discrimination and more highly represented in non-traditional areas of the construction industry.
6	(Baruah, 2010)	Gender and Globalization Opportunities and Constraints Faced by Women in the Construction Industry in India	Survey	• Small number of women in the construction industry are breaking down some entrenched social and cultural barriers
7	(Salignac et al., 2018)	Institutional entrepreneurs driving change: The case of gender equality in the Australian construction industry	Interview	• Gender equality is an important point of focus for companies • However, discrepancies remain between perceptions and reality as well as people's level of readiness
8	(Norberg & Johansson, 2021)	"Women and "Ideal" Women": The Representation of Women in the Construction Industry	Corpus linguistic methods	• There are certain qualities that women need to acquire to succeed in the industry. • Sexual harassment is a recurring theme for women in their workplace.
9	(Okeke et al., 2018)	Assessment of Women Quantity Surveyors' participation in construction industry in Nigeria	Questionnaire survey	• The number of females in industry is very negligible. • The predominant factors affecting female participation Strength; child bearing/labour
10	(Afolabi et al., 2019)	Balancing the Female Identity in the Construction Industry	Questionnaire survey	• The study revealed that anti-feminine characteristics exist in the industry inform of work growth gap, position/pay gap and symbolic intimidation. • The study showed that there is the need for attitudinal changes in the bullying culture and the sexual orientation towards co-workers

3. METHODOLOGY

This study aimed to investigative the challenges facing the female gender in the construction industry, and identify strategies to improve active involvement of the female gender in the industry. Hence, using a literature review approach, the authors reviewed relevant and related studies to achieve the research objectives. A literature review according to Baumeister & Leary (1997); Tranfield, et al. (2003); Snyder, (2019) is a method of collecting and summarizing previous research. The findings from such review can serve as a foundation for knowledge creation, produce policy and practice recommendations, give evidence of an effect, and, if done correctly, have the potential to generate new ideas and directions for a certain field. Additionally, a literature review can address research topics with a power that no one study has by combining findings and viewpoints from multiple empirical studies. Previous studies such as Oloruntoba & Olanipekun, (2021); Yusuf et al., (2021); Norberg & Johansson, (2021) adopted the literature review methodology technique to address research objectives. This paper thus presents findings from previous studies related to gender issues in the construction industry where the authors used a qualitative, quantitative, or a combination of both approaches to achieve set objectives.

4. DISCUSSIONS
4.1 The challenges faced by the female gender in the construction industry
A casual examination of the many construction fields around the world, reveals the dominance by males, and it is seen as a male domain requiring brute strength and a good tolerance for outdoor conditions, inclement weather and bad language (Haruna et al., 2016; Agapiou, 2002). Nigerian women, just like in countries around the world, experience a great deal of prejudice, which limits their ability to reach their full potential on an equal footing with males. Due to their household responsibilities, low educational attainment, poverty, biases against women's employment in specific sectors of the economy or types of work, and discriminatory compensation practices, women are far from having equal rights in the labor market (Adenugba & Oderinde, 2017). Apart from these, several other factors exists in literature. Hence, this study categorized these factors into six major categories, namely: discrimination, culture, working condition, abuse, family commitments, and career development as shown in Table 3

1. Discrimination
Generally, occupational discrimination and exploitation is a major challenge facing the female gender around the world. In Nigeria, Adenugba & Oderinde (2017) posits that when calculating work pay on site, bricklayers take gender into consideration. Hence, regardless of whether or not the labour is similar, men and women-labourers are paid differently on the job in Nigeria. Additionally, Rajanna (2015) also supported that unskilled women workers are paid lesser than men in the construction industry. Contrarily, Smiley (2011) states that there was no disparity between entry-level pay and professional advancement within the U.S. construction industry. Another major issue is gender stereotyping which affects the kinds of role female can engage in (Connell et al., 2005; Cettner et al., 2008). Adenugba & Oderinde, (2017) further states that gender stereotypes determines the type of job performed on site, thereby creating inequality in wages. Adequate financial compensation and other non-financial incentives should therefore be provided to motivate them. Also, the leaders of organizations or construction sites should set the pace and ensure payments and job distribution solely on the level of work done and skills rather than gender, this will encourage the men with skewed views to be reoriented or 'step up' to prevent their jobs been taken from them by the other gender. It will also provide dignity in labour for the females and encourage them to apply for more construction jobs.

2. Culture
One of the major challenges females face is the culture of the construction industry which affects their career development. This is evident right from joining the industry, up to the top of the organization's hierarchy (Elvitigala et al 2006). The study further states that construction firms form competitive power culture which marginalizes the contribution of women. Furthermore, Elvitigala et al 2006 concluded that organizational cultures causes problems for women in the industry. The construction industry is also characterized by a macho culture, where argument, conflict and crisis is a norm (Gale, 1994). Hence, women are frequently exposed to unfriendly working conditions. The societal culture and its perception of women and what they should do and not do is also a major problem, women are often ostracized in communities on the advent of showing interest into 'male jobs', a reconditioning of the society can be done if the organization promotes a female friendly culture within its walls. Over some time, this will become the norm and make it more acceptable for females to engage in the construction activities and it will be viewed as a profession for the both sexes.

3. Working conditions
Studies of Chittibabu (2007); Lekchiri et al (2020); Baruah, (2010) supports that absence or shared lavatories with men, operating in unsatisfying environments, and lack of care facilities for women with children are challenges unskilled women encounter on construction sites which affects their output. Women are exposed to more social vices than men, example of such is rape and sexual harassment due to unsecure working environments. More so, the perpetrators of such evils perceive women as weaker gender and prone to such attacks. As earlier discussed, women are being discriminated in the industry due to their small numbers; therefore many construction sites lack female toilet or feel women could share toilet with men which exposes them to toilet diseases. The provision of day-care centres that will cater for women with little children is a good working condition strategy for the female gender. Child care is a major reason why women stay back from construction sites for a long time after maternity, because they believe their children are too tender to be exposed to site activities. Therefore, an adequate provision of childcare support will definitely encourage women to resume work after six months of child birth, just like what is obtainable in other sectors.

4. Abuse
The extremely high rate of sexual related harassment against women is not peculiar only to the construction industry. There exists a large pool of literature backing several types of sexual abuses against women in the construction industry (Agapiou, 2002; Afolabi et al., 2019; Oloruntoba & Olanipekun, 2021). This is because men often see women workers as intruders and use abuses to keep them out of what they see as a male territory (Afolabi et al., 2019). Asides from sexual abuses, women are also physically and verbally abused in the construction industry (Baruah, 2010; Oloruntoba & Olanipekun 2021; Norberg & Johansson, 2021).

5. Career development

Studies have shown that men experience a smoother career progression than female in the construction industry (Lynch, 2007; Smiley, 2011). Rosa et al. (2017) however, noted that through mentorship, women could be assisted to overcome career related issues. Evidence form Barnabas et al. (2009) states that there exists an unequitable and favourable conditions to acquire addition skills in the construction industry. This is usually due to households responsibilities. Women are usually at disadvantage when opportunity arises to up-skill especially when they have to leave their family behind for a long period of time. Additionally, women are always being looked down upon or practically neglected in the construction industry there by killing their morale or slowing down the career of a prospective successful built environment professional.

6. Family commitments

As widely known, the female gender is generally responsible for household maintenance. Unlike men, women combine these responsibilities as well as family care, pregnancy, and child care (Azhar & Griffin, 2013) with tiresome construction roles. These most times affects their productivity when compared to men on the same job (Rajanna, 2015). Many construction professionals face a conflict between work and family duties that is more intense for women than for men (Ahmed and Agboola, 2020).

Table 3: Categories of the factors affecting the female gender in the construction industry

S/No	Category	Factors	Source
1	Discrimination	Biological Gender stereotypes Male aggressive behaviour habits Low wages Employment security	Connell et al. (2005); Cettner et al. (2008); Ross-Smith et al. (2010); Kalpanadevi et al. (2013); Rajanna (2015); Adenugba & Oderinde, (2017); Kumar (2013); Maneesh and Jasna (2017); Baruah (2010). (Ahmed & Agboola, 2020)
2	Culture	Cultural beliefs Traditional beliefs Men's world assumption Socio-cultural/religion Construction organizational culture Masculine culture	Sang & Powell (2012); Toor et al. (2018); Haruna et al., (2016); (Elvitigalage et al., 2006); Ross-Smith et al. (2010)
3	Working condition	Absence/Shared toilets with males Dirty working environment Unfavourable working condition Unsecured working environment Lack of basic welfare facilities Lack of social security	Baruah, (2010); Lekchiri et al (2020) Kumar et al. (2013); Kalpanadevi et al. (2013); Oloruntoba & Olanipekun (2021); (Haruna et al., 2016); (Gogoi, 2020)
4	Abuse	Sexual harassment Physical abuse Verbal abuse	Agapiou (2002); (Afolabi et al., 2019); (Oloruntoba & Olanipekun 2021); (Ahmed & Agboola, 2020)
5	Career development	Limited opportunities for up-skilling Lack of career progression Training condition	(Rosa et al., 2017); Barnabas et al. (2009); Afolabi et al., (2019); Azhar and Griffin, (2013); Smiley (2011)
6	Family commitments	Family/children issues Child care Child birth Pregnancy	Afolabi et al., (2019); Azhar and Griffin, (2013); (Ahmed & Agboola, 2020)

4.1 Strategies to improve active involvement of the female gender in the construction industry

Several factors hinder the active participation of the female gender which has been identified in the previous section. It is therefore imperative to deploy workable strategies to increase female gender participation in the construction industry and boost their productivity. One of such important strategy is motivation according to Thwala and Monese

(2012) which helps people meet certain objectives. This process energizes, channels, and sustains behavior and performance to yield positive results. In this context, provision adequate motivation through top management or mentorship, and incentives (financial and non-financial) would encourage more women participation. Several studies from literature (Haruna et al., 2016; Baruah, 2010; Jimoh et al., 2016; Afolabi et al., 2019; UN Women Report, 2018) have identified numerous strategies that could help facilitate the active role of the female gender in the construction industry. Table 4 presents some of these strategies identified from five (5) major studies.

Table 4: Strategies to improve active involvement of the female gender in the construction industry

S/No	Source	Strategies
1	(Haruna et al., 2016)	• Employment of more women builders in ministries and parastatals related to Building, Land, Housing and physical infrastructure • Patronizing women practicing builders through contract awards as contractors or consultants • Encouraging women into taking up lecturing, teaching and research in higher institutions • Postgraduate scholarships to women building graduates
2	(Baruah, 2010)	• Payment of stipends • Infrastructural and technical assistant • Placements on large-scale infrastructure projects • Scaling up access to training and certification
3	(Jimoh et al., 2016)	• Making young women aware of opportunities in construction • Extending the influence of women in construction • Better representation of women • Equal opportunities, policies and procedures • Favourable selection criteria and recruitment methods
4	(Afolabi et al., 2019)	• Adequately funded female mentors/role model programmes • Improved legislations and policies • Prosecution of sexual harassment cases • Flexible working conditions • Support from professional bodies and unions
5	UN Women Report (2018)	• Establishing high-level corporate leadership for gender equality • Fair treatment at work, including respect and support human rights and non-discrimination • Ensure the health, safety and well-being of workers • Promoting education, training, and professional development for women

5. CONCLUSION AND RECOMMENDATIONS

Traditionally, women are generally perceived to be nation builders whose responsibilities start from smaller family units. Hence, the inclusion and fairness of women in today's modern society is an indicator of the socio-economic and cultural advancement of that society. Unfortunately, women make up just about 10% of the total workforce in the construction industry (Lewis & Shan, 2020). This is mostly due to the perceived notion that the construction industry is a man's world, as well as the hostile working conditions they encounter. This study through a literature review identified and grouped the challenges encountered by the female gender into six (6) major categories. These are; discrimination, culture, working condition, abuse, career development, and family commitments. The study also extracted factors that could improve active involvement of the female gender in the construction industry from literature, most of which can be achieved with a revised organizational culture and structure. This study recommends the implementation of the compiled strategies to improve active involvement of the female gender in the construction industry.

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KEY SECURITY CHALLENGES FOR WOMEN IN METAVERSE AND SOLUTIONS TO OVERCOME THOSE CHALLENGES

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Article history:	Abstract:
Published: 10th March 2022	Metaverse is the future of the internet. The upcoming decades will be ruled by Metaverse and before this technology becomes a necessity for us, it's equally important to make it safe for all sections of society including women. In the world of social media where women become an easy target of cyber bullying, digital frauds and many other digital issues, we can't deny the fact that Metaverse is 100 times more immersive and this increases the threat of cyber security more for women. In web 3.0 women have faced critical security issues and it's necessary to improve Metaverse and make it a safer technology for women.

1. INTRODUCTION

The idea of metaverse was coined by Neal Stephenson in his 1992 novel "Snow Crash" from then the idea of a futuristic digital world that runs parallel to the world in which we live has fascinated many researchers and scientists. Metaverse is the combination of the prefix "meta" (imply-ing transcending) with the word "universe", describes a hypothetical synthetic environment linked to the physical world after around 3 decades it looks like the idea of the digital world is coming true. Let us see this technology from a security point of view. Cyber security has always been a big issue for humanity. And when it comes to cybercrimes women are the most vulnerable to it. Metaverse being a relatively new technology it's important to impose proper rules and regulate this fully immersive 3D Space to safeguard any future hazards from it.in Metaverse every user gets an Avatar which is a digital twin of the user.

1.1characteristics of the Metaverse:
- Metaverse is a combination of different technologies such as augmented reality, block chain and digital twin.
- AR is one of the main technologies involved in development of metaverse and is one of the gateways to get into the metaverse.
- Technologies like block chain are decentralized in nature and work corresponding to Metaverse and help in making the Metaverse economic system.
- Digital twin is a term used for real time counterpart of a physical object, human being or process
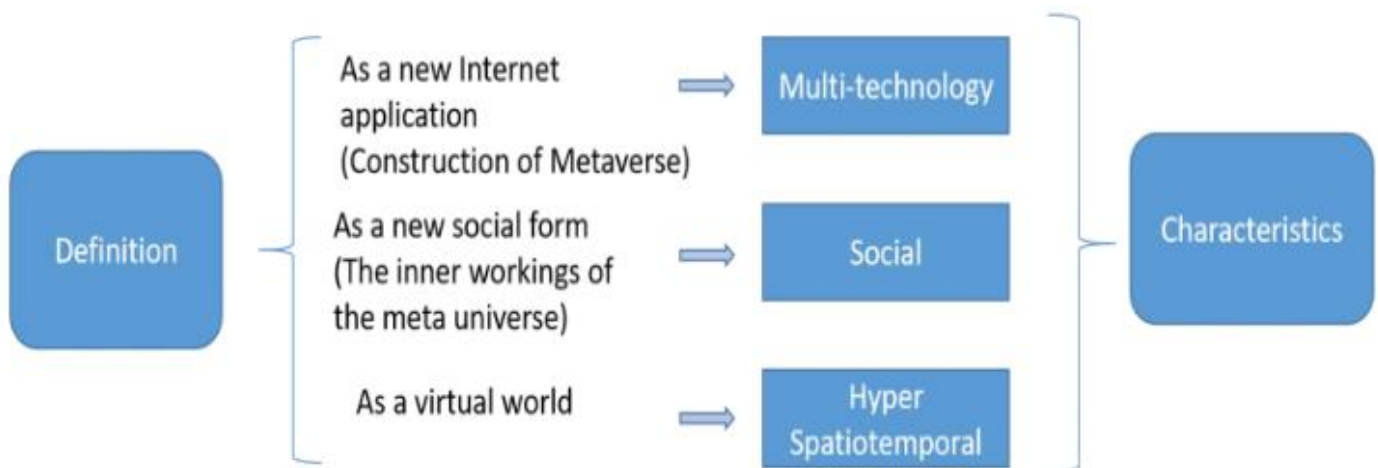
Fig. 1

2. Potential Threats of Metaverse

2.1 Privacy: Metaverse is a fully immersive technology that takes users into a 360 degree virtual environment. Unlike conventional social media in metaverse metaverse will have a large number of ways to track users in a much more intimate manner. According to the data protection report 2022 it is estimated that a large amount of data may be collected and stored in servers by metaverse companies to provide users a better user experience which also increases the threat of cyber stalking on women. Companies can use this Data for targeted advertising campaigns and these data if leaked can lead to serious crimes against women. The metaverse wants to harvest new, uncharted personal information, even to the point of noting and analysing where your eyes go on a screen and how long you gaze at certain products.

2.2 Authentication in the metaverse: According to reports around 12% of total social media handles present on the internet are fake accounts and also the problem of bot generated text is a big issue as both of them threaten the security of a womens private data. In future it is also possible that machine generated bots get into metaverse and their physical twin does not exist. This will become an ideal way to do frauds in the metaverse. Machine generated avatars in metaverse can be used for many kinds of unethical cyber practices including trolling, cyber violence and cyber bullying of women. According to statistica in 2019, 16% of Facebook accounts were fake accounts, 9.5% of Instagram accounts are also fake accounts. Globally 90-95% of fake accounts are created using a woman's name and photos. These stats clearly show how vulnerable women are when it comes to authenticity in social media. We can't deny the fact that these kinds of illegal things can also happen and are happening in the metaverse.
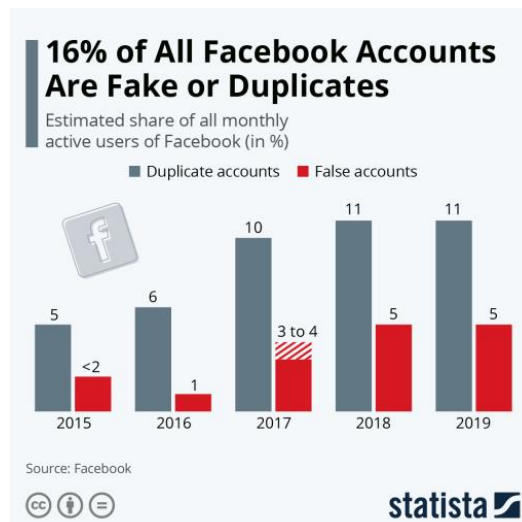

Fig. 2

2.3 Sexual harassment and abuse in Metaverse: Women have been the most vulnerable for physical and verbal abuse from decades in real as well as virtual world .In virtual world ,initially women were abused verbally but Metaverse adds a possibility of virtual sexual abuse with avatars .Many cases have been reported since last few years

where digital avatars of women have been sexually harassed by group of male avatars .This is an increasing threat of Metaverse .These types of digital abuse put negative impact on mental health of women .
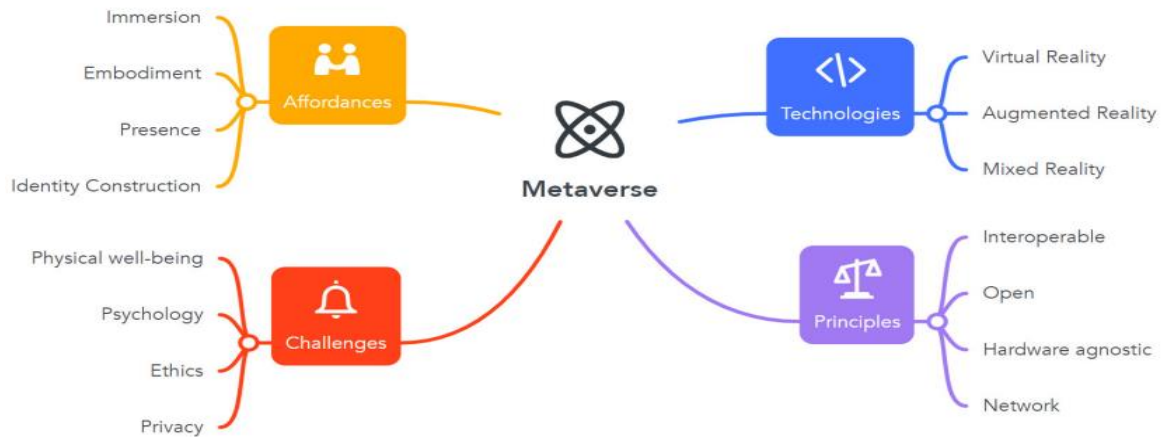

Fig. 3

2.4 Digital Discipline in Metaverse: In physical world ,when we connect people ,we follow certain social disciplines .On similar lines ,when we connect with people virtually ,we need to follow Digital Discipline which is a very important aspect of social media.The acts of indiscipline in metaverse may cause severe mental issues to users in comparison to interdisciplinary acts to traditional social media .With increasing immersiveness of Metaverse ,activities like ragging ,teasing ,bullying ,trolling ,blackmailing etc can see a major boom in near future .Children and women are the major victims of these kinds of activities .

2.5 Physical and Mental Health as a challenge for women:

> **2.5.1 Physical Health**: As mentioned earlier AR is a gateway for Metaverse and it can be accessed by using high end AR devices like AR and VR headsets. Wearing such headsets for longer period of time can have an adverse effect on eyes and brain health. This may cause severe diseases like thyroid eye disease .Dry eyes may become a common problem.

> **2.5.2 Mental Health**: Use of metaverse for entertainment, travel and leisure activities may bring escape and relief from stress and give you temporary pleasure but excessive use of metaverse can bring you mental health issues like paranoid ideation, depression, somatic symptoms and many more mental illnesses.

3. SOLUTIONS

1. Regulating the Metaverse space with strict rules to counter women related security threats.
2. Making women well equipped with prerequisite knowledge to operate Metaverse in a safer way
3. Women should not share their personal data with tech companies to avoid any kind of future hazards.
4. Authentication based on IP addresses should be used in Metaverse to make it easier to find out suspects in any kind of illegal activities that take place in Metaverse
5. Some Entry barriers should be introduced by Metaverse platforms .These entry barriers should restrict fake accounts; bot operated avatars, to safeguard digital security of users.
6. Safe modes should be enabled in the Metaverse for women so that women can explore the Metaverse without any worries.
7. Use of abusive words and inappropriate gestures performed by avatars should be restricted.
8. Users must have an option to block or to restrict certain avatars from entering their metaverse space.
9. User should opt for eye safe AR and VR headsets.
10. Fair and safe use of Metaverse should be ensured.

4. CONCLUSION- Metaverse is a technology with very bright future if used in correct way .As the Metaverse industry sees a boom from last few years ,this is the right time to ensure that we develop a safer Metaverse in future Challenges faced with Metaverse can be solved by implementing the proposed solutions .

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"STEPS TOWARDS ACHIEVING GENDER EQUALITY"

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Article history:	Abstract:
Published: 10th March 2022	We need to stop buying into the myth about gender equality. It is not a reality. Today, women make up half of the U.S. workforce, but the average working woman earns only 77 percent of what the average working man makes. But till women and men both say this is acceptable, things will not change. Men have to demand that their wives, daughters, mothers, and sisters earn more—commensurate with their qualifications and not their gender. Equality will be achieved when men and women are granted equal opportunity, equal pay and equal respect. Humanity requires both men and women, and we are equally important. So why are we viewed as less than equal? We have to teach our childrens the rules of equality and respect, so that as they grow up, gender equality becomes a natural way of life. Women are more than 50 percent of the populationand more than 50 percent of voters. We must demand that we all receive 100 percent of the opportunities. Gender equality can be from a career point of view, but nature has given the opportunity as a separate entity i.e. human. Sustainable development goals can achieve a better and more sustainable future for all people by 2030.

Keywords: Gender equality, human, nature, schemes, individual.

1. INTRODUCTION

The world has made great decisive steps towards greater gender equality. Today, more girls are able to access and continue their primary education, incidence of child marriage is declining, and concrete legal reforms and actions are making national systems such as health, education, water and sanitation more responsive to the needs and vulnerabilities of millions of underserved women and girls.

It is often difficult to establish evidence based on the causal links between impacts of gender inequality on a country's development, because of the lack of available sex-disaggregated data and because of limited data, we also cannot capture the complexity of gender inequality in different contexts.

One way to measure gender inequality is to look at the differences for women and men in areas such as education, health, decision making and access to economic opportunities.

Analysis based on quantitative data reveals that considerable progress has been made in terms of women's access to education and healthcare in the region, also in terms of the high achieved by the women.

However, this level of analysis doesn't show how gender inequality influences policies. This is why we decided to dig deeper in this paper.

For instance, increasingly schemes, many governments in this region decided to invest in education, in part to encourage participation in the labor market - which would then boost economic development of the country.

However, most investments supported by education policies are gender blind (and not gender neutral): data from all countries in the region reveal that investments in education produce distinct outcomes for women and men:

- Women outnumber men in different universities
- Women have higher university degrees than men.

But investments in education are not directly leading to women participating in the labor market. On average, in the region, women represent 44 percent of the workforce. So, why is it that the gains in qualification in women don't increase the number of women in the workforce? And how can we change it?

The reason why investments and education policies are producing different outcomes for women and men is because they happen in societies where gender inequality is deeply entrenched.

Gender inequality is often driven by existing gender stereotypes that determine how we perceive the roles of women and men in society.

1. Pride and Prejudice, Pride - if a man is boss, it's ok, he can do it. Prejudice - if a woman is boss,doubt can

she do it?
2. Egregious (remarkable) inequalities in gender biased careers, always he can do it, will she do it?
3. Performance based evaluation is more important than gender based.
4. One should get fair opportunities without biasing based on gender

2. GOALS
Following are the goals set by all of us:-
1. End all forms of discrimination of women and girls everywhere.
2. Eliminate all forms of violence against all women and men in the public and private, including trafficking and sexual and other types of exploitation.
3. Eliminate all harmful practices, such as child, early and forced marriage and female, male genital mutilation
4. Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nation.
5. Ensure men and women equal, full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.
6. Ensure that the universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
7. Undertake reforms to give women and men equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
8. Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of all.
9. Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all at all levels.

3. Government Schemes in India are as follows:-
Economic Participation & Opportunity and Health & Survival: Various programmes/Schemes that are intended towards women development and empowerment are [02] :
- Beti Bachao Beti Padhao (BBBP) ensures the protection, survival and education of the girl child.
- Mahila Shakti Kendra (MSK) aims to empower rural women with opportunities for skill development and employment.
- Working Women Hostel (WWH) ensures the safety and security for working women.
- Scheme for Adolescent Girls aims to empower girls in the age group 11-18 and to improve their social status through nutrition, life skills, home skills and vocational training
- Mahila Police Volunteers (MPV) envisages engagement of Mahila Police Volunteers in States/UTs who act as a link between police and community and facilitates women in distress

☐ Rashtriya Mahila Kosh (RMK) is an apex microfinance organization that provides micro-credit at concessional terms to poor women for various livelihood and income generating activities.

☐ The National Crèche Scheme ensures that women take up gainful employment through providing a safe, secure and stimulating environment to the children.

☐ Pradhan Mantri Matru Vandna Yojna aims to provide maternity benefits to pregnant and lactating mothers.

☐ Pradhan Mantri Awaas Yojana aims to provide housing under the name of the woman also.

☐ Pradhan Mantri Kaushal Vikas Yojana (PMKVY) aims to enable a large number of Indian youth including women to take up industry-relevant skill training in securing a better livelihood.

☐ Deen Dayal Upadhyay National Urban Livelihoods Mission (DAY-NULM) focuses on creating opportunities for women in skill development, leading to market-based employment.

☐ Pradhan Mantri Ujjwala Yojana empowers women and protects their health by providing LPG cylinders free of cost.

☐ Sukanya Samriddhi Yojna(SSY) - Under this scheme girls have been economically empowered by opening their bank accounts.

☐ Skill Upgradation & Mahila Coir Yojana is an exclusive training programme of MSME aimed at skill development of women artisans engaged in coir Industry.

☐ Prime Minister's Employment Generation Programme (PMEGP) - a major credit-linked subsidy programme aimed at generating self-employment opportunities through establishment of micro-enterprises in the non-farm sector

☐ Female Entrepreneurship: To promote female entrepreneurship, the Government has initiated Programmes like Stand-Up India and Mahila e-Haat (online marketing platform to support women entrepreneurs/ SHGs/NGOs),

Entrepreneurship and Skill Development Programme (ESSDP). Pradhan Mantri Mudra Yojana (PMMY) provides access to institutional finance to micro/small businesses.

The Equality of the male and women can be for the Sustainable Development Goals (SDG) are for the transformation of the world The Sustainable Development Goals are calls for action by all the countries, which are poor, rich and middle-income to promote prosperity while surely protecting the planet. They have recognized that to end poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, political and job opportunities, while tackling climate change and environmental protection. More important than ever, the goals provide a critical framework for recovery from this COVID 19 pandemic situation.

The 17 Sustainable Development Goals (SDGs) are: (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 On Land, (16) Peace, Justice, and Strong Institutions, (17) Partnerships for the Goals.

These sustainable developments can achieve a better and more sustainable future for all [03]

2.1 STUDYCASE:

A husband and wife relationship is a unique and difficult one as it brings two individuals together in the name of marriage and expects to be together for the rest of their lives. Before committing to any relationship It is very important to understand and acknowledge that every individual has a unique personality and is different in its own way. If a couple learns to accept each other unconditionally by respecting and enjoying each other's differences then marital life will be successful. The given real life case study describes how lack of trust and poor communication could fracture a relationship. How an external influence could sever the couple bond leaving the partners feeling deserted. It also shows how marital Counseling could help the couple to communicate the messages that were not expressed earlier and to facilitate better relationship skills.[1].

We have put forward case study 1 and case study 2 below:

Case study1:

Scenario: In India, presently average family size is 4, husband, wife and two kids, husband and wife both are equally educated and are working, a husband is getting a good salary, and wife is getting less wage despite working on the same portfolio. One day the husband tells the wife to leave a job and accept housewives, look after kids and home as you're getting significantly less salary and high workload and as kids are getting ignored due to your workload i.e except as housewife.

So one day she decided to leave and start looking after kids and family. After a few days, the husband starts ignoring the wife and taunts her that you're not working, so you don't know anything; even kids also start intimidating their father and start ignoring their mother and teasing her. Day by day, the situation became worse, and she started feeling depressed, lonely and losing her confidence.

How to handle this situation: Working at home is a 24/7 job, and a woman handles it very well. But she is not getting any salary for the same. She must convince the family, mainly her husband, that she is doing the most important job. It is not an easy job, and you must feel proud that you're a housewife. You must get the same respect as your husband is getting as a sole bread earner. A housewife's job is as important as the job of the person earning for the family. All the family members should be convinced for the same.

Case study2:

Scenario: In an Indian family of 4, husband, wife and two kids, due to some reason, the husband ended up leaving his job. To support the family's financial needs, the wife starts working for the family and accepts a job. She tried to get a better job, but ended up with less salary and got exhausted every day by workload. She used to receive taunts from other fellow workers about working in the office. SHe has to look after the house as well as the financial requirements of the family.

After a few days, the husband starts feeling inadequate, and due to his dominating nature, he dominates her, and the problem starts in the family. Also, the kids neglect the father and start ignoring him and taunting her. Day by day, the situation got worse, and she started feeling depressed and lonely and losing her confidence. This situation also worsens for the complete family due to the male-dominated society.

How to handle these situations: as you work for your family and kids, you need to be very strong. Speak with your husband and solve your misunderstanding. You need to support your husband, understand his situation, and try to convince your family and friends that one of us needs to get a job. We both are equal.

Steps towards achieving gender equality:-

1. Discrimination is seen in all genders everywhere; to eliminate discrimination, one must start practicing from their own house. Do not treat a person based on their gender, income, religion, race, color, etc. We all are equal

and are human.

2. Eliminating all types of violations against women and mens is challenging. We need to makeourselves strong enough physically and mentally to defend ourselves from all kinds of offenses. We need to take self-defense training in schools, offices, etc. Learn a few tactics in judo karate or even wrestling from certified trainers.

3. Early and forced marriages and female genital mutilation (FGM) can be eliminated by spreading awareness of early and forced marriages and female genital mutilation (FGM) in society in schools, Government and private offices, hospitals, banks, religious places etc.

4. Convince your partner and family about the value of being a housewife and your sacrifice towards your family.

5. To get equal opportunities for leadership at all decision-making levels in political, economic and public, private life. You need to make yourself strong morally, ethically, socially and technologically. Because there are still many industries that are gender unbiased, they seek real talent.

6. Vasectomy is the easy way to stop reproduction. Discuss with your partner regarding health issues oftubectomy and convince your partner to undergo vasectomy, which is the easy and safer way to stop reproduction. Sterilization is a permanent method of birth control. Sterilization procedures for womenare called tubal ligation. The procedure for men is called vasectomy.

7. Girls have equal rights in property inheritance. Women must become financially strong, open a bank account and save money for their future. Make yourself financially stronger.

8. Above all, it's your right. If you start begging, nobody is going to give you. You need to make yourself strong enough technically, ethically, morally, and physically to get you right.

9. Above all, we all are individual male or female, we have the right to live, so it is our right to understand each other and thus respect each other in all respects. Gender should not be the barrier in individual development.

2.2 CONCLUSION:

In this paper, the authors recommend that gender equality is a myth. Do we want gender equality, and do youhope you will get gender equality? We will not. We will have to make ourselves strong morally, ethically, socially, and technologically so that we will not request gender equality one day. Rather all others will give us our right without asking for it as all are individuals, and we have been created by God with different gender and respective potentials also both have the equal right by birth and cannot be compared.

As individuals, we need to make ourselves so strong that we will fight for our self-motivation, self-confidence, self-realization, and our rights in all respects. We have tried to put family case studies 1 and2 and highlight that harmony and peace are more important in life. Housewife is also a full-time job for women as family culture comes to a point and helps the complete family by earning, when the men are not getting good job opportunities. It all depends on the understanding of the family members. We need to teach our boys about moral values and respect women. Gender equality must start from our home. Then it gradually will inculcate/spread in the society.

We need to rethink the ways we deal with different genders. Gender is an identity given to each person to honor its individuality. We can achieve gender equality by taking small steps towards providing equal law, equal remuneration, and equal opportunities to each gender.

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THE BACKBONE OF SOCIETY: WOMEN EMPOWERMENT AND HEALTH

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INTRODUCTION

Empowering women is the root for social transformation of the society. It can be done by providing good and basic education to girls in all strata of the society. Education develops a sense of awareness and literacy to deal with different problems in the society. It helps in taking correct decisions at correct instance of time. According to [1] the women empowerment can be classified into five different categories: social, educational, economic, political and psychological. The social aspect nourishes the position and status of a women in the society. It also helps in suppressing the discrimination made in the society against all odds. Educational aspect is of utmost importance. It is a matter of survival for girls. But still there are many parts in the country where the girls are denied from basic education. Education makes the girls aware about their roles and responsibilities towards the society in which they are residing. They also come to know about their rights in the society. Gaining knowledge can improve their self-esteem and self- confidence. The economic aspect makes women financial independent. The satisfaction of making money for one's need has no words. It also helps in shouldering equal responsibilities with the partner. This again goes hand in hand with correct education. The political aspect plays a very important role is some class of women. Not every woman is politically active. Now a days we see more and more women entering politics in India, which is a positive sign in the growth of our country. The political influence is going to raise voice against many issues like for eg: health and sanitation that were unattended till then. The psychological aspect aligns with the social empowerment in women. Maintaining a balance between the work life and the family is a through challenge in every women's life. She should be calm yet firm while balancing both the aspects of her life.

As women empowerment is one side of the coin the other side is the health and nutrition of a women. Nothing can be achieved without proper nutrition [2]. Women needs better health care system than men in many aspects. It is due to the reproductive system that they are exposed to some chronic diseases as compared to men. Some of the health issues from which a woman suffers are breast cancer, cervical and ovarian cancer, gynecological and pregnancy issues, depression and anxiety. Our society should be educated enough to deal with the above mentioned possible diseases. A woman's health reflects both her individual biology and her economic and physical environments. They affect the quality as well as the duration of a women's life. Still there are many girls who are victims of gender inequality especially in developing countries. Women have a specific health needs which fails to get satisfied.

1. IMPORTANCE OF WOMEN HEALTH

The International Council on Women's Health Issues (ICOWHI) are dedicated with the vision of promoting health, health care, and well-being of women and girls throughout the world. It is done through various activities like participation, empowerment, advocacy, education, and research. Our society should assist multidisciplinary network of women's health providers, planners, and advocates from all over the globe. They constitute an international professional and lay foundation of those committed to improving women and girl's health and quality of life. When addressing women's lives, it is crucial to examine the underlying social, cultural, environmental, epidemiological, and economic determinants of health. A woman's health status matters to herself and her family.

Women's health refers to the health of women,

Which is indifferent from that of men. World Health Organization defines the example of health as "a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity". There are many wider definitions and arguments on women's reproductive health which actually represents the health of a woman. These differences are further magnified in developing countries where women, whose health includes both their risks and experiences, are further disadvantaged.

The gender gap in the industrialized countries have been narrowed, the life expectancy is also affected. Gender remains an important social determinant of health, since women's health is influenced not just by their biology but also by conditions such as poverty, employment, and family responsibilities. Women have long been limited in many respects such as social and economic power which restricts their access to the necessities of life including health care, and the greater the level of disadvantage, such as in developing countries, the greater adverse impact on health.

2. MPORTANCE OF WOMEN EMPOWERMENT

Women's empowerment is the expansion of assets and capabilities of women to participate in, negotiate with, influence, control, and hold accountable institutions that affect their lives. The aim is to investigate which national mechanisms that lead to, and are caused by, women's empowerment in developing countries. Throughout the development literature, education is considered to be one of the strongest contributing factors of women's empowerment.

Another study highlights how education can lead to changes

in cognitive ability; changes that positively affect women's capacity to reflect and act on conditions in their lives (Kabeer, 2005). Hence, education can increase women's empowerment by facilitating agency through an increase in women's ability to make decisions independently. This strengthening of one's self-worth does not only affect women's lives within the household - it also affects how they deal with the outside world. A factor that might distort the effect of education is the quality of the education. Only having access to education does not automatically imply that the level of quality is sufficient to affect the women's sense of self-worth.

Women's empowerment as well as achieving gender equality is essential for our society to ascertain the sustainable development of a country. Many world leaders and scholars have argued that sustainable development is not possible without gender equality and women's empowerment. Sustainable development accepts environmental protection, social and economic development, including women's empowerment. In the context of women and development, empowerment must include more choices for women to make on their own [3].

A. Economic empowerment

Economic empowerment emphasizes women's agency, access to formal government programs, mobility, economic independence, and purchasing authority. The policy makers should implement some schemes which in turn supports job training to aid in entrance in the formal markets. One solution is to provide more formal education opportunities for women that would allow for higher bargaining power in the home. They would be provided with higher wages that would make easier for women to get a job in the market.

B. Political empowerment

Political empowerment helps in creating policies that would best support the gender equality and agencies for women in both the public and private sectors. Methods that have been suggested are to create affirmative action policies that have a reservation for the number of women in policy making and parliament positions. As of 2019, the global average of women who hold lower and single house parliament positions is 23.6 percent. Further recommendations have been to increase women's rights to vote, voice opinions, and the ability to run for office with a fair chance of being elected. Because women are typically associated with child care and domestic responsibilities in the home, they have less time dedicated to entering the labor market and running their business. Policies that increase their bargaining power in the household would include policies that account for cases of divorce, policies for better welfare for women, and policies that give women control over resources (such as property rights). However, participation is not limited to the realm of politics.

C. Digital Skills empowerment

Digital skills can facilitate women's engagement with local government and increase their decision- making power in their communities. The Women- government project India, for instance, has helped women improve their understanding of and communication with local government via ICTs. In India, the project worked with women's collectives to establish women-run, internet- connected community information centers to facilitate applications for government assistance (including welfare and entitlements), which in turn improved linkages between the collectives, local authorities and public institutions. Women with digital skills are better able to make their voices heard on local issues and influence the outcome of decisions that affect themselves and their communities. Digital skills can also empower women to participate in political movements. For instance,

the anonymity of ICTs may allow some women to avoid limitations on freedom of speech in repressive societies, while collective mobilization through online networks can enable women to campaign on gender-based issues.

3. IMPLEMANTATION OF BACKBONE
- ### Implementation of Backbone: - Women Health

Due to lack of information, a lot of women don't even know what to look for and how to care of their health. Sure, a healthy diet and lifestyle could help you keep disease-free but you need to understand that there are several unique aspects to women's health that you need to take care of. In order to promote awareness in women health, following points are necessary to consider

A. Ensuring healthy food habits

"Food shapes the identity of people's whole life experiences because it's a bonding ritual between families, friends, and communities". The health and nutrition statuses of women and children are intimately linked. Improving the health of women and children, therefore, begins with ensuring the health and nutritional status of women throughout all stages of life, and it continues with women being providers for their children and families.

Thus, a key priority is female empowerment and women's full and equal access to, and control over, social protection and resources such as income, land, water, and technology.

B. Understanding importance of Physical fitness

Regular workout is anyway good for health. It keeps you fit and helps prevent diseases. However, for women, the importance of exercise holds much more importance - Experts say that regular workout can help improve muscle mass and reduce the rate of bone loss. Bone mass starts decreasing sometime in the 30s so if you start working out in your 20s, you can improve your bone strength and mass. Even if you are already in your 30s, you can begin working out now, it is never too late. Your calorie needs depend on your body weight and height. Women do need certain minerals more than men - iron and calcium for example. With age, women lose more bone mass than men, due to changes in hormone levels. So, they are often asked to take calcium supplements, especially after the age of 30. However, a calcium supplement won't help you much if you are deficient in vitamin D, and most experts suggest that you take your daily recommended calcium from diet and food. This is where your routine check-ups would come in handy. Your health reports will help your doctor recommend supplements for you even before you notice any signs of a mineral or vitamin deficiency or ill-health.

C. Managing Sresses

Effective stress management helps you break the hold stress has on your life, so you can be happier, healthier, and more productive. The ultimate goal is a balanced life, with time for work, relationships, relaxation, and fun—and the resilience to hold up under pressure and meet challenges head on. But stress management is not one-size-fits-all. That's why it's important to experiment and find out what works best for you.

• IMPLEMENTATION OF BACKBONE: - WOMEN EMPOWERMENT

Women's empowerment and achieving gender equality is essential for our society to ensure the sustainable development of a country. Many world leaders and scholars have argued that sustainable development is impossible without gender equality and women's empowerment. Sustainable development accepts environmental protection, social and economic development, including women's empowerment. In the context of women and development, empowerment must include more choices for women to make on their own

D. Economic empowerment

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. Policy makers are suggested to support job training to aid in entrance in the formal markets.[4] One recommendation is to provide more formal education opportunities for women that would allow for higher bargaining power in the home. They would have more access to higher wages outside the home; and as a result, make it easier for women to get a job in the market.

E. Political empowerment

Political empowerment supports creating policies that would best support gender equality and agency for women in both the public and private spheres. Methods that have been suggested are to create affirmative action policies that have a quota for the number of women in policy making and parliament positions. As of 2019, the global average of women who hold lower and single house parliament positions is 23.6 percent. Further recommendations have been to increase women's rights to vote, voice opinions, and the ability to run for office with a fair chance of being elected. Because women are typically associated with child care and domestic responsibilities in the home, they have less time dedicated to entering the labour market and running their business. Policies that increase their bargaining power in the household would include policies that account for cases of divorce, policies for better welfare for women, and policies that give women control over resources (such as property rights). However, participation is not limited to the realm of politics.

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4. CONCLUSIONS

March 8 is chosen to celebrate International Women's Day, a date to honor worldwide all the amazing achievements women have attained and never lose sight of the many battles that still remain. The COVID-19 pandemic, however, may present a threat to many of such hard-earned achievements. The social, economic, mental, and physical adverse effects of the pandemic may hit women harder than men and thus increase gender inequality (Chen and Bougie 2020) Studies show that women are more vulnerable than men when infectious diseases outbreaks occur. In addition to the health challenges, women are faced with increased workload as schools and childcare centers closed and the office moved home. Women were forced to take over a huge load of invisible unpaid work and their burden greatly increased (Power 2020). The physical and mental impact on women is unprecedented and cannot be ignored. According to the World Health Organization (WHO 2021a), women face more difficulty in having access to healthcare due to a number of reasons including reduced educational and employment opportunities, cultural and social norms which make women focus on reproductive roles and exposure to situations that may pose psychological, physical or sexual threats. The pandemic unfortunately has worsened the situation, made women more vulnerable and the gender gap wider.

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"GENDER EQUALITY AND WOMEN EMPOWERMENT"

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Article history:	Abstract:
Published: 10th March 2022	Women empowerment is often defined in some ways; it means accepting and allowing women to take their decision, giving them education, and empower them to fly them as much as they can fly towards success. It is the process that makes power in individuals' women. Over their own lives, society, and in their communities. People are empowered once they are ready to access the opportunities available to them without limitations and restrictions like in education, profession, and lifestyle.

Now a days Women Empowerment is one of the most important topic to discuss. In this modern era women's needs to become empower. Today's women can do every job which a men can do.
Definition of Women Empowerment
Feeling entitled to form your own decisions creates a way of empowerment. Women empowerment includes the action of raising the status of girls through education, raising awareness, literacy, and training.
Women empowerment is all about equipping and allowing women to form life-determining decisions through the various problems in society.

ECONOMIC WOMEN EMPOWERMENT

Economic women empowerment increases women's agency, access to formal government programs, and mobility outside the house, financial independence, and buying power. Policymakers are suggested to support job training to assist in entrance within the legal markets.
One recommendation is to supply more formal education opportunities for ladies that mightleave higher bargaining power within the home. They might have more access to higher wages outside the house; and, as a result, make it easier for ladies to urge employment within the market.
Strengthening women's access to property inheritance and land rights is another method wont to empower women economically. This can allow them better means of asset accumulation, capital,and bargaining power needed to deal with gender inequalities.
Often, women in developing and underdeveloped countries are legally restricted from their land on the only basis of gender.
Having a right to their property gives women a kind of bargaining power that they would not usually have; successively, they gain more opportunities for economic independence and formal financial institutions.
Microfinance institutions aim for women empowerment in their community by giving them access to loans that have low-interest rates without the need for collateral. More specifically, the microfinance institutions aim to offer micro-credit to women who want to be entrepreneurs
Some critiques claim that microcredit alone doesn't guarantee women have control over the way the loan is employed. Microfinance doesn't relieve women of household obligations, and albeit women have credit, they do not have the time to be as active within the market as men.

POLITICAL WOMEN EMPOWERMENT

Political empowerment supports creating policies that might best support gender equality and agency for ladies in both the general public and personal spheres.
Popular methods that are suggested are to make social action policies that have a quota for the number of girls in politics and parliament positions.
As of 2017, the worldwide average of girls who hold lower and single house parliament positionsis 23.6 percent. Further recommendations are to extend women's rights to vote, voice opinions, and, therefore, the ability to run an office with a good chance of being elected.
Because women are typically related to child care and domestic responsibilities within the home, they need less time dedicated to entering the labor market and running their business.

Policies that increase their bargaining power within the household would come with policies that account for cases of divorce, policies for better welfare for ladies, and policies that give women control over resources (such as property rights).

However, participation isn't limited to the realm of politics. It can include participation within the household, in schools, and, therefore, the ability to form choices for oneself.

Some theorists believe that bargaining power and agency within the home must be achieved before one can move onto broader political participation.

BARRIERS OF WOMEN EMPOWERMENT

Many ladies feel these pressures, while others became familiar with being treated inferior to men. Albeit legislators, NGOs, etc. are conscious of the Women empowerment.

Participation can have, many are frightened of disrupting the status of the ladies and still let societal norms get within the way of development.

Research shows that increasing access to the web also can end in the increased exploitation of girls. Releasing personal information on websites has put some women's safety in danger.

In 2010, Working to Halt Online Abuse stated that 73% of girls were victimized through such sites. Sorts of victimization include cyberstalking, harassment, online pornography, and flaming. Harassment especially can be a significant barrier for ladies within the workplace.

It appears in most industries but is most notable within the following: business, trade, banking and finance, sales and marketing, hospitality, government officials, and education, lecturing, and teaching. This is a manifestation of unequal power relations between men and ladies.

Furthermore, the UN Convention on the Elimination of All sorts of Discrimination Against Women (CEDAW) is urging for increased measures of protection for ladies against harassment and violence within the workplace. 54% (272) had experienced some sort of workplace harassment. Recent studies also show that ladies face more barriers within the workplace than domen.

When taking the median earnings of men and ladies who worked full-time, year-round, government data from 2014 showed that ladies made $0.79 for each dollar a person earned. The typical earnings for working mothers came bent even less—$0.71 for each dollar a father made, consistent with a 2014 study conducted by the National Partnership for ladies and youngsters.

While much of the general public discussion of the "wage gap" has focused around women getting equal buy an equivalent work as their male peers, many ladies struggle with what's called the "pregnancy penalty."

The most problem is that it's challenging to live, but some experts say that the likelihood of getting a baby is often enough for employers to push women back from their line.

Therefore, women are put during a position where they have to form the choice of whether to take care of within the workforce or have children. This problem has sparked the talk over maternity leave within us and lots of other countries within the world.

ROLE OF EDUCATION IN EMPOWERING WOMEN

It is said that education increases "people's self-confidence and also enable them to seek out better jobs and that they can work shoulder to shoulder with men."

They engage in debate and demand for social security, health care, and other entitlements to the government".

Especially, education empowers women to form choices that improve their children's health, their well-being, and their chances of survival.

Education informs others of preventing and containing the disease, and it's an essential element of efforts to scale back malnutrition. Furthermore, it empowers women to form choices that will improve their welfare, including marrying beyond childhood and having fewer children.

Crucially, education can increase women's awareness of their rights, boost their self-esteem, and supply them the chance to say their rights.

Despite significant improvements in recent decades, education isn't universally available, and gender inequalities persist. A serious concern in many countries isn't only the limited numbers of women getting to school but also the limited educational pathways for people who step into the classroom.

More specifically, there should be more efforts to deal with the lower participation and learning achievement of women in science, technology, engineering, and arithmetic (STEM) education.

INTERNET AND WOMEN EMPOWERMENT

The growing access of the online within the late 20th century has allowed women to empower themselves by using various tools on the web.

With the introduction of the planet Wide Web, women have begun to use social networking sites like Facebook and

Twitter for online activism. In recent years, blogging has also become astrong tool for the tutorial empowerment of girls.

Consistent with a study done by the University of California, l. a. , medical patients who read and write on their disease are often during a much happier mood and more knowledgeable than those that don't.

With the straightforward accessibility and affordability of e-learning (electronic learning), women can now study from the comfort of their homes. By learning to educate themselves through new technologies like e-learning, women also are learning new skills that will be handy in today's advancing globalized world.

ONGOING PROJECTS FOR EMPOWERING WOMEN

The UN came out with a group of goals called the Sustainable Development Goals, or SDGs, to assist make the planet a far better place. Of the 17, the fourth goal works to permit access to education for all people alike. An outsized effort has been made to incorporate women in schoolsto raise their education.

Similarly, the fifth goal focuses on empowering women and girls to realize gender equality through equal access to varied sorts of opportunities (health care, education, work, etc.).

CONCLUSION

After reading this article renunciation being the key to a brighter future. Renounce inequality and promote equality, renounce arrogance and ignorance, and be open-minded, renounce momentary happiness that is derived from selfish behaviors. Instead, seek happiness that is long-lasting and beneficial to all. If all members of society gave importance to equality and adopted them a way of living, we may have already stopped having to argue. This paper for the foreseeable future, will be applicable to society and teach us how to reach brighter future.

We can conclude that without women empowerment no nation can become successful and development. Also it is the right of every women to live their life in their own way.

Women empowerment also helps women to learn more and more things from society and to become strong in her life. It helps here in every steps of her life like study, career, marriage, as a mother and more.

I Hope you liked this presentation on Women Empowerment.Thank you

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THE PRACTICAL POSITIVIST APPROACH OF WOMEN EMPOWERMENT IN BANGLADESH: A FANTASY OR REALITY

Shah Mohammad Omer Faruqe Jubaer
Sadia Khan Swarna
Anas Siddique

Article history:	Abstract:
Published: 10th March 2022	Empowerment Refers to the "conscientisation" process, which involves individual developing critical analytical skills in order to acquire self-confidence and take charge of their lives. Because it addresses the structural and underlying reasons of subordination and discrimination, women's empowerment is a critical step in the reform of gender relations. The third Millennium Development Goal on gender equality and women's empowerment is discussed in this article. It delves into the notion of women's empowerment and shows how the indicators linked to this Goal education, employment, and political involvement can help to achieve it in Bangladesh. Because refers to a state of understanding of the disparities in women's and men's roles and relationships, as well as how these differences affect power dynamics, status, privileges, and needs.

Keywords: Women empowerment, political empowerment, Social empowerment, women empowerment in Bangladesh, Problems and Solutions.

INTRODUCTION:

Bangladesh has always been known for its traditional arts and crafts, which reflect the country's cultural and traditional liveliness. Every region of Bangladesh has its own style and folk art, which is ethnic and basic but bright and lively enough to say volumes about the country's rich legacy. In certain poor landless farmer's families, women are frequently the primary or single breadwinners. In all emerging countries, the need of boosting women by involving them in economic activities is becoming increasingly apparent. Every woman is an entrepreneur because she runs her home and manages, organizes, and takes responsibility for it. Women's entrepreneurship is concerned with both the position of women in society and the function of entrepreneurship within that society. Women entrepreneurs confront numerous challenges, particularly in selling their products (including family obligations), that must be overcome in order for women to have equal access to possibilities as males. Women, it has been stated, play an essential part in caring for their families, sustaining communities, and managing natural resources all over the world. Empowering women through greater education, economic opportunities, and health-care facilities, including family planning, is vital to global progress, with far-reaching benefits for families, communities, and the world.

OBJECTIVES OF THE RESEARCH PAPER:
1. To know the concept of women empowerment
2. To develop the acquaintance and awareness of the different categorizations of women empowerment.
3. To the obstructions to assure women empowerment in Bangladesh.\
4. To provide legal commendations to women empowerment policy and guidelines of Bangladesh.
5. To identify the practical positions and solutions in women empowerment.

METHODOLOGIES

This study was based on secondary sources and always helpful analogical application of research method by balancing antithetic applicable rules on the main source of women empowerment applications. Books, journals, reports, news articles, and data from various official and unofficial sources are among the secondary sources that have been examined. The internet has also been utilized to gather data on the notion of global women's equality and justice. The recommendations and principles are based on primary sources from different legal systems around the world.

The concept of empowerment of women and womankind empowerment: Women's Empowerment entails giving women more control over their own will and desires, as well as making them financially independent and socially visible. In other terms, "women empowerment" refers to reducing the gender disparities that exist in society by giving women equal opportunities to earn, work, and make decisions as men. Empowerment, according to UNDP (1994), is the ability of people to choose the actions that they believe are critical to their development. Kare (1995) described empowerment as an individual and societal process. People must improve their knowledge and ability to

organize in order to take action and bring about change in women empowerment, which may be understood as a continuum comprising various interconnected and metrically reinforcing components.

Women Empowerment is "Securing the access to national empowerment from self-realization to self-ascertainment and participation to involvement in projects in a functional sense with control over all parts of one's life and livelihood," according to Shah Jubaer (2021). He also emphasizes how the strategy to empowering women focuses on alternative empowerment and alternative power structures at the local level, which may be accomplished by founding and strengthening women's groups, in his presentation.

During our research, we discovered that women in general and poor women in particular, are helpless because they lack these controls. Because of various social and cultural backwardness, discrimination against women frequently obstructs opportunities for socioeconomic development, participation in various activities, access to educational facilities, and various other development programs aimed at improving life style and quality of life. Women are also denied rights in the decision-making process in their family issues due to social and cultural restraints imposed by their families that are not part of the conventional civilization system. Women are restricted from participating in certain social and cultural programs, as well as from leaving their homes for various reasons. Women's engagement in various activities such as education, work, political system, and so on has been quite low even after the country's fifty-year independence due to the above-mentioned challenges imposed by our conventional system against them. Because rural areas are more backward and traditional social and cultural structures predominate, women's conditions in rural areas are more dissatisfactory than in urban ones.

Women's empowerment (or female empowerment) can take several forms, including recognizing women's viewpoints or making an effort to seek them out, as well as boosting women's status through education, awareness, literacy, and training. In the face of societal difficulties, women's empowerment equips and empowers women to make life-changing decisions. They could be able to reshape gender roles or other related obligations, giving them greater freedom to pursue their own objectives.

Political Empowerment: Despite the fact that women have the right to vote and run for public office in practically every country, they only made up 21% of parliamentarians globally in 2013, and only 24 countries had female heads of state or government. Talented women who might become effective public leaders are excluded from the pool of potential candidates due to financial, social, and legal barriers, to the detriment of their communities. Water, infrastructure, sanitation, roads, education, and health are among the public goods prioritized by women in public office.

When female political leaders are present, women and minorities are more likely to report crimes against them, and adolescent girls' professional aspirations and educational attainment improve while their time spent doing home chores decreases. Due to gendered behavioral norms, women face different political issues and opportunities than men. When voters regard female politicians as power-hungry, they react negatively with moral outrage. Despite the fact that women's leadership is crucial for their communities, especially for other women and adolescent girls, a number of cultural constraints prohibit women from participating in politics. In recent research, gender discrimination, a lack of female role models, aversion to competitive settings, family responsibilities, and social standards have all been offered as explanations for the lack of women in leadership positions. These difficulties could be addressed by implementing structural changes to political frameworks and social adjustments in how we expect women and leaders to behave, which could lead to more women entering political careers.

Gender equality is at the heart of human rights and lays the groundwork for long-term progress. Despite the fact that women and girls account for half of the world's population, they are routinely excluded from politics and decision-making that has a direct influence on their lives. Increasing women's political participation and leadership are key steps toward realizing women's human rights. It has been proven that increasing women's participation in leadership and decision-making benefits global economic and social growth. Women's overall labor force participation, the fraction of public employment opportunities assigned to women, and women's access to public facilities like roads and health care have all been found to improve with more exposure to women's political representation.

Social empowerment: Social empowerment is defined as the process of developing a sense of autonomy and self-confidence, as well as working individually and collectively to transform social relationships, institutions, and discourses that exclude and keep poor people in poverty. Individual assets (land, housing, livestock, savings) and capabilities of all kinds (human (such as good health and education), social (such as social belonging, a sense of identity, leadership relations), and psychological (such as ability to hold others accountable) all have a significant impact on poor people's empowerment and ability to hold others accountable (self-esteem, self-confidence, the ability to imagine and aspire to a better future (Jayaweera, S. 1997).Voice, organization, representation, and identity are all important collective assets and capacities. The process of establishing a sense of autonomy and self-confidence, as well as acting individually and collectively to change social relationships, institutions, and discourses that exclude and keep poor people in poverty, is referred to as social empowerment. Individual assets (such as land, housing, livestock, savings) and capabilities of all kinds (human (such as good health and education), social (such as social belonging, a sense of identity, leadership relations) and psychological (such as ability to hold others accountable) strongly

influence poor people's empowerment and ability to hold others accountable (self-esteem, self-confidence, the ability to imagine and aspire to a better future). People's collective assets and capabilities, such as voice, organization, representation, and identification, are also crucial.

Economic Empowerment: Gender equality, poverty alleviation, and inclusive economic growth can all be achieved through investing in women's economic empowerment. Women make significant contributions to economies, whether they work in businesses, on farms, as entrepreneurs or employees, or at home providing unpaid care. They continue to be disproportionately affected by poverty, prejudice, and exploitation. As a result of gender discrimination, women frequently find themselves in precarious, low-wage jobs, and they make up a small percentage of individuals in positions of power. It makes it difficult to get economic assets such as land and loans. People's power to influence economic and social policies is hampered. Women also have less time to pursue economic opportunities because they are responsible for the majority of domestic responsibilities.

Women and men's ability to participate in, contribute to, and benefit from economic processes in ways that value their contributions, respect their dignity, and allow for a more fair distribution of growth's benefits is referred to as economic empowerment. Economic empowerment increases women's access to resources and opportunities such as jobs, financial services, real estate and other productive assets, skill development, and market information.

Obstructions to enforce women Empowerment in Bangladesh and the Global Principles: In South East Asia, poverty is a big issue for women. The majority of South Asian rural tea garden works live in deplorable conditions due to the systematic and socially designed placement of women in rural areas, as well as the underdevelopment of infrastructure in these areas (Cook, S., & Pincus, J. 2014). Women were disempowered by apartheid laws, which were combined with repressive norms and traditions, in ways that would take generations to change. While the democratic government has passed enabling legislation, it must now focus on implementation in order to relieve and ultimately eliminate poverty (Foo, G. H., & Lim, L. Y. 1989). As per the guidelines of the United Nations, there are few common principles of women empowerment:

Principle	Details
Principle-1	Establish high-level corporate leadership for gender equality.
Principle-2	Treat all women and men fairly at work, respect and support human rights and non-discrimination.
Principle-3	Ensure all the health, safety and well- being of all women and men workers.
Principle-4	Promote education, training and professional development for women.
Principle-5	Implement enterprise-development, supply-chain and marketing practices that empower women.
Principle-6	Promote equality through community initiatives and advocacy.
Principle-7	Measure and publicly report on progress to achieve gender equality.

Globalization, on the other hand, is a new world challenge. It is a system of redistribution of chances and benefits that can either assist the economy or exacerbate poverty by increasing inequality. The issue for South East Asia is to ensure that women in society are treated similarly to males. Furthermore, violence against women continues to be a severe issue in our culture. This is evidenced by the large number of female molestation cases, as well as other forms of physical and psychological abuse of women and girls (Sharma, S. 2018). The criminal justice and safety and security systems are now addressing the situation in a gender-sensitive approach (Jubaer, S. 2021).

Uneven gender, race, and class relations have altered access to fundamental needs such as education, housing, welfare, and water. Because of the disparity in power between men and women, unequal distribution of resources such as information, time, and cash has necessarily resulted. Since 1996, women's access to essential resources like as water and basic benefits has increased, but their control over these resources remains unsatisfactory. The Tea Garden districts' lack of infrastructure continues to be a barrier to women's access to basic supplies. As crucial components of development, science and technology are altering production patterns, assisting in the creation of jobs and new ways of working, and promoting the development of a knowledge-based society. Bangladesh must devise methods to engage women in science and technology, given the large number of women in the workforce, in order to increase their productivity and, as a result, the quality of national production. Women should be involved in the formulation, design, development, implementation, and assessment of policies related to the aforementioned economic and social reforms.

To become a global role model for gender equality, it is necessary to follow these steps:

1. Complete your commitment welcome kit and profile page, formalize it, and share it. Welcome to the headquarters, regional, and country offices.

2. Create and convey the WEPs action plan, then get to work on implementing it.

3. Through an Interview or Case Study, develop and express experiences, lessons learned about the workplace, marketplace, and community.

4. Enlist the help of your business partners, vendors, and suppliers to create a value chain that is gender responsive and inclusive.

5. Report on your company's success in implementing your WEPs action plan.

Women Empowerment and Journey

Action	Share

Capture	Engage	Sign

It is necessary to put legislation into effect. Bangladesh has enacted sophisticated rights-based legislation with clear reference to gender equality, drawing on experiences from other areas of the world. A significant problem exists in making these rights available to all women through the supply of information and the development of the knowledge and skills that women require to use the legal remedies' processes. Although Bangladesh's National Gender Machinery is widely regarded as a "best practice," it is likely to be ineffective due to a lack of skills, resources, and an integrated coordination framework with clear lines of communication and accountability. It will be unable to fund well-coordinated activities that can make a significant difference in the problems listed above.

Recommendations and prospective approaches for women empowerment in Bangladesh: This document's concepts and standards are derived directly from a consultative process. These national consultations proposed that the newly formed "New Bangladesh," as the country was then known, could advance the integration of gender considerations into the country's transformation by ensuring that:

1. All people are treated equally, and non-sexism and non-racism are enshrined in Bangladesh's Constitution.

2. It is recognized that women are not a monolithic group. All policies and programs aimed at achieving gender equality must be guided by this notion. Distinctions based on race, class, sexuality, handicap, age, and other factors should not be neglected or assumed.

3. Women's rights should be considered human rights.

4. The right to equality is applied to customary, cultural, and religious practices.

4. Women-specific affirmative action measures should be established and implemented.

5. Women's economic empowerment should be encouraged.

6. Attention should be paid to modifying rules and practices that have hampered women's access to basic needs, the economy, and decision-making in the past.

7. Parliament and other legislative bodies have already passed enabling laws. Additional legislation should

8. To ensure that the policy is implemented, effective machinery should be established at the national and provincial levels, as well as in public and private organizations. To ensure program implementation, enough structures and resources must be set aside.

9. All policymakers, strategic and operational managers should receive suitable training in gender analysis and gender equality to improve their knowledge, abilities, and attitudes.

10. It is necessary to develop effective collaborative strategies to improve relationships between formal political structures such as the Cabinet, Ministries, Government Departments, the Commission for Gender Equality, the Office on the Status of Women, the Parliamentary Ad Hoc Committee on the Quality of Life and Status of Women, and other Portfolio Committees. Be drafted as needed to enable women's empowerment and gender equality to be achieved.

Additionally, the consultations on gender equality aspirations were always accompanied by a discussion of the institutional structure required to make such a vision a reality. to a situation in which men and women have equal opportunities to realize their full human rights and potential, to contribute equally to national political, economic, social, and cultural growth, and to benefit equally from the outcomes. Gender equality means systematically identifying and removing the underlying causes of discrimination in order to provide women and men with equal chances. Gender Equality, as defined in this policy framework, takes into account women's existing subordinate

positions within social relationships and attempts to restructure society to eliminate male dominance. As a result, equality is regarded to encompass both formal and substantive equality, rather than simply equality between males.

CONCLUSION:

Women's empowerment is defined as the process of improving the economic, social, and political position of women, who have traditionally been marginalized in society. It entails creating a culture in which women can express themselves freely without fear of exploitation, anxiety, discrimination, or the general sense of persecution that comes with being a woman in a traditionally male-dominated environment. Empowerment is a dynamic process that results in shifts in one's beliefs and views, as well as increased awareness of one's rights and chances for self-development in all areas of life. It gives women more access to information and resources, more decision-making autonomy, and more power to plan their futures, freeing them from the shackles of irrelevant norms and constructed practices. The female workforce accounts for only 32% of the total female population. Women make up only 9% of the overall number of self-employed people. Bangladesh's constitution recognizes the role of women as a valuable human resource. Economic development is critical to the growth and development of any society. Women have a vital role in providing economic support to their families; the more women who work for a living, the higher the proportion of household income coming from their earnings. Welfare, access, conscientization, mobilization, and control are the five components of the women's empowerment framework, or we might say that empowerment is about shifting the power balance. Control over resources (physical, human, intellectual, and personal) and control over ideology are two simple definitions of power (ability to determine belief, values, attitudes, confidence, ways of thinking and perceiving situations). Traditional societies provide a variety of chances for their male family members while women are marginalized. In truth, women are predominantly exploited by society for a variety of reasons, despite the fact that they perform the majority of home tasks alone. Women's rights have recently become a source of national and international concern around the world. Since Bangladesh's independence, various initiatives have been launched to improve women's conditions. The majority of these programs, however, were welfare-oriented (Cornwall, A. 2016).

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ROLE OF WOMEN, FOUNDATION TO SOCIETY & IMPORTANCE TO DEVELOP COUNTRY & NATIONAL GROWTH

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Article history:	Abstract:
Published: 10th March 2022	The role of women to develop a true nation is secret, great leaders among the nations had made footprints in the society. How one country can take the lead and make complete transformation and play a vital role in every aspect of true education like physical, mental, social, and spiritual by imbibing moral values to the upcoming new generation and building a strong nation. Various broad aspects in the society inspire women to stand in line along with men and make equal contribution. Issues, impacts, secret roles, challenges, opportunities, solutions and future are highlighted undertaking physiological, psychological, medical aspects and concluded with new challenges for upcoming decades

Keywords: Woman, Physical, Mental, Social, And Spiritual By Imbibing Moral Values

INTRODUCTION:

One woman at home, looking at responsibilities and daily routines right from waking up to going to bed, how she works and copes up with working responsibilities along with man. So many activities she use handle like preparation for cooking item, sorting vegetable, cleaning utensils, post cooking things, constraints varies when child comes in picture, guest comes and stay in home for longer duration, then weekly, monthly balancing financial things, if working position the responsibilities at workplace, working pressure, style of working, long distance travel, handling and caring family members both maternal & paternal etc. list is unending. Despite all such things, what does one man expect from women? What society expects from women? Where is gender equality? What do nations think? There are so many questions that are unanswered.

One woman has to play so many roles in her complete life. We people are really aware about the child ratio and issues during birth, there too, questions come to mind why human nature is so reluctant and unaware about the contribution of one 'woman' in the complete journey of one's man. Talking about mindset before marriage, after marriage, the interaction and dealing with very crucial things puts deep footprints on her mind which reflects in the society. This paper overlooks the responsibilities of women, importance of woman candidature in our ancient scripture, current issues, working culture & stress, impacts on various factors, Power of Women and Contribution towards society with solutions and some challenges.

SURVEY ON BRIEF ISSUES:

Nowadays, women are working in every sector along with men shouldering equal responsibilities, handling critical situations, decision making, field visit, day night shift at international level etc. This looks really inspiring and makes us proud to have equal importance among the society.

The major concern is about women's physical and mental health. In most working professions, especially factory, service based industry, private product industry where mental stress is very high. In the Industrial area working hours for women are also quite high. Due to high mental stress and excessive physical work there is an adverse impact on women's health. Woman's body has more complexity talking about the endocrine system, nervous systems which have a major role in hormonal balance in her body. During pregnancy, milk feeding, menstrual cycles etc this hormonal balance comes into play and overall mental health and thought process, expectations from family, taking care of one's own child, handling situations all have deep root connections.

In addition meal intake, timings and quality also play an important role, this is highlighted here because most working women's are so reluctant about their meal quality and timings because they are under pressure of work and fail in time management. The situation in rural and urban areas is different.

In urban areas, cities, metro cities women's are quite straightforward towards adopting urban lifestyles especially living, eating, working hours, spending money etc. If we look in broad aspects this culture impacts majorly on health concerns, surveys show majorly women's get acquitted with lifestyle disease coming to rural women. Looking at the rural section where women work on farms, they get busy in day today activities right from early morning to till going to bed. She undertakes all small works which builds her physical strength. There are so many aspects to explain at a deep level like physiotherapy, acupressure and mental and health exercise.

IMPACTS & IMPORTANCE:

Every person has great responsibilities in his/her self-life, right from childhood to adulthood then at the end of life. Society learns, stays alive and passes on good moral values, ethical values in upcoming generations. Whereas national growth too depends on how one's national manpower drives what are the elements which cultivates their desires, actions, creativity, thinking & ultimately results which directly & indirectly have correlations among the society. Gender equality mainly responsibilities, nature, field and dealing with human values comes into picture where nation's strength can be measured. Many countries have shown great footprints in society and inspired every human being that both men and women are two sides of one coin. Both are wheels of one bullock cart, if one has some defect in alignment, disturbance then makes chaos in all concerns in the society and ultimately impacts badly.

POWER OF WOMEN AND CONTRIBUTION TOWARDS SOCIETY:

"Sanskar", is the greatest key where women take in her life to open the personality of a great human being in the nation. Right from her 3rd month of pregnancy till the child' age of 18 years, so many micro things are there, our ancient scriptures all are described in well manner, where new born babies listen to mother, get tune with every activities of mother, listen to sounds, sense the touch, grasp number of things from her mother in early age only. This is the period where a child learns, mentally becomes strong and gets 'Sanskar' with moral values and learns to a great extent. Further, only mother cares and talks on every aspect in which her child comes up in day-to-day life. This really builds a strong foundation and great support to the child who built child's mental strength and the same reflects in his overall journey of life. Our past knows great personalities like Ramakrishna Paramhansa, Swami Vivekananda[1], Shivaji Maharaja etc. . In short, one woman in her motherhood role has a great role to build the nation's true and strong manpower.

Along with family responsibilities, working women play an important role in various fields. Many of the private sector, public sector organizations womens are on executive, managing, directorship level and handle different responsibilities with courage, patience and work smartly. Many governments offer various schemes like in the manufacturing sector without any collateral loan facility to women candidates, reduction in rate of interest while availing bank loans, like mudra loan, etc.   In addition location of business % of subsidies, subsidies in MSEB, rebates on taxes are offered where women candidates take active participation and lead role models to society.

There are surveys that show women working in various organizations have special features like, smartness, clarity in decision making, good in verbal communication, caring nature, calmness while handling critical situations etc all are backbones for every successful organization. Most services based organizations prefer women candidates because of the same. In public services where women play a sensible role to make analysis ground reality with patience like in Anganwadi, Gram sevika, Tahsildar etc. where people too have respectable perceptions and which make good footprints in the society.

SOLUTIONS & CHALLENGES:

Complete balanced lifestyle mainly balances in mental situations where women more sensibly falls in depression and adversely impacts on physical health issues, easily suffering from lifestyle disease. And the same results in financial burden and disturbs career goals. Thus far undertaking all aspects, "Yoga & meditation" puts remarkable change and results in complete transformation, complete balance and complete rejuvenation in the lifestyle. Very few aspects are summarized below taking different aspects.

a. Family & Social

Looking at digital development and use of electronic gadgets makes a very adverse impact on society, where women's role is very crucial. Women themselves get addicted to mobile & electronics gadgets, where social media like whatsapp, facebook, instagram, chatting on whatsapp, status updates and responses are made daily routine. This all disturbs mental harmony and impacts hormonal changes in women's body. Indirectly this affects the thought process and has complexities on daily today's activities which reflect overburden, stressful daily routine and unorganized and unplanned activities. This again adds more and more stressful life. This situation varies in different levels in different families and different in localities. In addition, certain situations like taking care of a small baby and taking care of an aged grandmother or grandfather in the family takes on new challenges nowadays. Frequent overburden increases stress and reduce working efficiency, even affects behavior during things and especially it matters a lot while dealing with small children of group age of 6 to 21 years [2]. There are always complaints from parents that our child gets addicted to such a thing, not listening to us, even children find privacy for them, there are a number of things that are there to describe which have indirect correlation. Such a situation at the end adversely impacts on financial burden, puts weak sparks in overall lifestyle and builds up good moral values in family and indirectly to society and so on.

b. Industry, profession careers

Taking industrial aspects & working environment, culture , working hours, continuous work follow ups , deadlines, pressurized things etc. all come into picture and have long term adverse impacts on women's health. This again has closed bonding with women's behavior, mental balance, thought process and so on. Every family may not be ideal to support in every aspect considering women's responsibilities and challenges she is facing in the complete journey of life. Husbands or parents have a variety of expectations from women. Where comes gender equality in real life to handle critical situations and legal laws and advocacy stands with the business mind. In every sector women have great leadership qualities. Many countries' defense, army, navy, government departments and public sector undertakings have shown remarkable and smooth functioning where women have creditable contribution. This is really respectable and appreciable and inspires the new upcoming generation to take lead and handle unknowing things as well.

c. Bhartiy Darshan & Spiritual Aspects:

Countries like India have a great ancient background to depict a number of stories where women were treated as our goddess and worshiped in every aspect. One woman plays different roles in her whole journey life such as mother, wife, sister. 'Sanskar' is one of the biggest pearls she deserves divinely to carry in her journey. Unfortunately, these pearls are missing and vanishing from our eyesight looking at women. In Darshans, especially Ayurveda & Yoga Darshan, there is a very close relation with "Sanskar & Vatsalya" where the complete lifestyle changes to divine one and our great leaders can be created and take the nation at great level. Ayurveda[3] deeply describes complete balance on physical & mental, talks about 'vat', 'pitta', 'kaf' and adverse impacts on the body due to unbalanced nature. Due to unbalance in dosha, how body symptoms look and at ground level can be cured for various diseases within the kitchen where women play crucial roles. We are already familiar with "" Ajicha Batva", this is key to live life happily and work with full energy. Unfortunately, during recent 15 years modernization and use of electronic gadgets putting very adverse impacts on health especially women includes obesity which mainly have deep root cause during pregnancy period, hormonal unbalance etc., all these come under physiological disorders due to unbalanced mental and physical conditions.

In Yogadarshan, Yogupnisad at a very deep level solutions for balancing mental and physical health [4]. Various asan's, mudra's, band, pranayam, dharana & meditation deeply focus on these aspects. Unfortunately, unconditional busiest lifestyle time constraints are always kept on important and not urgent sections. Very few organizations [5, 6, and 7], NGO's, and governments support and take care of the above concerns.

CONCLUSION:

"There are women behind every successful person", that makes them sensible and truly appreciable in the society. Right education, right mental health and right physical health and complete balance for women is very important inorder to develop one nation's power. "Sanskar & Vastalya" builts nations true harmony through seeding, cultivating and growing true real values among the society. Leaders with good psychic, physic, creative & critical thinking and with divine knowledge and supreme grasping power show women's contribution in developing nations in all aspects which is unmeasurable in the upcoming 50 years and show unity in diversity.

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