
Economic Empowerment of women in the context of development :

A Conceptual Review

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Abstract:

In the contemporary times, women in India are increasingly, socially & financially engaged in various economic activities with the emphasis on empowerment of women by various Government & non government agencies, the focus is on economic empowerment of women in India. We critically examine the available secondary data on economic empowerment of women in India from the point of view of empowerment in the backdrop of development. We present the trends about the participation of women economic activities and stress on the need for appropriate skilling. There is an awesome need to appropriately aptitude this altogether expansive workforce with the goal that they can turn into a noteworthy piece of the economy. We present the abilities required for the aspirant women for their economic empowerment.

Keywords: Development, Empowerment, Skilling and Women Economic Empowerment.

Introduction:

Women's empowerment has become a focal point for development efforts worldwide and there is a need for an updated, critical assessment of the existing evidence on women's empowerment. "Women are better able to handle managerial positions than men because they are temperamentally calmer, able to multi-task, prioritise and possess better articulation and wider vision," says Dabir,(2016) "If they are supported, encouraged and most importantly trained, they can become better managers."

Empowerment plays an important role in generating employment opportunity for rural societies, providing self-employment for those who started-up their own business and improving the economic status. Now women's are also interested to start their own business in both the rural and urban areas to overcome poverty, generate family income and developing Standard of living. Women's are participating in the agriculture, business and trade without any social and other barriers. But in India,

there are many social and cultural limitations for rural women. Hence, the women contribution in empowerment activities is less in the social and economic growth of rural India. The United Nations has been celebrating 15th October as International Rural Women's Day since 2008 for appraising them. In this context, we examine the efforts to economically empower women in the era of development.

Importance of work-integrated training:

It is not easy for rural women to get a job and hence their chosen vocational course has to be work integrated for the maximum skilling and employment opportunities. "TISS-SVE (Tata Institute of Social Sciences- School of Vocational Education) extend support to rural women by offering skill enhancement vocational programmes, which are work integrated. The B.Voc (Bachelor of Vocational Education) programme under TISS-SVE is designed to give exposure and first-hand training in the field of one's choice," says Dabir (2016). "The course is provided in multiple locations across different sectors and industries. Currently, there are 19 industry verticals. Additionally, certification of the said course along with the experience letter from the practical training institute is provided," she adds.

Problems faced by rural women in getting a job even after proper skilling:

Even after proper training and skilling is imparted to rural women, it is not easy for them to get a job. They face numerous problems, as stated by the TISS SVE Dean:

- Too much competition, many trained professionals, gender bias, language problems, family issues, long working hours are some of the issues
- Other problems faced by women include mindset related issues and lack of support from their family
- Since rural women marry off very early, they shoulder family responsibilities from a very early age, leaving them less time to develop an independent standing career
- Even after getting a job, many women are paid much less compared to male counterparts in the same field
- Along with this, women's safety is a teething issue which puts many women on a back seat to take a job

Objective of the Study

- To find the issues and challenges for rural women empowerment in India.
- To find the factors that empower rural women.
- To study the effective support of the government on women empowerment.
- Educating women according to the professional requirement and encouraging them to grow further in life.

Review of the Literature

From centuries women in India have been restricted to house hold jobs, this prevents skill development in women and thinking criteria. By research **Bharti Kollan and Indira(2005)** discuss the changes that happened in the part of women business visionary from fifteen century to twenty first century. They examined the status of women business people and issue looked by them. **Dima Jamali(2009)** notice the motivation at the interaction of imperatives and openings influencing female business enterprise in creating nations. As an extension of the previous work by different authors **Dr. Vijayakumar, A. what's more, Jayachitra S.(2012)** extended their research by identifying the significance of business by women in India in the wake of financial progression and globalization. The strategy and institutional structure for creating empowerment abilities, giving job instruction and preparing has extended the skyline for financial strengthening of women. Be that as it may, women constitute just a single third of the financial undertakings. There exist a plenty of fruitful specialists business people both in social and financial fields in India. They are performing great. Legislature of India has additionally presented National Skill Development Policy and National Skill Development Mission in 2009 keeping in mind the end goal to give expertise preparing, professional instruction and business enterprise advancement to the rising work constraint. Be that as it may, business enterprise advancement and aptitude preparing isn't the main obligation of Government and in this way different partners need to bear the duty. In Hindu sacred texts, women has been depicted as the exemplification of shakti and in actuality, she is portrayed as Abla. [4] has identified the issues and concerns faced by the Indian women business visionaries, examples of overcoming adversity of Indian women business people, factors impacting women enterprise and steps taken by the legislature for upliftment of Indian women business visionaries. **Raju and Bhuvaneswari(2014)** focused on the Rural empowerment in Sivaganga District. They dicussed and managing issues, capacities, needs and how to create techniques in country enterprise. In this circumstance analyst concentrates on distinguishing the requirements to the provincial business enterprise, sorts of country business, issues and issues looked by rustic enterprise and the components empowering the country business enterprise. It is obligatory for administration to give empowerment preparing to women having a place with provincial and urban region. To the extent provincial improvement through rustic women business is concerned it will remain as a vehicle to change personal satisfaction of country individuals, manageable advancement and development of economy. Additionally, **Malhotra et al.(2013)** note that measuring empowerment indicators in various dimensions should happen at different levels of social aggregation, such as the household, community and broader areas (i.e. regional, national and global). and the third dimension is achievements, which refers to the consequences of the choices made. **Alsop R, Heinsohn(2005)** examine the previous models, and propose that agency is one's capacity to make meaningful and purposive choices. However, in this model the authors suggest that assets are indicators of agency, whereas the previous two models depict assets as a pre- condition for agency. Assets are characterized as psychological, informational, organizational, material, social, financial, or human in nature, making some assets are harder to measure than others. For example, it is harder to quantify psychological assets (e.g. capacity to envision) and social assets (e.g. social capital) than it is to measure human assets (e.g. knowledge, literacy, etc.). **Venkata Ravi and Venkatrama(2005)** focused on the effects of SHG on women participation and exercising control over decision making both in family matters and in group activities.

Minimum Skill required for rural women in India

There are a few skills that one need for successful empowerment of women. Developing the below mentioned 10 skills is imperative to be successful. Life skills are a set of human skills acquired via teaching or direct experience that are used to handle problems and questions commonly encountered in daily human life. The WHO defines "Life skills as abilities for adaptive and positive behaviour that enable individuals to deal effectively with the demands and challenges of every day life"

Learning to know- Cognitive Abilities

Information gathering skills

Skills of analysis of self and others on motivation

Critical thinking skills

Learning to be - Personal Abilities

Skills for increasing internal focus of control

Self esteem – confidence building skills

Self awareness skills including awareness of rights, values, attitudes

Goal setting skills

Self evaluation, self assessment

Learning to Live Together- Interpersonal Abilities

Interpersonal communication skills – Verbal and non-verbal

Active listening

Expression of feeling

Negotiation and refusal skills

Assertive skills

Refusal skills

Empathy

Abilities to listen to and understand the needs and circumstances and lead to cooperation and team work. Skills influence and persuasion, practicing life skills leads to qualities such as self-esteem, social ability and tolerance. To action comprehensives to take action and generates change and to capabilities to have the freedom to decide what to do and who to be. The ability to acquire certain skills leads to process of empowerment. we present national level data of women workers(Table .1) & (Fig.1)

Women working population to total women population

(Table .1)

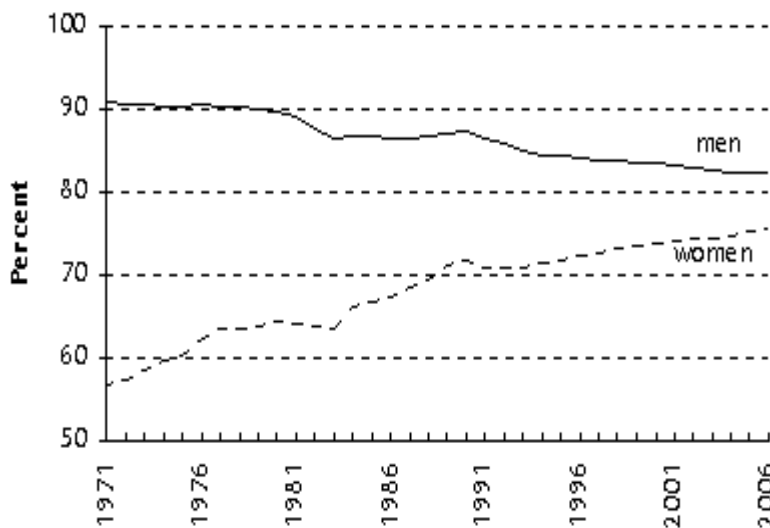
State	2000-05	2015-16
MANIPUR	49.7	40.9
TAMIL NADU	45.7	30.5
CHATTISGARH	33.8	36.8
KERALA	28	20.4
ARUNACHAL	27.5	17.1
MEGHALAYA	22.7	81.7
J&K	16.9	12.4
HIMACHAL	10.6	17
MAHARASTRA	35.2	28.9
KARNATAKA	34.7	29.1
GUJARAT	33.3	30.2
MP	32.8	29.9
GOA	33.2	23.6
WEST BENGAL	30.1	22.8
MIZORAM	28.7	29.3
ODISHA	27.9	22.5
KERALA	28	20.4
MEGHALAYA	22.7	35.9
RAJASTHA	27.2	18.6
TRIPURA	24.9	26.3
UTTARAKHAND	15.6	15.5
UP	16	16.6
J&K	16.9	12.4
PUNJAB	20.2	18.5
NAGALAND	21.5	22.3
SIKKIM	22	19.9
ASSAM	25.8	17
BIHAR	17.2	12.5
DELHI	22	21

Delhi, Maharashtra and Gujarat, the high performing states in terms of economic and governance indicators, saw the sharpest decline in the given period. Delhi slipped from the sixth position to 16th, Maharashtra from 10 to 17 and Gujarat from 11 to 18. Most north-eastern states climbed up the ladder. Two indicators for Delhi got worse: lesser proportion of women now participate in decision making as compared to a decade ago—figures falling from 84.8% in 2005-06 to 73.8% in 2015-16. Plus, a higher percentage of women (26.8%) reported having experienced spousal violence as compared to 16.3% in 2005-06. The star performer was Uttarakhand, jumping 13 positions: 24 in 2005-06 to 13 in 2005-16.

Note that the rankings are relative: a higher rank doesn't necessarily mean "great" conditions for women in the state. But a lower rank definitely indicates poor performance even with India's standards. The respective state governments should keep women at the centre of development agenda.

State-wise Share of Women Workers:

(Fig.1)



Rising monetary action among women was driven by a change in the working examples of women with youngsters. In the mid 1970s there was an extremely stamped contrast between women with youngsters and other women as far as their work advertise conduct. This was considerably less the case two decades later and women with subordinate kids will probably be working than not working. The most striking changes had happened among women with kids under five, 43 for every penny of whom were working by the 1990s, contrasted and just a quarter in 1973. A great part of the expansion in the quantity of women in paid work could be represented by the ascent of low maintenance work (in the vicinity of 1971 and 1993, 93 for every penny of the aggregate increment in ladies' business was in low maintenance work). This brought about a critical ascent in the extent of women working low maintenance — from 33% of every 1971 to 46 for each penny in 1993. Over the two decades from the 1970s the most striking change in ladies' work by industry was the decrease in assembling and the ascent of administration segment business. This had likewise been the situation for men, yet the pattern among women was marginally more checked.

In 1971, producing represented 29 for each penny of women representatives, a figure which had tumbled to 12 for every penny by 1993. Among men the identical figures were 40 and 27 for each penny individually.

Issues, Challenge and Problems of Rural Women

Empowerment in India

There are a number of challenges and problems that rural women empowerment's faces in their business are family boundations, time balancing between family and work, education and working experience, problems of raising startup capital, suppliers, and clients.

a) Lack of education

In India proficiency among women is low. Indeed, even in 21st century, rural women in India are slacking far late in the field of training. For the most part women of the rustic zones are uneducated. Women in rustic regions who are taught given whichever less or deficient training than their male identical incompletely because of destitution, early marriage, low financial status, somewhat because of child's advanced education. Absence of training is one of the most concerning issues for provincial women who need to begin their business. Because of absence of good training, women business people not embrace the new innovation improvement, new pattern of showcasing, new strategies for assembling and other government plans which inspire them.

b) Balance between Family and Career

Women in India are emotionally attached with their family. They have very less practical. They are supposed to do all the household work, to look after the children and other family members. They have more family responsibilities for husband, care of children, others of family members and in regulations which take away a lot of their time and energy. In such situations, it will be very challenging task for women to focus and run the business successfully. A married women empowerment has to make a respectable balance between home and business activity.

c) Male Dominated Society

In our constitution regulation there are equivalent rights for men and women but in real equality does not be present in rural areas. Women are not treated equal to men. People in rural areas generally having a prejudice that woman are capable only for household work. Women entry to business needs to approve by the head of the family. Empowerment usually has been seen as a male circle and male dominated. All phase of this type a barrier in the growth of women empowerments. Thus the male empowerments create problem in the success of women empowerments.

d) Shortage of finance

There are rural women empowerments have to face a lot of problems in raising funds and complete the financial needs of the business. Women and small empowerments suffer this type of financial problem because the ignored by financiers, creditors and financial institutes for less credit worth and more chance of business failure. They lack access to outside funds due to absence of solid security and credit in the market. They also face financial problem due to no property on their own names.

e) Low Ability to Bear Risk

In India, generally women are delicate and emotional by nature. Women have comparatively to man a low ability to bear financial and other risks because they have led a secure life. An empowerment must have risk bearing capacity for being successful empowerment. But women, occasionally fail to bear the amount risk which is needed for running a business. Lack of proper education, training and financial support by outsiders also reduce their ability to bear the risk involved in an enterprises.

f) Lack of empowerment Skills

Lack of empowerment skill is a major issue for rural women. They have no empowerment bent of mind. Sometimes even after joining various empowerment training programs, women empowerments fail to tide over the risks and difficulties that may come up in an organizational working.

g) Limited managerial Skills

Management has developed a specific job which performs only capable managers. Due to absence of proper knowledge women empowerments not successes in managerial responsibility like planning, managing, directing, staffing, controlling, coordinating, monitoring, motivating etc. of a business enterprise. Hence, less and limited managerial skills of rural women has become a problem for them to run the business successfully.

h) Lack of Technological Awareness

Rural empowerments face a severe problem of lack of awareness about technology. Lack of training services and wide services crate a difficulty for the development of rural women empowerment.

i) Shortage of Raw Materials

The women empowerments have face more struggles to buy raw materials and other required materials. Women's are facing the problem in searching raw materials from many sources. They use limited or convenient sources of raw materials. The failure of many women cooperatives in 1971 such as those involved in basket making was mainly due to the insufficient availability of forest- raw materials. The prices of many raw materials are quite high.

j) Finding of Raw Materials

Finding of raw materials is really a solid task for rural empowerments. They may close up with poor quality of raw materials, may also face the problem of storage and warehousing.

k) Socio Cultural Barriers

The civilizations and customs prevalent in Indian cultures towards women sometimes stand as a problem before them to grow and flourish. Castes and religions rule with one extra and hinder women empowerments too. The women empowerments face more social and cultural barriers or restrictions as they are continuously seen with suspicious eyes in rural areas.

l) Social Attitudes

The largest problem of a woman empowerment is the social assertiveness and the restrictions in which she has to live and work. Despite beside legal equality, there is women face discrimination against man. In the cultural tradition of the society, women suffer from male reservations about a woman's role and capacity. In rural regions, women face conflict not only from males but also from elderly females who have accepted gender inequality

m) Absence of Motivation

Motivation plays an important role in succession of an enterprise. Inherent nature of the women empowerments, sometimes feel less confident which a motivation factor in running an enterprise successfully is basically. This is struggling hard for rural women to strike a balance between managing a family and an enterprise.

n) Legal Formalities

Rural empowerments find it extremely difficult in fulfilling with many legal formalities in obtaining licenses due to illiteracy and unawareness.

Conclusion :

Women constitute half of the aggregate populace in India. However they have to balance their opportunities, uniformities, benefits, and keeping pace with their male counterparts. The Government of India has characterized women business visionaries in light of women support in value and work of a business undertaking. It is very much discovered by strategy creators over the nations that vital improvement of an economy required equivalent interest and equivalent chances to all areas and sexual orientation. Empowerment advancement is one noteworthy instrument for practical financial improvement. The cutting edge world is brimming with difficulties and openings. On the off chance that we discuss the business openings, women are for ahead with their vocation and organizations. Women business visionaries have been assigned as the new motors for development and the rising stars of the economies in creating nations to bring flourishing and welfare. Consequently the present examination uncovers the abilities required and issue or difficulties looked by the rural women for creating themselves and attempting to remain in an identifiable position in the general public.

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