

A Study on Challenges and Issues of Women Empowerment in India

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Abstract: Empowerment of women is essentially the process of upliftment of economic, social and political status of women, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. This article attempts to study the status of Women Empowerment in India and highlights the Challenges and Issues of Women Empowerment. We observe in our day to day life how women become victimized by various social evils. Women Empowerment is the vital instrument to expand women's ability to have resources and to make strategic life choices. The study is based on purely from secondary sources. The study reveals that women of India are relatively disempowered and they enjoy somewhat lower status than that of men in spite of many efforts undertaken by Government. It is found that acceptance of unequal gender norms by women are still prevailing in the society. The study concludes by an observation that access to Education, Employment and Change in Social Structure are only the enabling factors to Women Empowerment.

Key Words: Women Empowerment, Education, Health, Socio-Economic Status. Crimes against women, Policy implications.

I. Introduction

Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places. In the Western societies, the women have got equal right and status with men in all walks of life. But gender disabilities and discriminations are found in India even today. The paradoxical situation has such that she was sometimes concerned as Goddess and at other times merely as slave.

Empowerment is a multi-dimensional and dynamic social process that helps people gain control over their own lives. Empowering girls and women is the key to economic growth, political stability, and social transformation. World leaders, experts and scholars alike are lauding their voice to this vital endeavour. Mahatma Gandhi emphasized on women's power and highlighted that if non-violence is the law of our being, the future is with the woman. Numerous global studies on the impact of women empowerment and leadership reveal the fact that women are the largest emerging market in the world and more equality and empowerment will bring more productivity, higher GDP, and more prosperity.

Women empowerment refers to increasing the spiritual, political, social, educational, gender or economic strength of individuals and communities of women. Women's empowerment in India is heavily dependent on many different variables that include Policies on Women's empowerment exist at the national, state and local (Panchayat) levels in many sectors, including health, education, economic opportunities, gender based violence and political participation and also geographical location (urban / rural) educational status social status (caste and class) and age. However there are significant gap between policy advancements and actual practice at the community level.

II. Review of Literature

Dr. Rajeshwari M. Shettar (2015), "A Study on Issues and Challenges of Women Empowerment in India". We all see that women empowerment is a movement which is spread in all over the world but its result is not sufficient. Somewhere the status of lower and upper gender prevails on the maximum level in our society. We can do this only by giving them job, education and awareness of this topic.

Dr. T. S. Prema, P. Selvi (2015), "Women Empowerment Through Self Help Groups in Tamil Nadu, India". Women have the right to live in the society with freedom and dignity but the reality is fully different. The empowerment of women in rural areas is a big challenge and it's very difficult to do the work. Self employment for women to remove their poverty is a big challenge.

M. Bhavani Sankara Rao (2011) has highlighted that health of women members of SHG have certainly taken a turn to better. It clearly shows that health of women members discuss among themselves about health related problems of other members and their children and make them aware of various Government provisions specially meant for them.

Duflo E. (2011) Women's Empowerment and Economic Development, National Bureau of Economic Research Cambridge The study argues that the inter relationships of the Empowerment and Development are probably too weak to be self sustaining and that continuous policy commitment to equality for its own sake may be needed to bring about equality between men and women.

Sethuraman K. (2008) The Role of Women's Empowerment and Domestic Violence in child Growth and Under nutrition in a Tribal and Rural Community in South India. This research paper explores the relationship between Women's Empowerment and Domestic Violence, maternal nutritional status and the nutritional status and growth over six months in children aged 6 to 24 months in a rural and tribal community. This longitudinal observational study undertaken in rural Karnataka. India included tribal and rural subjects.

Venkata Ravi and Venkatraman (2005) focused on the effects of SHG on women participation and exercising control over decision making both in family matters and in group activities.

Saradha (2001) reported that the product empowerment of women in self-help groups was found to range from high and low with 35.80 and 35.00 per cent, respectively. It indicated that even though the women are psychologically empowered but their real empowerment level was low. The possible reasons for this may be the patriarchal society where the women are regarded as weaker section and the managerial competencies, decision-making power, reduction in drudgery, assessing information and resources and critical awareness of rural women were found to be low because of the lack of general media exposure, low level of education and lack of recognition.

III. Objectives of the Study

1. To know the need of Women Empowerment.
2. To identify the Obstacle in the Path of Women Empowerment.
3. To assess the Awareness of Women Empowerment in India.
4. To study the Government Schemes For Women Empowerment.
5. To study the ways to empower women
6. To offer useful Suggestions in the light of Findings.

IV. Research Methodology

This paper is basically descriptive and analytical in nature. In this paper an attempt has been taken to analyze the empowerment of in India. The data used in it is purely from secondary sources according to the need of this study.

V. Why Need of Women Empowerment?

The status of women in India particularly in rural areas needs to address the issue of empowering women. About 66% of the female population in rural area is unutilized. This is mainly due to existing social customs. In agriculture and Animal care the women contribute 90% of the total workforce. Women constitute almost half of the population, perform nearly 2/3 of its work hours, receive 1/10th of the world's income and own less than 1/ 100th the world property. Among the world's 900 million illiterate people, women out number men two to one. 70% of people living in poverty are women. Lower sex ratio i.e. 933, The existing studies show that the women are relatively less healthy than men though belong to same class. They constitute less than 1/7th of the administrators and managers in developing countries. Only 10% seats in World Parliament and 6% in National Cabinet are held by women.

Today we have seen distinctive Acts and Schemes of the focal Government and additionally state Government to enable the ladies of India. Be that as it may, in India ladies are segregated and minimised at each level of the general public whether it is social cooperation, political interest, financial investment, access to instruction, and furthermore regenerative medicinal services. Ladies are observed to be financially exceptionally poor everywhere throughout the India. A couple of ladies are occupied with administrations and different exercises. Thus, they require monetary energy to remain without anyone else legs on per with men. Other hand, it has been watched that ladies are observed to be less proficient than men.

VI. Obstacles of Women Empowerment

Problems and Need of women Empowerment

Since ancient times women are facing problems. Their oppression is persistent and universal and its solutions are complicated. Many prophets of women's emancipation have come and gone, but discrimination against women and violation of human values still persists. Gender issue is basically one that affects women directly or indirectly. In other words, any social evil perpetrated at the cost of women, any law or custom that reinforces and institutionalises women's inferior status in society, or any event or series of events that affects large number of women can be regarded as a gender issue. Gender issues are also those that galvanise large numbers of women into action, any such issues, which catch the attention of women's groups, and subsequently of the media.

The main Problems that were faced by women in past days and still today up to some extent:

1. Gender discrimination
2. Lack of Women Education
3. Female Infanticide
4. Financial Constraints
5. Family Responsibility
6. Low Mobility
7. Low ability to bear Risk
8. Low need for achievement
9. Absence of ambition for the achievement
10. Marriage in same caste and child marriage
11. Social status
12. Dowry

Atrocities on women ...etc. these are the main responsible factors of problems related women. Women are deprived of Decision making power, Freedom of movement, Access to Education, Access to Employment, Exposure to media.

VII. Crime Against Women

The crimes against women fly directly against orchestrating Women Empowerment in India. A report on the crimes against Women by the National Crime Records Bureau comes up with alarming statistics. The Crime Head Wise details of reported crimes during the year 2017 to 2019 along with percentage variation are presented in Table 1;

Table 1

Crime against Women (IPC + SLL) - 2017-2019

S. No.	State/UT	2017	2018	2019	Percentage State Share To All-India (2019)	Mid-Year Projected Female Population (In Lakhs) (2019)	Rate of Total Crime against Women (2019)+
1	2	3	4	5	6	7	8
STATES:							
1	Andhra Pradesh	17909	16438	17746	4.4	261.4	67.9
2	Arunachal Pradesh	337	368	317	0.1	7.3	43.3
3	Assam	23082	27687	30025	7.4	168.9	177.8
4	Bihar	14711	16920	18587	4.6	576.2	32.3
5	Chhattisgarh	7996	8587	7689	1.9	143.8	53.5
6	Goa	369	362	329	0.1	7.6	43.1
7	Gujarat	8133	8329	8799	2.2	324.9	27.1
8	Haryana	11370	14326	14683	3.6	135.3	108.5
9	Himachal Pradesh	1246	1633	1636	0.4	36.1	45.4
10	Jammu & Kashmir	3129	3437	3069	0.8	64.2	47.8
11	Jharkhand	5911	7083	8760	2.2	183.3	47.8
12	Karnataka	14078	13514	13828	3.4	325.1	42.5
13	Kerala	11057	10461	11462	2.8	182.9	62.7
14	Madhya Pradesh	29788	28942	27560	6.8	399.6	69.0
15	Maharashtra	31979	35497	37144	9.2	588.5	63.1
16	Manipur	236	271	266	0.1	15.5	17.2
17	Meghalaya	567	571	558	0.1	16.1	34.6
18	Mizoram	301	249	170	0.0	5.9	28.7
19	Nagaland	79	75	43	0.0	10.4	4.1
20	Odisha	20098	20274	23183	5.7	223.9	103.5
21	Punjab	4620	5302	5886	1.5	141.9	41.5
22	Rajasthan	25993	27866	41550	10.2	376.4	110.4
23	Sikkim	163	172	125	0.0	3.1	39.8
24	Tamil Nadu	5397	5822	5934	1.5	379.2	15.6
25	Telangana	17521	16027	18394	4.5	185.3	99.3
26	Tripura	972	907	1070	0.3	19.7	54.5
27	Uttar Pradesh	56011	59445	59853	14.7	1081.4	55.4
28	Uttarakhand	1944	2817	2541	0.6	54.6	46.5
29	West Bengal	30992	30394	30394	7.5	474.9	64.0
TOTAL STATE(S)		345989	363776	391601	96.5	6393.3	61.3
UNION TERRITORIES:							
30	A & N Islands	132	147	135	0.0	1.9	72.2
31	Chandigarh	453	442	515	0.1	5.4	95.2
32	D&N Haveli	20	38	49	0.0	2.3	21.6
33	Daman & Diu	26	16	33	0.0	1.3	25.2
34	Delhi UT	13076	13640	13395	3.3	93.1	144.0
35	Lakshadweep	6	11	38	0.0	0.3	115.2
36	Puducherry	147	166	95	0.0	7.9	12.1
TOTAL UT(S)		13860	14460	14260	3.5	112.1	127.2
TOTAL ALL INDIA		359849	378236	405861	100.0	6505.4	62.4

+ Crime Rate is calculated as per one lakh of population

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- Population Source: Report of Technical group on Population Projections(November, 2019) National Commission on Population, MoHFW
- As per data provided by States/UTs
- Due to non-receipt of data from West Bengal in time for 2019, Data furnished for 2018 has been used

Table 2

IPC Crimes against Women (Crime Head-wise & State/UT-wise) - 2019

S. No	State/UT	Murder with Rape/Gang Rape			Dowry Deaths (Sec. 304B IPC)			Abetment to Suicide of Women (Sec. 305/306 IPC)		
		I	V	R	I	V	R	I	V	R
1	2	3	4	5	6	7	8	9	10	11
STATES:										
1	Andhra Pradesh	6	6	0.0	112	112	0.4	407	423	1.6
2	Arunachal Pradesh	1	1	0.1	1	1	0.1	3	3	0.4
3	Assam	26	27	0.2	156	164	0.9	53	53	0.3
4	Bihar	4	4	0.0	1120	1127	1.9	8	8	0.0
5	Chhattisgarh	3	3	0.0	76	76	0.5	159	161	1.1
6	Goa	0	0	0.0	1	1	0.1	3	3	0.4
7	Gujarat	7	7	0.0	9	9	0.0	344	344	1.1
8	Haryana	6	6	0.0	248	248	1.8	225	226	1.7
9	Himachal Pradesh	13	13	0.4	4	4	0.1	61	61	1.7
10	Jammu & Kashmir	1	1	0.0	8	8	0.1	26	28	0.4
11	Jharkhand	4	4	0.0	299	305	1.6	51	53	0.3
12	Karnataka	23	23	0.1	194	203	0.6	332	343	1.0
13	Kerala	14	14	0.1	8	8	0.0	42	42	0.2
14	Madhya Pradesh	37	37	0.1	550	550	1.4	599	607	1.5
15	Maharashtra	47	47	0.1	196	196	0.3	802	808	1.4
16	Manipur	0	0	0.0	0	0	0.0	2	2	0.1
17	Meghalaya	6	6	0.4	3	3	0.2	0	0	0.0
18	Mizoram	0	0	0.0	0	0	0.0	0	0	0.0
19	Nagaland	0	0	0.0	0	0	0.0	0	0	0.0
20	Odisha	3	3	0.0	342	342	1.5	9	9	0.0
21	Punjab	0	0	0.0	69	70	0.5	176	180	1.2
22	Rajasthan	7	8	0.0	452	453	1.2	186	187	0.5
23	Sikkim	0	0	0.0	0	0	0.0	1	1	0.3
24	Tamil Nadu	8	8	0.0	28	28	0.1	236	241	0.6
25	Telangana	20	20	0.1	163	163	0.9	400	400	2.2
26	Tripura	0	0	0.0	38	38	1.9	9	9	0.5
27	Uttar Pradesh	34	35	0.0	2410	2424	2.2	359	362	0.3
28	Uttarakhand	2	2	0.0	57	57	1.0	22	23	0.4
29	West Bengal	6	6	0.0	444	444	0.9	445	462	0.9
	TOTAL STATE(S)	278	281	0.0	6988	7034	1.1	4960	5039	0.8
UNION TERRITORIES:										
30	A&N Islands	0	0	0.0	0	0	0.0	0	0	0.0
31	Chandigarh	0	0	0.0	6	6	1.1	1	1	0.2
32	D&N Haveli	0	0	0.0	3	3	1.3	0	0	0.0
33	Daman & Diu	0	0	0.0	2	2	1.5	0	0	0.0
34	Delhi	5	5	0.1	116	117	1.2	48	48	0.5
35	Lakshadweep	0	0	0.0	0	0	0.0	0	0	0.0
36	Puducherry	0	0	0.0	0	0	0.0	0	0	0.0
	TOTAL UT(S)	5	5	0.0	127	128	1.1	49	49	0.4
	TOTAL ALL INDIA	283	286	0.0	7115	7162	1.1	5009	5088	0.8

• As per data provided by States/UTs

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• Due to non-receipt of data from West Bengal in time for 2019, Data furnished for 2018 has been used

I= No. of Incidences/Cases, V= No. of Female Victims & R=Crime Rate per lakh population

VIII. Women Empowerment Schemes

The Government programmes for women development began as early as 1954 in India. At present, the Government of India has over 13 schemes for women operated by different department and ministries. Some of these are as follows;

1. Beti Bachao Beti Padhao Scheme
2. One Stop Centre Scheme
3. Women Helpline Scheme
4. Ujjawala : A Comprehensive Scheme For Prevention Of Trafficking And Rescue, Rehabilitation And Re-Integration Of Victims Of Trafficking And Commercial Sexual Exploitation
5. Working Women Hostel
6. Ministry Approves New Projects Under Ujjawala Scheme And Continues Existing Projects
7. Swadhar Greh (A Scheme For Women In Difficult Circumstances)
8. Nari Shakti Puraskar
9. Awardees Of Stree Shakti Puruskar, 2014 & Awardees Of Nari Shakti Puruskar
10. Awardees Of Rajya Mahila Samman & Zila Mahila Samman
11. Mahila Police Volunteers
12. Mahila Shakti Kendras (Msk)
13. Nirbhaya

The efforts of government and its different agencies are ably supplemented by nongovernmental organizations that are playing an equally important role in facilitating women empowerment. Despite concerted efforts of governments and NGOs there are certain gaps. Of course we have come a long way in empowering women yet the future journey is difficult and demanding.

IX. Ways to Empower Women

- Providing education
- Self employment and Self help group
- Changes in women's mobility and social interaction
- Changes in women's labour patterns
- Changes in women's access to and control over resources and
- Changes in women's control over Decision making
- Changes in women's portability and social association
- Providing minimum needs like Nutrition, Health, Sanitation, Housing
- Other than this society should change the mentality towards the word women
- Encouraging women to develop in their fields they are good at and make a career

Other than this general public should change the mindset towards the word ladies Encouraging ladies to create in their fields they are great at and make a profession

X. Reasons For The Empowerment of Women

According to 2001 census, rate of literacy among men in India is found to be 76% whereas it is only 54% among women. Thus, increasing education among women is of very important in empowering them. It has also noticed that some of women are too weak to work. They consume less food but work more. Therefore, from the health point of view, women folk who are to be weaker are to be made stronger. Another problem is that workplace harassment of women. There are so many cases of rape, kidnapping of girl, dowry harassment, and so on. For these reasons, they require empowerment of all kinds in order to protect themselves and to secure their purity and dignity. To sum up, women empowerment can not be possible unless women come with and help to self-empower themselves. There is a need to formulate reducing feminized poverty, promoting education of women, and prevention and elimination of violence against women.

Today we have noticed different Acts and Schemes of the central Government as well as state Government to empower the women of India. But in India women are discriminated and marginalized at every level of the society whether it is social participation, political participation, economic participation, access to education, and also reproductive healthcare. Women are found to be economically very poor all over the India. A few women are engaged in services and other activities. So, they need economic power to stand on their own legs on par with men. Other hand, it has been observed that women are found to be less literate than men.

XI. CONSTITUTIONAL AND LEGAL PROVISIONS FOR WOMEN IN INDIA

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Within the framework of a democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination against Women (CEDAW) in 1993.

1. CONSTITUTIONAL PROVISIONS

The Constitution of India not only grants equality to women but also empowers the State to adopt measures of positive discrimination in favour of women for neutralizing the cumulative socio economic, education and political disadvantages faced by them. Fundamental Rights, among others, ensure equality before the law and equal protection of law; prohibits discrimination against any citizen on grounds of religion, race, caste, sex or place of birth, and guarantee equality of opportunity to all citizens in matters relating to employment. Articles 14, 15, 15(3), 16, 39(a), 39(b), 39(c) and 42 of the Constitution are of specific importance in this regard.

Constitutional Privileges

- (i) Equality before law for women (Article 14)
- (ii) The State not to discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them (Article 15 (i))
- (iii) The State to make any special provision in favour of women and children (Article 15 (3))
- (iv) Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State (Article 16)

- (v) The State to direct its policy towards securing for men and women equally the right to an adequate means of livelihood (Article 39(a)); and equal pay for equal work for both men and women (Article 39(d))
- (vi) To promote justice, on a basis of equal opportunity and to provide free legal aid by suitable legislation or scheme or in any other way to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities (Article 39 A)
- (vii) The State to make provision for securing just and humane conditions of work and for maternity relief (Article 42)
- (viii) The State to promote with special care the educational and economic interests of the weaker sections of the people and to protect them from social injustice and all forms of exploitation (Article 46)
- (ix) The State to raise the level of nutrition and the standard of living of its people (Article 47)
- (x) To promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women (Article 51(A) (e))
- (xi) Not less than one-third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every Panchayat to be reserved for women and such seats to be allotted by rotation to different constituencies in a Panchayat (Article 243 D(3))
- (xii) Not less than one- third of the total number of offices of Chairpersons in the Panchayats at each level to be reserved for women (Article 243 D (4))
- (xiii) Not less than one-third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election in every Municipality to be reserved for women and such seats to be allotted by rotation to different constituencies in a Municipality (Article 243 T (3))
- (xiv) Reservation of offices of Chairpersons in Municipalities for the Scheduled Castes, the Scheduled Tribes and women in such manner as the legislature of a State may by law provide (Article 243 T (4))

2. LEGAL PROVISIONS

To uphold the Constitutional mandate, the State has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and atrocities and to provide support services especially to working women. Although women may be victims of any of the crimes such as 'Murder', 'Robbery', 'Cheating' etc, the crimes, which are directed specifically against women, are characterized as 'Crime against Women'. These are broadly classified under two categories.

(1) The Crimes Identified Under the Indian Penal Code (IPC)

- (i) Rape (Sec. 376 IPC)
- (ii) Kidnapping & Abduction for different purposes (Sec. 363-373)
- (iii) Homicide for Dowry, Dowry Deaths or their attempts (Sec. 302/304-B IPC)
- (iv) Torture, both mental and physical (Sec. 498-A IPC)
- (v) Molestation (Sec. 354 IPC)
- (vi) Sexual Harassment (Sec. 509 IPC)
- (vii) Importation of girls (up to 21 years of age)

(2) The Crimes identified under the Special Laws (SLL)

Although all laws are not gender specific, the provisions of law affecting women significantly have been reviewed periodically and amendments carried out to keep pace with the emerging requirements. Some acts which have special provisions to safeguard women and their interests are:

- (i) The Employees State Insurance Act, 1948
- (ii) The Plantation Labour Act, 1951
- (iii) The Family Courts Act, 1954
- (iv) The Special Marriage Act, 1954
- (v) The Hindu Marriage Act, 1955
- (vi) The Hindu Succession Act, 1956 with amendment in 2005
- (vii) Immoral Traffic (Prevention) Act, 1956
- (viii) The Maternity Benefit Act, 1961 (Amended in 1995)
- (ix) Dowry Prohibition Act, 1961
- (x) The Medical Termination of Pregnancy Act, 1971
- (xi) The Contract Labour (Regulation and Abolition) Act, 1976
- (xii) The Equal Remuneration Act, 1976
- (xiii) The Prohibition of Child Marriage Act, 2006
- (xiv) The Criminal Law (Amendment) Act, 1983
- (xv) The Factories (Amendment) Act, 1986
- (xvi) Indecent Representation of Women (Prohibition) Act, 1986
- (xvii) Commission of Sati (Prevention) Act, 1987
- (xviii) The Protection of Women from Domestic Violence Act, 2005

3. SPECIAL INITIATIVES FOR WOMEN

- (i) National Commission for Women : In January 1992, the Government set-up this statutory body with a specific mandate to study and monitor all matters relating to the constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc.
- (ii) Reservation for Women in Local Self -Government : The 73rd Constitutional Amendment Acts passed in 1992 by Parliament ensure one-third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas.
- (iii) The National Plan of Action for the Girl Child (1991-2000) : The plan of Action is to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child.
- (iv) National Policy for the Empowerment of Women, 2001 : The Department of Women & Child Development in the Ministry of Human Resource Development has prepared a “National Policy for the Empowerment of Women” in the year 2001. The goal of this policy is to bring about the advancement, development and empowerment of women.

XII. Findings of The Study

1. Globalization, Liberalization and other Socio - Economic forces have given some respite to a large proportion of the population. However, there are still quite a few areas where women empowerment in India is largely lacking.
2. There needs to be a sea – change in the mind set of the people in the country. Not just the women themselves, but the men have to wake up to a world that is moving towards equality and equity. It is better that this is embraced earlier than later for our own good.
3. There are several Government programmes and NGOs in the Country, there is still a wide gap that exists between those under protection and those not.
4. Poverty and illiteracy add to these complications, The Empowerment of Women begins with a guarantee of their health and safety.

5. Empowerment of Women could only be achieved if their economic and social status is improved. This could be possible only by adopting definite social and economic policies with a view of total development of women and to make them realize that they have the potential to be strong human beings.
6. In order to create a sustainable world, we must begin to Empower Women.

XIII. Suggestions

1. The first and foremost priority should be given to the education of women, which is the grassroots problem. Hence, education for women has to be paid special attention.
2. Awareness programmes need to be organized for creating awareness among women especially belonging to weaker sections about their rights.
3. Women should be allowed to work and should be provided enough safety and support to work. They should be provided with proper wages and work at par with men so that their status can be elevated in the society.
4. Strict implementation of Programmes and Acts should be there to curb the mal-practices prevalent in the society.

XIV. Conclusion

In this way, the achievement in the field of pay/work and in instructive front, the situation of ladies strengthening is by all accounts nearly poor. The need of great importance is to recognise those escape clauses or impediments which are watching the acknowledgment of strengthening of ladies and this activity must be begun from the ladies people itself and also more critically arrangement activity taken by the state and society. Give us a chance to take the pledge that we need a populist society where everyone whether men or ladies get the equivalent chance to express and inspire one's prosperity and prosperity of the general public as entirety.

Thus, the attainment in the field of income / employment and in educational front, the scenario of women empowerment seems to be comparatively poor. The need of the hour is to identify those loopholes or limitations which are observing the realization of empowerment of women and this initiative must be started from the women folk itself as well as more importantly policy initiative taken by the state and society. Let us take the oath that we want an egalitarian society where everybody whether men or women get the equal opportunity to express and uplift one's well being and well being of the society as whole.

Women's empowerment is not a Northern concept women all over the world, including countries in South, have been challenging and changing gender inequalities since the beginning of the history. These struggles have also been supported by many men who have been outraged at injustice against women. Women represent half the world's population and gender inequality exists in every nation on the planet. Until women are given the same opportunities that men are, entire societies will be destined to perform below their true potentials. The greatest need of the hour is change of social attitude to women. "When women move forward the family moves, the village moves and the nation moves". It is essential as their thought and their value systems lead the development of a good family, good society and

ultimately a good nation. The best way of empowerment is perhaps through inducting women in the mainstream of development. Women empowerment will be real and effective only when they are endowed income and property so that they may stand on their feet and build up their identity in the society. The Empowerment of Women has become one of the most important concerns of 21st century not only at national level but also at the international level. Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self decision making and participating in social, political and economic life of the country with a sense of equality.

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