

ROLE OF WOMEN IN ECONOMIC DEVELOPMENT OF INDIA

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ANSTRACT: In developing countries, the topic of women's empowerment is crucial. Despite the fact that women are an essential component of any community, their participation in decision-making through their active participation in economic activity is limited. Economic growth and women's empowerment are mutually beneficial, with growth alone having the potential to significantly reduce gender disparity while empowerment of women has the potential to advance growth. The role of women in the workforce for the nation's economic development in various States is examined in this essay.

Keywords: Women empowerment, Economic Development, Gender and Development, Socio-economic growth, women Role, Employment of women.

INTRODUCTION: In India, women make up a significant portion of the labour force. In India, there are 149.8 million women employed overall, with 121.8 and 28.0 million women employed in rural and urban areas, respectively (source: census, 2011). 35.9 million of the 149.8 million female workers worldwide are employed as cultivators, and another 61.5 million as agricultural labourers. The remaining female workforce is made up of 43.7 million other workers and 8.5 million workers in the household sector. According to Census 2011, the rate of women participating in the labour force is 25.51 percent, down from 25.63 percent in 2001. The role of women in India is influenced by a variety of factors, including geography, social standing, and educational attainment. Women's empowerment is the process of involving women in the nation's economic development. Women's empowerment is the process of enhancing women's access to the elements of progress, including health, education, chances for employment, rights, and political engagement. Women have historically had a submissive position, which makes their demand for empowerment clear. Women's empowerment must start with their engagement in various aspects of life. Education plays a significant role in determining this. Women must be educated about their rights and privileges in contemporary society in order to achieve empowerment. Education can help people become more conscious of their social standing, injustices, and treatment disparities. Additionally, having financial security is a key element that can help empower women. Women have always made a significant contribution to the economy's phenomenal growth. However, the gender bias that persists at every level of society, even in the most advanced and educated, is unable to comprehend this clear contribution of women in all spheres of life. Patriarchal society can underestimate the contribution of women to significant issues. But as time goes on, this masochistic mindset starts to wane a little bit. The analysis of (WID) Women in Development gave rise to the Gender and Development (GAD) methodology in the 1980s. The term "Gender" implies that a focus on both women and men is required, and Gender and Development realised that gender roles and interactions are essential to improving women's lives. The Gender and Development approach addresses the issue that it is not enough to include women and girls in current development processes; there is also a need to address their exclusion and the power disparities that underlie that exclusion. The 'rise of rising' in the 1990s was characterised by the adoption of a rights-based approach to development by numerous NGOs and organisations. The understanding that women's demands are legitimate claims grows as a result of rights. The sexual and reproductive rights movement may have achieved the greatest remarkable triumph for the women's movement since it recognised women's right to

live without violence and expanded the definition of violence against women from "domestic" to "gender-based." Additionally, the focus on social development has shifted from being just economic growth to being more holistically social development. However, violence against women is still pervasive around the world and women's rights, in particular those related to sexual and reproductive health, are not universally recognized as rights. Additionally, women still do not fully and equally participate in political and economic life. Women's inclusion in development must be given continuing priority because mainstreaming has not yet occurred. According to the World Economic Forum's annual Gender Gap Report, 2023, India has improved eight places from previous year to rank 127 out of 146 nations in terms of gender parity. In the Global Gender Gap Index report from 2022, the World Economic Forum (WEF) ranked India 135th out of 146 nations.

According to the report, India has climbed eight spots and 1.4 percentage points since the previous edition, signaling a partial comeback towards its 2020 parity target. The sex ratio for children under census was 914 females to 1,000 males in India in 2011, down significantly from 927 in 2001, according to the census. Indian women rank 0.3 in terms of economic progress, while 1.0 denotes equality. Refusing to give women the chance to reach their full potential represents a waste of human capital and a barrier to economic development. When we educate and empower one woman, we start a domino effect that changes the lives of her family and the neighborhood in which she lives. Therefore, this essay emphasises the contribution of women to the nation's economic growth and makes recommendations for removing barriers to women's empowerment.

Training for Women Workers: In keeping with the Government of India's emphasis on empowering women workers, Dattopant Thengadi National Board for Workers Education & Development (formerly Central Board of Workers Education) made special efforts to increase the participation of women workers in the Board's various training programmes. 1,91,628 women participated in the Board's various training programmes during the fiscal year 2021–2022 (which ended in December 2022). 52,057 of the 1,916,228 total female employees fell under the SC category, and 26,370 fell under the ST category. Additionally, the Dattopant Thengadi National Board for Workers Education & Development (formerly CBWE) offers 2-day specific training classes for women workers, with enrollment limited to women from a variety of categories in the unorganised sector. There were 282 of these special projects for women workers that ran until December 31, 2022. The women are educated on their rights and responsibilities, as well as the provisions under various labour laws that pertain to women and children, as well as other welfare provisions related to women that are made by the federal and state governments for the benefit of women and children, such as those pertaining to health, hygiene, and overall care. The Ministry of Labour & Employment's training, research, and policy institute, the V.V. Giri National Labour Institute (VVG NLI), regularly provides a variety of tailored training sessions on labour and employment issues for women employees. An essential part of VVG NLI's commitment to promoting gender equality for the creation of gender inclusive societies is training for gender parity and women's empowerment. The Institute conducts training programmes on many gender-related topics, viewing training as a transformative process that aims to impart information, skills, attitudinal change, and behavioural change. The following are 13 training programmes that 341 women participated in that were conducted specifically on issues relating to gender, gender budgeting & mainstreaming, and women's empowerment:

- ❖ Gender and Labour Issues – July 04-08, 2022
- ❖ Online Facilitating Gender Sensitive Environment : A Behavioural Approach – July 11-15, 2022
- ❖ Online Gender Responsive Budgeting – August 01-05, 2022
- ❖ Training Programme on Gender, Poverty and Employment –August 08-12, 2022
- ❖ Emerging Perspectives on Gender, Labour Codes and International Labour Standards – August 30-September 02, 2022.
- ❖ Gender, Decent Work and Social Protection – September 19-23, 2022.

- ❖ Research Methods on Gender, Poverty and Informal Economy – Oct. 17-21, 2022.
- ❖ Research Methods on Gender Issues in Labour – November 14-25, 2022.
- ❖ Gender Issues in Labour : A Behavioral Approach – Nov. 28 – Dec. 02, 2022.
- ❖ Gender Equality and Climate Change s (BMS) – December 12-16, 2022.
- ❖ Online Training of Trainers Programme on Gender and Social Security – December 19-23, 2022.
- ❖ Training of Trainers Programme on Gender and Social Security – December 19-23, 2022.
- ❖ Emerging Perspectives on Gender, Labour Codes and International Labour Standards (SLI, Odisha) – December 27-29, 2022.

ASSISTANCE TO WOMEN JOB SEEKERS

NCS Features for Women

The National Career Service (NCS) provides a number of elements for assisting women in finding the best prospects in order to enhance women's empowerment. The NCS Portal Home page now prominently displays the headline "Jobs for Women" to make it simple for them to look for and apply to appropriate positions. Women applicants are encouraged to take part in Model Career Centres' job fairs and recruitment efforts. Additionally, a feature has been added to NCS so that home users can contact local service providers in their area, such as plumbers, electricians, cooks, beauticians, etc. Women who have enrolled with the Employment Exchanges are given extra attention in order to meet their employment needs. In total, 45.8 thousand women were placed in various employments in 2020, and 81.1 thousand women were placed in various employments in 2021.

Role of Women in Economic Development

Today, women leave the house for a variety of reasons, including to work and earn, mark their identity, be independent, make a living, take care of their families, or assist their husbands in doing so. Women nowadays are stepping outside of their conventional role as homemakers and embracing new challenges in their careers. A woman has always been a multi-tasker; she cooks, takes care of the house, raises children, and takes care of everyone. She also performs various roles, including those of daughter, sister, wife, daughter-in-law, and mother. She works nonstop, never complains, and doesn't request compensation. Now that she is managing her work, travel, cooking, kids, spouse, house, society, personal health, passion, and ambitions, her chores and obstacles have multiplied and hardened. A woman has many difficulties and hurdles every day, every time, and maybe every second minute or second as she juggles her various responsibilities.¹² In addition to dealing with a variety of issues on a personal and professional level, women contribute significantly to the Indian economy. India's economy is significantly influenced by women, and this contribution has to be fully appreciated. For women to be more productive, they must be supported and given more power. Women workers confront significant challenges and limitations at work, including lack of continuity, uncertainty, wage discrimination, unhealthful working conditions, lack of access to medical and accident care, etc. In rural areas, female labourers are exploited both horizontally and vertically. Women workers must be given a safe workplace and must have their efforts recognised. Poor literacy and lack of understanding, which lead to self-exclusion from chances in the mainstream, are the key determinants of such access and denial. Societies with stronger gender equality tend to grow more quickly and equitably, as well as providing better socioeconomic prospects for women. Gains have been made in the fight against poverty, environmental sustainability, consumer choice innovation, and decision-making across a wider range of concerns. Gender equality and economic growth go hand in hand. Because removing the obstacles that women business owners confront both domestically and abroad would facilitate the linking of global value chains and promote the inclusion and growth of the nation. More than 30% of micro, small, and medium-sized businesses (MSMEs) are held by women, who make up the majority of

business owners. Only one woman-owned business exists among the top five exporters. Realising the 2030 Agenda aim of attaining gender equality and empowering all women and girls would be made much easier by putting women at the centre of global governance. Trade and Women's Economic Empowerment is that efforts to economically advance women are proceeding slowly and haphazardly. Women are not less capable than males in the export industry or other jobs that pay well; rather, they frequently lack access to knowledge, resources, and modern technology. To get through the initial obstacles, they require some extra motivation.

Major Issue in Women Empowerment in Economic Development

The issue is that women are not given the same access to these possibilities as males. However, if women arrive and have a chance. The purpose of this impact is for the impact is clearly accessible to the economic development by the promotion of women's rights. Women are not the only a less competent person is willing to demonstrate in such way. They require more motivation, as well as Having opportunities from families and societies such as Economic underdevelopment; implementation problems; a lack of political will; unpaid family labour performed by women in subsistence agriculture; low technology and archaic manufacturing techniques; difficult access to credit and marketing networks; and social and cultural barriers, such as executive capacity for household work and mobility restrictions, among others.

How to overcome from the issue:

Societies ought to treat men and women equally. We need to do something to stop the women violence and harassment, just like every mother should provide respect-related lessons to their son young girls who are women. Promote equal pay for men and women women in all workplaces because of the disparity in earnings for comparable employment. Encourage women to pursue better education present. Encourage parents and girls to have higher aspirations. Promote women's involvement in politics. Women should be informed of the potential consequences of every a step towards their growth.

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