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Study on Inclusive Growth of Women's Empowerment Challenges and Opportunities at Padegaon, Chhatrapati Sambhaji Nagar

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ABSTRACT: Women's Empowerment refers to the process of enabling women to have control over their lives, exercise their rights, and achieve their full potential in society. It involves providing equal opportunities in education, employment, healthcare, and decision-making, as well as challenging and changing gender norms and stereotypes that limit women's opportunities and choices. Women's empowerment in rural areas is vital for economic development, poverty reduction, community development, gender equality, and resilience to climate change.

Women's empowerment faces challenges such as cultural norms, limited access to education and resources, and gender-based discrimination. However, Opportunities for growth include education initiatives, economic empowerment programs, advocacy for legal and social reforms, and the promotion of women's leadership roles.

I. INTRODUCTION

Education is crucial for women's empowerment in India, as they make up nearly 50% of the population and contribute to the economy. Despite increasing access to education, gender discrimination persists, and there is still a long way to go in terms of women's education. Education is both the source and output of human growth, and educational equity guarantees enabling and entrepreneurial growth. The Indian government has taken steps to promote women's empowerment for social justice, human rights, economic development, demographic dividend, and addressing gender-based violence. These initiatives include legal action, support networks, and changing social norms to create safer spaces for women. Political representation is also essential, as women's voices and perspectives should be heard in political and policy-making processes. Strengthening women's access to healthcare, including reproductive care, contributes to overall health and wellbeing. The government is also a signatory to international conventions and agreements that promote equality and women's empowerment, such as CEDAW, which aims to eliminate all forms of discrimination against women. Inclusive Growth of Women's Empowerment.

Women's empowerment initiatives focus on combating gender-based violence, establishing support networks, pursuing legal action, and altering social norms. Political representation is crucial for women's voices to be heard in policy formulation. Access to healthcare, including reproductive healthcare, enhances overall health and well-being. The Indian government has ratified international treaties and accords supporting women's emancipation and equality.

Education should ensure equal access to high-quality education, addressing gender stereotypes in educational materials. The economy should be empowered by making it easier for women to access financial, capital, and market resources, encouraging entrepreneurship, and closing the gender pay gap. Healthcare should provide high-quality, affordable healthcare, including reproductive health education. Legal rights should be promoted and upheld, and laws and practices should be removed. Technology and innovation should be encouraged to close the gender gap in the digital sphere. Collaboration and partnerships should be formed to work together, and intersectionality should be addressed to address unique needs. Monitoring and assessment procedures should be in place to track progress and identify areas for improvement.



Challenges:

Obstacles to Women's Empowerment: Gender-based violence, unequal access to education, economic disparities, restricted healthcare access, discriminatory legal systems, underrepresentation in decision-making and leadership positions, social and cultural norms, lack of technology access, and human trafficking and forced labor.

- **Impact of Gender Stereotypes:** Gender stereotypes influence educational paths and limit opportunities in specific sectors for women, exacerbating economic disparities and work-life balance issues.
- **Challenges in Accessing Resources:** Women face restrictions in accessing credit, land, and markets due to gender-based wage disparities and lack of support for work-life balance.
- **Healthcare Access:** Restricted access to healthcare, particularly in reproductive health, is a significant challenge, contributing to high maternal mortality rates in certain regions.
- **Legal System and Rights:** Discriminatory legal systems impose restrictions on access to justice and grant unequal inheritance rights, hindering women's empowerment.
- **Underrepresentation in Leadership:** Women are underrepresented in decision-making and leadership positions due to social and cultural norms that uphold traditional gender roles.
- **Digital Gender Gap:** The digital gender gap limits women's access to opportunities and information, especially in STEM domains and entrepreneurship.
- **Human Trafficking and Forced Labor:** Women are disproportionately affected by human trafficking and forced labor, leading to abuse and exploitation.
- **Addressing Challenges:** Global collaborations and partnerships, education campaigns, corporate diversity and inclusion initiatives, and policies promoting fair career growth and work-life balance are essential for addressing these challenges and advancing women's empowerment globally.

Opportunities:

- **Education and Skill Development:** Improving access to quality education, particularly in STEM fields, empowers women by expanding their knowledge and opportunities.
- **Economic Empowerment Initiatives:** Entrepreneurship programs and microfinance initiatives empower women economically, fostering independence and growth.
- **Healthcare Access:** Enhancing access to healthcare services, along with awareness programs on nutrition and family planning, promotes women's well-being and empowerment.
- **Legal Reforms:** Advocating for gender equality in laws and strengthening enforcement mechanisms protects women's rights and fosters a supportive legal environment.
- **Political Participation:** Increasing women's representation in politics and leadership roles allows for influencing policies promoting gender equality.
- **Technology and Digital Inclusion:** Bridging the digital gender gap and promoting digital literacy enables women to thrive in various sectors.
- **Community Engagement:** Community-based initiatives involving both men and women promote gender equality at the grassroots level.
- **Media Representation:** Encouraging positive portrayals of women in media challenges stereotypes and promotes societal change.
- **Global Partnerships:** International collaborations leverage resources to address global challenges faced by women.
- **Education and Awareness Campaigns:** Raising awareness about gender issues through education campaigns fosters societal change, with involvement from men and boys being crucial.
- **Corporate Diversity and Inclusion:** Workplace diversity and inclusion policies create opportunities for women's career advancement and work-life balance.

Key components of women's empowerment include:

- Education, Economic Empowerment, Healthcare, Legal Rights, Political Participation, Social and Cultural Equality.



Challenges in Women's Education:

Gender stereotypes and cultural norms limit girls' access to education.
Early marriage and pregnancy can disrupt girls' education.
Lack of access to schools, safety concerns, and economic barriers hinder girls' education.
The shortage of female teachers and discrimination against girls in education exacerbate challenges.
Limited opportunities for girls with disabilities and menstrual hygiene management issues also affect their education.
Conflict and displacement disrupt educational infrastructure and pose safety risks for girls.

II. LITERATURE REVIEW

Reshi Irshad Ahmad T. Sudha, Dr. Printed on March 19, 2023 Women's economic empowerment is recognized as essential for advancing gender equality, reducing poverty, and achieving sustainable development. It involves women's full participation in economic activities and decision-making, as well as control over their financial resources. This includes access to business opportunities, financial services, property rights, and decent work. Despite progress, discriminatory laws, limited access to education and training, and societal norms restricting women's mobility and participation in the job market continue to hinder women's economic empowerment.

Dr. Teena Singh, Silky Vigg Kushwah: 2020-11-03 McKinsey A recent paper suggests that advancing global gender equality could result in \$12 trillion USD in GDP growth by 2025. To achieve this, women must be provided equal opportunities in employment, healthcare, and education, and be made aware of their freedoms and rights. Education is crucial, with projections indicating a potential 3% increase in global GDP if 10% more girls attend school, according to the World Bank.

H.M. Hemlatha (2004), The goal of empowerment is to equip women with the necessary tools to lead their own growth and sustain it over time. This involves enabling women to access, participate in, and make decisions about welfare and development programs. The author also addresses challenges with women's empowerment initiatives and suggests multifaceted strategies to enhance women's economic, political, social, and psychological capacities for long-term development.

Kumari Sumitra (2006), Women's empowerment is a multifaceted process aimed at helping women achieve their full potential in various aspects of life. The author emphasizes the importance of prioritizing economic independence for women, as it enables them to take control of their bodies and decisions. Empowering women is crucial for sustainable community development, with freedom and social justice playing key roles in achieving gender equality.

Rashmi Rani Agnihotri H.R. and Malipatil, K.S. (2017): In their work titled "A Study on Women Empowerment Schemes in India," state that women's empowerment has gained substantial attention in the fields of development and economics. In a certain political or social setting, it may also indicate approaches to other marginalized genders. In order to accomplish internationally agreed development and sustainability goals, strengthen economies, and enhance the quality of life for women, men, families, and communities, it is imperative that women be empowered to fully engage in economic activity across all sectors.

Esther Duflo (2012): He paper "Women's Empowerment and Economic Development" argues that women's empowerment and economic development are closely intertwined. While development efforts can reduce gender inequality, they may not automatically lead to women's empowerment. The study suggests that sustained policy commitment to gender equality is essential, as the relationship between empowerment and development may not be self-sustaining.

III. RESEARCH METHODOLOGY

This research paper explores the multifaceted concept of women's empowerment, focusing on various strategies employed, challenges faced, and impacts witnessed globally. This paper aims to contribute to the ongoing discourse on advancing gender equality and women's empowerment. Research can gain a comprehensive understanding of the challenges and



opportunities for inclusive growth of women's empowerment, thereby informing policy interventions and grassroots initiatives aimed at promoting gender equality and social justices.

Objectives:

1. To identify and promote the strong leadership and growth of women as individuals in their own right.
2. To develop the self-confidence of women in building their capacity.
3. Training the women to impart knowledge of opportunities and resources available to get backing support.
4. To educate girl students on women specific health issues and measures to be taken.
5. To Assess women's ability to make decisions regarding their lives, including reproductive choices, education, employment, and community involvement.

Sampling Technique:

The selection of a sampling technique for a research paper addressing inclusive growth, challenges in women's empowerment, and opportunities is contingent upon multiple factors including research aims, population attributes, resource availability, and practicality. Several sampling methodologies commonly employed in social science research can be considered.

Random sampling ensures fairness in participant selection, as it treats all individuals in the population equally. This helps address ethical considerations related to fairness, transparency, and impartiality in research. Random sampling ensures that every member of the population has an equal chance of being selected for the study. This helps in creating a sample that is representative of the entire population of interest, which is crucial for drawing accurate conclusions about inclusive growth and women's empowerment challenges and opportunities.

Need for research:

In recent years, women's rights are an important role-play in women's empowerment, women development and self-growth. There is a need for the study of women's participation in business and microlevel financial problems.

- To increase the number of women contributions to the economy.
- To need training for women entrepreneurship.
- Employment is to make financial independence in society.
- Increase women's empowerment in rural areas.
- Identifying Barriers.

Research helps uncover the root causes and manifestations of gender inequality, shedding light on disparities in areas such as education, employment, healthcare, and political representation. Research challenges harmful stereotypes and norms that perpetuate gender inequality, promoting cultural shifts towards more inclusive and egalitarian attitudes and behaviors. Research empowers women by giving voice to their experiences, needs, and aspirations. It validates their struggles and provides a platform for advocating for their rights and interests.

A. Types of Research: -

1) Primary Data Collection Method:

Conducting descriptive research in Padegaon aims to understand how motivation impacts women's empowerment across various categories. By observing 100 women, the research aims to uncover barriers and contributors to empowerment, informing targeted interventions. It's vital for advancing gender equality, providing evidence-based recommendations, and empowering women for community development. A structured questionnaire will gather quantitative data on empowerment experiences, including challenges, opportunities, and views on education, employment, healthcare, decision-making, and social support networks, tailored to research objectives and nuanced aspects of empowerment.

Primary data collection is done by using following methods:

- 1) Interview by using questionnaire: -
 - └ Open-ended questions
 - └ Close-ended questions



2) Direct communication

2) Secondary Data Collection Method:

The secondary data will be collected through the literature from books, journals and the various paper presented by author. Secondary data serves as a valuable resource for researchers studying women’s empowerment, offering a wealth of information that complements primary data collection efforts and enhances the depth and breadth of research analyses. Secondary data is valuable for evaluating the impact of policies, programs, and interventions aimed at promoting women’s empowerment, providing evidence for assessing effectiveness and informing future policy decisions.

From Internet/websites.

Research type: - Descriptive type of research.

Sample size: - 100 respondents.

Sampling Techniques: - Random sampling for collection of data.

Limitation of this study:

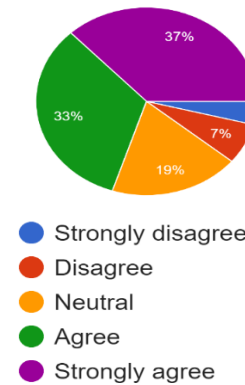
- Sample size limitations may affect generalizability to larger populations and may not fully represent diverse experiences of women.
- Reliance on specific data collection methods like surveys or interviews can introduce biases or limitations.
- Use of secondary data sources may limit depth of analysis and availability of relevant variables.
- Contextual specificity may limit generalizability to other regions with different dynamics.

Analysis and Interpretation:

1.

How much do you agree or disagree that access to quality education and skill development programs is essential for promoting women's empowerment and fostering inclusive growth?	
Count in %	
Strongly disagree	4
Disagree	7
Neutral	19
Agree	33
Strongly agree	37

Table No. 1



Graph No. 1

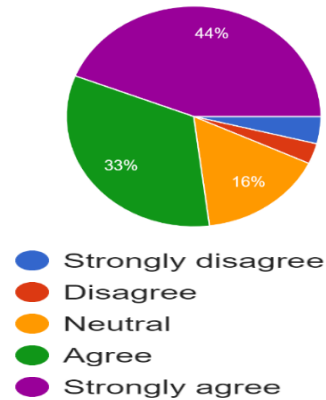
The data shows that most people agree (70%) that quality education and skill development are crucial for empowering women and promoting inclusive growth. Many strongly agree (37%) with this idea, while others simply agree (33%). Few people disagree (7%) or strongly disagree (4%). However, a significant number (19%) are unsure or have mixed feelings.



2.

To what extent do you agree or disagree that government policies and programs are effective in addressing the challenges faced by women in achieving economic empowerment and fostering inclusive growth?	
Count in %	
Strongly disagree	4
Disagree	3
Neutral	16
Agree	33
Strongly agree	44

Table No. 2



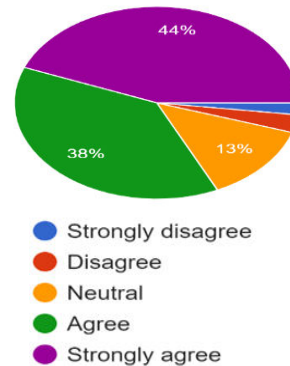
Graph No. 2

Most people (77%) believe that government policies and programs effectively help women overcome economic challenges and promote inclusive growth. Almost half (44%) strongly agree, and another third (33%) agree. Few disagree (7%) or strongly disagree (4%). However, some are uncertain (16%), indicating the need for more investigation or improvement in these efforts.

3.

How much do you agree or disagree that technology and digital innovation have the potential to empower women economically and create new opportunities for inclusive growth?	
Count in %	
Strongly disagree	2
Disagree	13
Neutral	13
Agree	38
Strongly agree	44

Table No. 3



Graph No. 3

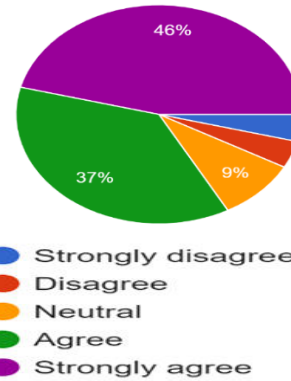
The data shows strong support (82%) for the idea that technology can empower women economically and drive inclusive growth. A significant majority (44%) strongly agrees, with 38% agreeing. Dissent is low, with only 13% disagreeing and 2% strongly disagreeing. However, 13% are neutral, suggesting some uncertainty.



4.

Do you agree or disagree that there is a need for training programs to address gender biases and stereotypes that may affect women's confidence and success in entrepreneurship?	
Count in %	
Strongly disagree	4
Disagree	4
Neutral	9
Agree	37
Strongly agree	46

Table No. 4



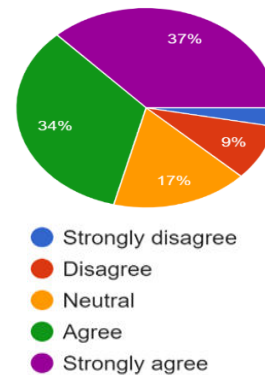
Graph No. 4

The data suggests strong support (83%) for the need for training programs to address gender biases and stereotypes affecting women's confidence and success in entrepreneurship. Almost half (46%) strongly agree, and 37% agree. Dissent is low, with only 4% disagreeing and another 4% strongly disagreeing. However, 9% are neutral, indicating some uncertainty.

5.

Do you agree or disagree that financial institutions should play a more active role in providing support to female entrepreneurs, including access to capital, mentorship programs, and networking opportunities?	
Count in %	
Strongly disagree	3
Disagree	9
Neutral	17
Agree	34
Strongly agree	37

Table No. 5



Graph No. 5

The data indicates strong support (71%) for the idea that financial institutions should take a more active role in supporting female entrepreneurs. A significant majority (37%) strongly agrees with this, while 34% agree. Dissent is relatively low, with 9% disagreeing and 3% strongly disagreeing. However, 17% are neutral, suggesting some uncertainty among entrepreneurs.

IV. CONCLUSION

In rural areas, it's crucial to begin providing quality education right from the home during childhood. Empowering women in these communities is vital for the overall development of the nation. Unfortunately, in many rural areas, early marriage and childbirth are common due to poverty, insecurity, and the lack of education among parents. It's the government's responsibility to ensure that women have access to the necessary resources and opportunities for a brighter future, thereby benefiting the entire country. Additionally, it's important for every citizen in rural areas to recognize and value the importance of women. Women themselves must also take charge of advocating for their rights and standing up against any



form of oppression or violence they may face. By collectively addressing these challenges, rural communities can progress towards a better future for everyone.

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