



A Study on Gender Equality and Women Empowerment for Sustainable Development

Ruchi Kohli

Assistant Professor

GNDU College,

Narot Jaimal Singh- 145026,

(Punjab) India

Anu Mittal

Assistant Professor

GNDU College,

Patti-143416,

(Punjab) India

Amit Mittal

Professor

School of

Parmaceutical Sciences, LPU,

Phagwara- 144411, (Punjab) India

Email: anuchem.patti@gndu.ac.in

Abstract: Present paper attempts to analyze major challenges faced by women, the overall status of women in society and women empowerment in India in various spheres of life using indicators like political participation, women literacy, decision making freedom, gender wage gap, gender based violence etc. based on data from different sources. Women in India are relatively disempowered. Women are a victim of domestic violence, discrimination and hold secondary status than men. Poverty, child marriage, social norms continue to hinder girls education. However women equality and empowerment are important priority issues of current time. The study examines plans, initiatives and policies implemented by Indian government in terms of providing financial support, educational opportunities, skill development training for the women empowerment. India is far behind and there is need to reanalyze and modify programs to achieve sustainable development goal sdg-5 of gender equality by 2030. Gender based violence, limited access to education and economic opportunities and gender biases remain obstacles in achieving true empowerment. The conclusion of study is that education, employment, change in social structure are chief factors for women empowerment.

Key words: Women, empowerment, equality, opportunity, education



Introduction

“I raise up my voice-not so I can shout, but so that those without a voice can be heard....

We cannot Succeed when half of us are held back”

(Malala Yousafzai)

The concept of ‘Women empowerment’ has garnered significant attention across the globe. It challenges the notion of confining women to four walls, traditional roles and responsibilities. It is about giving women the freedom and opportunities to make their own choices, participate equally in society, and have control over their lives. It refers to a critical and powerful ongoing movement that is aimed to uplift the women by creating a more equitable, just, inclusive and diverse society better equipped to tackle complex challenges. Empowering women is absolutely vital not only for her individual well-being but also for the progress and overall development of families, societies and nations. The empowered women are able to fully participate in all aspects of life, contributing their unique perspectives, talents, and skills in achieving social progress. The objectives of women empowerment are multifaceted and ensure to provide women equal rights, opportunities and access to resources in economic, social, political, educational, and health-related spheres. The concept recognizes the inherent value and potential of women and seeks to breakdown the barriers and limitations that hold women back and hinder their progress. In its essence, women empowerment refers to the process of enabling women to gain control over their lives and participate fully in society. It's all about breaking down barriers and creating equal opportunities for women to thrive and succeed. From economic independence to social and political representation, women empowerment encompasses a range of objectives that aim to create a more equitable world for women. Studies have shown that empowering women leads to higher levels of economic growth, improved health outcomes, and greater educational achievements. It also contributes to reduced poverty rates and increased political stability. Empowered women can raise happier, healthier children and fuel sustainable economy and benefit society and humanity at large. In short, when women thrive, everyone benefits.



Objective: This article explores the current status of women empowerment in India, shedding light on the obstacles women face, the government's initiatives and policies, and the various dimensions of empowerment such as education, economic opportunities, social change, and rural development.

Research Methodology: The study is based on secondary data that has been collected from various secondary sources such as magazines, annual reports and various other published reports. The data has been presented in the form of tables and interpretation has been made in the light of objectives of the study.

Successful and inspiring women:

Here we are quoting a few examples of Women who have contributed to society, emerged as successful women and inspire others (Table 1). There are countless other women who had made significant contributions in diverse fields around the globe.

Table 1: Examples of successful women:

Marie Curie	Nobel prize winner chemist and physicist known for discovery of radium & Polonium
Malala Yousafzai	Pakistani Female activist, advocates female education and other rights
Ophrah Winfrey	American talk show host, actress, author, television producer and media proprietor, philanthropist
Indira Gandhi	First female prime minister of India and played important role in politics
Margaret Thatcher	First Female Prime minister of UK, known for her strong leadership
Serena Williams	A tennis player and greatest athlete who won many Grand Slam Titles
Angela Merkel	Chancellor of germany, handled European financial crisis, known for her strong



	leadership.
Hillary Clinton	Former Secretary of state of the US, first female nominee
Emma Watson	Actress and activist for gender equality
Sherlyn Sandberg	Chief operating officer Facebook and author of book “Lean In” advocating for women empowerment in the workplace.
Wangari Maathai	An environmental and political activist from Kenya, awarded Nobel prize for contributing to sustainable development and democracy
Mary Jackson, Katherine Johnson, Dorothy Vaughan	Mathematicians at NASA, contributed to success of early space missions, were portrayed in movie “Hidden Figures”
Rosa Parks	Civil Rights activist, refused to give up her bus seat to a white passenger, causing Montgomery Bus Boycott
Amelia Earhart	First female aviator to fly solo across the Atlantic Ocean
Ellen Johnson Sirleaf	Nobel Peace prize Laureate and first Female President of Liberia

Challenges Faced by Women

1. Gender Inequality and Patriarchy: Gender-based discrimination and bias remain pervasive in many societies. One of the most significant challenges faced by women is gender-based discrimination and patriarchy. From subtle biases to overt prejudices, women often face unequal treatment in various aspects of life, including education, employment, and even within their own families. Tackling this discrimination is crucial for women's empowerment and creating a fair and equal society.



2. *Education Disparities and Access:* Access to education is a fundamental right that should be available to all, regardless of gender. Many women around the world struggle for obtaining quality education. Societal norms prioritize male’s education. The limited educational opportunities perpetuate gender inequality and the lack of women education limits her potential. Gap in male-female literacy rate in India is an indicator of Gender discrimination. Male literacy rate of 2011in India is 82.14% while female literacy rate is just 65.46%. Bridging these gaps is crucial for empowering women (table 2).

Table 2: Literacy rate in India

Year	Male	Female
1901	9.8	0.7
1911	10.6	1.1
1921	12.2	1.8
1931	15.6	2.9
1941	24.9	7.3
1951	24.9	7.3
1981	46.9	24.8
1991	63.9	39.2
2001	76.0	54.0
2011	82.1	65.46

3. *Violence against Women:*Violence against women is another rampant issue that hinders their empowerment and affect societies worldwide. From domestic violence to dowry-related crimes, women often face physical, emotional, and sexual assault and even the human trafficking. It is essential to address this issue through stringent laws, awareness campaigns, and support systems to ensure women's safety and well-being.

Table 3: Prevalencedata on different forms of violence against women in India

Crime	% sufferers
-------	-------------



Lifetime Physical/Sexual Intimate Partner Violence	29.3%
Physical/Sexual intimate partner violence in the last 12 months	24%
Lifetime Non-partner Sexual Violence	Official National statistics not available
Child marriages	27%

4. Economic empowerment and workplace challenges: Women face the wage gap and have limited career progress opportunities. Higher positions in many companies are not offered to women. So, women have to face stagnation in their career.

5. Unequal Access to Health and reproductive rights: Women face significant disparities in exercising their reproductive rights (access to safe and legal abortion, contraception) and accessing healthcare services. Women are underrepresented in clinical trials, leading to potentially biased treatment approaches which results in inappropriate healthcare. Women's inadequate sex education limits her access to accurate information and it negatively impact women's health

Overcoming Pervasive Challenges

Women empowerment is not a new concept. Throughout history, women have been marginalized, deprived of equal rights and opportunities and she had been fighting for it and challenging societal norms to assert their place in the world. From the suffragette movement fighting for women's right to vote to the feminist movement advocating for gender equality, women empowerment has been a constant struggle. These movements aim to give voice to women and create a thriving environment for her living. However, with emergence of women empowerment movements, the scenario is slowly changing. Though progress has been made, there is still a lot to be done to truly empower women in all avenues of life.

The first wave of feminism activism incorporated mass demonstrations, publishing newspapers, debates and establishment of International Women Organizations to deal with property rights and vote rights. By 1920, Women won right to cast vote in North America and most European countries. In 1960s and 1970s, the second wave of feminism started with



movements like diverse social movement and women’s rights movement largely happening in United States for anti-discrimination, equal rights, opportunities and freedom for women. The third wave feminism started in 1990 and characterized by increased awareness of race, class, gender and sex etc. Fourth wave feminism began around 2012, characterized by women empowerment the use of internet tools and intersectionality.

India has a history of the patriarchal social framework and exploitation of women in the start of 19th century, the swadeshi movement in Bengal (1905-08) witnessed active women participation. After independence, constitution guaranteed equality of both men and women. But unfortunately, India still faces significant gender gaps despite the significant progress in recent decades. Global rankings consistently highlight disparities in women's empowerment, such as unequal access to education, limited economic opportunities, and high rates of violence against

Table 4: Ranking of India

Index/Sub-index	2022 (146 countries)	
	Rank	Score
Global Gender gap index	135	0.629
Political Empowerment	48	0.267
Economic participation & opportunity	143	0.350
Educational attainment	107	0.961
Health & survival	146	0.937

women. Annual gender Gap Report 2023 places India at 127th position out of 146 countries in terms of Gender Parity. Earlier India was ranked 135 in the report 2022 edition. Hence India lags in women empowerment and needs to reassess and modify programs to achieve SDG-5 by 2030. It requiring hard efforts for transforming and empowering women in society.

The Indian Women are fighting with deep-rooted challenges that hinder the full realization of women's rights and potential. While these challenges may seem daunting, there is hope as initiatives are being undertaken to address these issues head-on. By understanding the existing landscape, we can better comprehend the achievements, identify gaps, and envision a future where women in India can truly thrive and contribute to the nation's growth. Days like International Women’s Day are gaining popularity these days, which indicates the peoples

inclination to respect the idea of women empowerment. Figure 1 highlights the seven principles of women empowerment.



Fig.1: Seven Principles of Women Empowerment

Steps to promote women Empowerment

1. Promoting Girl's Education, Professional Development for Women and STEM Fields:

Education and professional development are key pillars of women's empowerment. Ensuring that girls have access to quality education is fundamental for their personal and professional growth. By investing in these areas, one can unlock the potential of women and create a more inclusive and prosperous society. By promoting girls' education, we can empower them to become leaders, innovators, and agents of change. Additionally, encouraging girls' participation in STEM (Science, Technology, Engineering, and Mathematics) fields and vocational training for women is crucial for bridging the gender gap in industries that shape our future. Encouraging women to pursue careers in traditionally male-dominated fields and providing them with the necessary skills can help bridge the gender gap in these industries. By providing girls with equal educational opportunities, we open doors to a world of possibilities and empower them to break free from the chains of gender stereotypes and societal expectations.

2. Skills Training and Vocational Education for Women: Equipping women with the tools they need to succeed in the workplace is essential for achieving gender equality. Offering vocational training programs and skill-building opportunities can enable women to pursue new careers, launch their own enterprise, and become financially independent.



3. Promoting Gender Equality in the Workplace: To truly empower women, we must address the inequalities that persist in the workplace. By promoting gender equality, we can create environments where women can thrive and reach their full potential.

4. Equal Pay and Closing the Gender Wage Gap: Being paid for work is a women's right that grants her economic autonomy and acknowledges their financial advancement. Women deserve equal pay for equal work. It's a sad reality that women frequently earn less money for doing the same job as men. In India, according to NFHS-5 nearly 25.4% women who worked in last 12 months were paid in cash. Closing this gender wage gap is pivotal for women to achieve economic empowerment. Additionally, providing equal employment opportunities and eliminating gender discrimination in the workplace are essential steps towards empowering women economically. By closing this gap, we not only recognize the value of women's contributions but also encourage economic growth and prosperity for all. Although percentage of employable women is high yet Gender wise, 31.8% of total estimated employed are women and 68.2% are men

In India, gender pay gap is wide. According to Monster Salary Index (MSI) published in 2019, women in India earn 19% less than men. The survey reported median gross hourly salary for men in India in 2018 was Rs. 242.49, while Rs.196.3 for women

5. Political Empowerment, Representation & Advancing Women in Leadership Positions: In many political arenas, Women are underrepresented. The global rate of women participation in national level parliaments is 26.2% (May 2022). Table 5 gives percentage of women representatives in Indian parliament post-independence years. By promoting women's representation in leadership roles and creating mentorship programs, we can benefit from diverse perspectives, improved decision-making, and a more equitable society. Encouraging women's political empowerment and representation is crucial for a more inclusive and diverse society. We need women's voices at the decision-making table to guarantee that policies reflect the interests and concerns of the whole population, not just half of it.

6. Gender Equality in Laws and Policies: Globally about 26% lawmakers are women. To truly empower women, laws and policies must be centered on gender equality. This means eliminating



discriminatory practices and creating an environment where women are treated equally under the law. Whether it's ensuring equal rights within marriage or protecting women from violence and discrimination, gender equality in laws and policies is essential for women's social and political empowerment.

7. Frameworks and Protection Mechanisms: It is imperative to establish a legislative framework that shields women from prejudice and all sorts of assault. This entails passing legislation that criminalize gender-based violence, ensuring that justice is served, and offering survivor's support services. Additionally, establishing safety mechanisms such as hotlines and support centers can ensure that women have a safe way to seek help and support.

Table 5: Number and Percentage of women representatives in Indian parliament

Year of Election	Number of Women representatives	% of women representatives
1951	22	5
1957	22	5
1962	31	6
1967	29	6
1971	28	5
1977	19	4
1980	28	5
1984	43	8
1989	29	6
1991	39	7
1996	40	7
1998	43	8
1999	49	9
2004	45	8
2009	59	11
2014	66	12
2019	78	14



8. *Combating Gender-Based Violence, Discrimination and Ending Harmful Practices:* No discussion on women empowerment is complete without addressing the issues of gender-based violence and discrimination. Women should feel safe, secure and comfortable in all aspects of their lives. Promoting safe spaces means building environments where women can freely express themselves, participate, and flourish without fear of violence or harassment. Moreover, it involves putting an end to evil practices like child marriage, female genital mutilation, and other cultural norms that perpetuate gender inequality and discrimination.

9. *Women's Participation in Decision-Making Processes:* Women's participation and representation in decision-making processes shouldn't be limited to just politics, women deserve a seat at every table. Empowering women to actively engage in decision-making processes can lead to more balanced and well-rounded outcomes. When women are involved in policy-making and hold leadership roles, their unique perspectives and experiences can shape a more inclusive and equitable society. As per NFHS-5 (2019-21), currently 88.7% married women participate in their household decisions. The number was 84% in NFHS-4 (2015-16)

10. *Challenging Gender Norms and Stereotypes:*Challenging traditional gender norms and stereotypes is essential for empowering women. Let's celebrate women's strength, ambition, and independence, and recognize that there's more than one way to define femininity and masculinity.

11. *Promoting Gender-Neutral Parenting and Equal Sharing of Responsibilities:*Earlier parenting responsibilities were solely assigned to women but the time now demand equal sharing of responsibilities. Promoting gender-neutral parenting not only empowers women by allowing them to pursue their career goals but also encourages men to actively participate in their children's lives.

12. *Enhancing Access to Healthcare and Reproductive Rights for Women:*The health and well-being of Women play a crucial role in empowering her. Women should have equal access to



affordable and quality care. This objective focuses on two key areas: reproductive health and family planning, and addressing maternal mortality and healthcare disparities. Women should have access to comprehensive healthcare services, including reproductive education and family planning, women can take control of their bodies and make informed decisions about their health and future. Empowering women in this aspect not only improves their overall well-being but also contributes to population control and sustainable development. Sadly, maternal mortality rates and healthcare disparities still exist in many parts of the world. Women, particularly those from marginalized communities, often lack access to appropriate prenatal and postnatal care, leading to higher risks during pregnancy and childbirth. Empowering women means addressing these issues head-on by advocating for improved healthcare systems, better access to maternal care, and ensuring that no woman is left behind in terms of her health.

13. Financial Literacy, Economic Empowerment & Supporting Women Entrepreneurs:

By empowering women with financial knowledge and skills, we can increase their economic autonomy and provide a solid foundation for a brighter future. Another aspect of economic empowerment is ensuring women to have equal access to financial resources and entrepreneurial opportunities. Access to credit, capital, and financial education are vital for women to start and grow businesses. By supporting women in entrepreneurship, we can not only boost economic growth but also empower women to take charge of their financial futures.

Encouraging and promoting women-owned businesses is essential for economic expansion and female empowerment. By removing financial obstacles and providing mentorship, resources, guidance etc. we can let more women to succeed in the business world. Sixth Economic census by Ministry of Statistics and Programme Implementation show women comprise just 13.76% of total entrepreneurs in India which is just 8.05 million out of total 58.5 million entrepreneurs.

Government Initiatives and Policies for Women Empowerment

1. National Mission for Empowerment of Women (NMEW): The government of India (GOI) has taken various steps to promote holistic empowerment of women, gender equality and justice. The National Mission for Empowerment of Women (2010) seeks to improve women's socio-



economic status through targeted programs, encouraging their involvement in decision-making, and enhancing their access to resources and opportunities.

2. Legislation against Gender-based Violence: India has enacted stringent laws such as the Protection of Women from Domestic Violence Act and the Criminal Law Amendment Act to address violence against women. These legislative measures provide legal protection and support systems for survivors of violence.

3. Reservation and Affirmative Action for Women: To enhance women's representation in politics and public life, the GOI has introduced reservation policies and affirmative action measures. A certain percentage of seats are reserved for women in local governments and educational institutions, fostering their participation.

4. Promoting Girl Child Education: Promoting education for girls is a crucial step towards women's empowerment. Initiatives like the Beti Bachoo, Beti Padhao (Save the Girl Child, Educate the Girl Child) campaign focus on encouraging parents to educate their daughters and eliminate gender disparities in education. By investing in girls' education, we empower them to pursue their dreams and contribute meaningfully to society.

5. Vocational Training and Skill Enhancement Programs: Providing vocational training and skill enhancement programs specifically designed for women equips them with the necessary skills to enter various sectors of the workforce. These programs enable women to become financially independent, breaking free from traditional roles and contributing to the economic growth of the nation.

6. Scholarships and Financial Aid for Women: Financial barriers should not hinder women's access to education and skill development. Women-targeted scholarships and financial aid programs provide them with the necessary resources to pursue higher education and professional training,

Table 6: Major women empowerment Schemes in India:

	Scheme	Year of launch	Objectives
1	Beti Bachao Beti Padhao Scheme	2015	To prevent sex selective elimination and ensure education of girl child
2	One-Stop Center Scheme	2015	To support women affected by violence, to provide psychological support to women
3	Women Helpline Scheme	2016	To provide 24hrs telecom service to violence affected women
4	Ujjwala	2016	To prevent women trafficking, rescue victims & place them in safe custody, to provide rehabilitation service to victims.
5	Working Women Hostel	1972-73	To provide safe accomodation to working women
6	Swadhargreh	2018	To provide shelter, food etc to women in distress
7	Support to training and employment programme for Women	1986-87	To provide employability skills to women
8	Nari Shakti Puraskar	2016	To facilitate institutions working for progress of women
9	Mahila Shakti Kendras (MSK)	2017	To create environment for women to access healthcare, education etc.
10	Nirbhaya	2012	To ensure safety, security of



			women
11	MahilaE-Haat	2016	To facilitate entrepreneurship opportunities online for women
12	Mahila Police volunteers	2016	To fight crime against women

Economic Empowerment: Enhancing Opportunities for Women

1. Entrepreneurship and Business Support: Women entrepreneurs boost the country's economy and simultaneously enhance gender equality. Women are defying societal norms and starting their own businesses, in diverse arenas like technology industry or traditional crafts. With the support of various initiatives and organizations, women entrepreneurs are gaining access to mentorship, funding, and training programs to excel in their chosen fields.

2. Employment Opportunities and Equal Pay: Equal opportunities and equal pay are crucial in empowering women economically. Efforts are being made to bridge the gender gap in employment and ensure that women have access to fair and diverse job opportunities. Rate of employability across India from 2020-23 by Gender (fig. 2) shows some positive results.

3. Microfinance and Self-Help Groups: Microfinance and self-help groups (SHGs) are playing a significant role in uplifting women from marginalized communities. These initiatives provide access to credit, financial literacy, and skill-building opportunities. Microfinance & SHGs are transforming lives and uplifting poverty by empowering women to manage their finances and become financially independent.

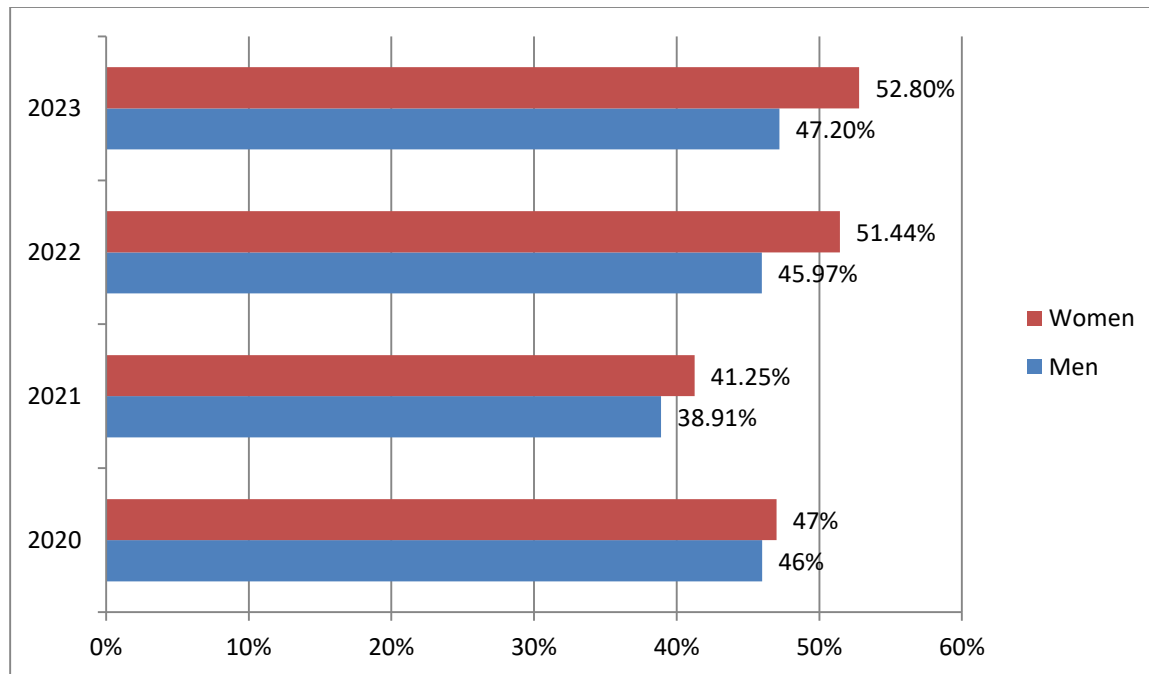


Fig. 2: Rate of employability across India from 2020-23 by Gender

Social Empowerment: Breaking Stereotypes and Promoting Gender Equality

1. Women's Representation in Media and Arts: The representation of women in media and arts is essential for challenging stereotypes and promoting gender equality. By showcasing strong and diverse female characters, artists and filmmakers are creating a more inclusive and empowering culture.

2. Changing Social Norms and Attitudes: Challenging the traditional mindsets, breaking down deep-rooted social norms, Indian women can be empowered. The society's perception of women needs to evolve, promoting gender equality and eliminating discrimination.

3. Campaigns for Gender Equality: Campaigns on social media or on-ground activism and awareness initiatives play a pivotal role in promoting gender equality as these campaigns raise awareness about women's rights, violence against women, and the importance of gender equality. By actively participating and supporting such campaigns, we can contribute to a more inclusive and empowering society.

Empowering Rural Women: Access to Resources and Decision-making

1. Land Ownership and Agricultural Support: In rural areas, empowering women means ensuring their access to resources. Initiatives focused on granting land ownership rights to



women and providing them with agricultural support are helping rural women become self-reliant. By giving them a stake and a say in agricultural practices, we can empower rural women and strengthen their position in society. In India, despite equality in inheritance laws, women constitute hardly 14% of the landowners owning 11% agricultural land in rural land-owning households

2. Women's Participation in Local Governance: Empowering rural women also involves their active participation in local governance. By encouraging women to take leadership roles and participate in decision-making processes, we are not only giving them a voice but also fostering inclusive and sustainable development at the grassroots level. According to Inter-Parliamentary Union study, India ranks 149th out of 193 countries in terms of female representation in the lower/single house of parliament.

3. Access to Clean Water and Sanitation: Access to clean water and sanitation is fundamental for women's empowerment. In many rural areas, women bear the burden of collecting water and face multiple challenges due to the lack of clean and accessible water sources. By ensuring adequate infrastructure and facilities, we can alleviate the burden on rural women and enable them to pursue education, work, and participate fully in society.

Challenges and Future Perspectives in Women Empowerment

India aims to achieve United Nations Sustainable Development Goal-5 that focuses on women empowerment and gender equality, by 2030. It is essential to recognize and address the unique challenges faced by different groups of women, such as those from marginalized communities, lesbian, gay, bisexual, transgender or women with disabilities. Overcoming the challenges like limited access to education, healthcare facilities, gender inequality, social and political inequality, gender-based discrimination requires deep-rooted societal changes, including breaking down patriarchal structures and norms, promoting gender equality from an early age, and educating communities to embrace diversity and inclusivity. There is need to promote intersectional approaches and global collaboration, learn from each other's successes and failures, and work collectively towards a more empowered future for all women. The empowered



women empower the world, and India has innumerable incredible women. Empowering women in society is strategic investment for a better future. By challenging gender norms, providing equal opportunities, and addressing the barriers that women face, we can create a more inclusive, resilient, and prosperous society. It is crucial that we continue to advocate for gender equality, support women's rights, and work towards building a world where every woman has the opportunity to thrive and make a lasting impact.

Conclusions

Women's empowerment is a catalyst for social progress, driving positive change in areas like education, healthcare, and governance. When women are granted equal rights and opportunities, societies become fairer, more prosperous, and more sustainable. Despite the obstacles, numerous success stories and achievements highlight the progress in women's empowerment in India. The journey towards women empowerment in India has seen remarkable progress with concerted efforts of both the government and civil society. Initiatives have been implemented to address gender discrimination, violence, and unequal access to education and healthcare. Economic opportunities have expanded, and social norms are slowly shifting towards gender equality. However, challenges persist, and there is much work to be done to ensure that every woman in India can enjoy equal rights, opportunities, and a life free from discrimination. By continuing to prioritize women's empowerment, investing in education, promoting economic opportunities, and challenging societal norms, Indian women can be truly empowered to contribute to the nation's development and lead fulfilling lives.

References:

1. Chandra, R. (2007, December). Women Empowerment in India-milestones & challenges. International conference on "What it takes to eradicate poverty", organized by the PACS Programme, New Delhi.
2. Duflo, E. (2012). Women empowerment and economic development. *Journal of Economic literature*, 50(4), 1051-79.
3. Gupta, K. (2020). Globalization and Women Empowerment. *Journal of Social Sciences & Multidisciplinary Management Studies*, 1(1), 1-4.
4. Hazarika, D. (2011). Women empowerment in India: A brief discussion. *International Journal of Educational Planning & Administration*, 1(3), 199-202.



5. Mandal, K. C. (2013, May). Concept and Types of Women Empowerments. In International Forum of Teaching & Studies (Vol. 9, No. 2).
6. Mittal A., Kohli R. & Kaur M. (2022, Dec.). A study on the status of women entrepreneurship in India. The Indian economic journal. 2 (55), 21-29, ISSN-0019-662
7. Mokta, M. (2014). Empowerment of women in India: A critical Analysis. Indian Journal of public administration, 60(3), 473-488.
8. Mundhe E. S. (2021). The study of issues and challenges of women empowerment in India, Kalyan Bharati, 36 (VII), 41 -46, ISSN No. 0976-0822
9. Nayak, P., & Mahanta, B. (2009). Women empowerment in India.
10. Pachorkar, S., Kawishwar, S., & Sharda, P. (2020). Women entrepreneurship and women empowerment in India: A case study of Jwala Mahila Samiti. Prest. Int. J. Manag. Res, 12, 254-264.
11. Priyadharshini, A., Thiyagarajan, R., Kumar, V., &Radhu, T. (2016, December). Women empowerment towards developing India. In 2016 IEEE Region 10 Humanitarian Technology Conference (R10-HTC) (pp. 1-6). IEEE.
12. Rehman, H., Moazzam, D. A., & Ansari, N. (2020). Role of microfinance institutions in women empowerment: A case study of Akhuwat, Pakistan. South Asian Studies, 30(1).
13. Sharma, P. R. (2007). Micro-finance and women empowerment. Journal of Nepalese Business Studies, 4(1), 16-27.
14. Sundaram, M. S., Sekar, M., &Subburaj, A. (2014). Women empowerment: role of education. International Journal of management and social sciences, 2 (12), 76-85
15. Tandon, T. (2016). Women empowerment: perspectives and views. The International Journal of Indian Psychology, 3(3), 6-12.
16. Tanna S. (2018, March). A Study on Challenges, Issues and Status of Women in Present Scenario. International Journal of Research in all Subjects in Multi Languages (National Conf. On 21st Century: Changing Trends in the Role of Women-Impact on Various Fields) 6(3), ISSN: 2321 – 2853
17. Thehindu.com/opinion/editorial/bridging the gap :on India's gender inequality
18. Waghmode, R. H., & Kalyan, J. L. (2014). Women Empowerment in India. A Study. Reviews of Literature, 1(7), 1-18.
19. www.google.com

