

## AN ANALYTICAL STUDY OF NATIONAL POLICIES FOR EMPOWERING WOMEN (WITH REFERENCE TO EDUCATION AND EMPLOYMENT OPPORTUNITIES)

*Akansha Jain*

*Research Scholar, Jai Narain Vyas University, Jodhpur, Rajasthan, India*

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### **ABSTRACT**

*The goal of five years planning that is Equality can be achieved when women of the country will have good education, better economic opportunity, rights of making decision etc. With the vision to develop women's status, India is trying to empower women in country and with this paper, attempts has been made to highlight the national policies in favour of women and its changes over a period of time. The basic reason behind all such practice to empower women time to time in the field of education and employment, so as they can also equally contribute more to economy. This study has revealed the current status of women in India in educational attainment and employment opportunities. Through this study various national policies have been analyzed which are focusing on women empowerment from 2000 to till date.*

**KEYWORDS:** *Women Empowerment, Development, Economic, Employment and Education.*

### **INTRODUCTION**

Nina Simone once said, "I'll tell you what freedom is to: no fear." When you live fearlessly, you are limitless. Think about it – doesn't freedom in itself lead to the empowerment of women and society as a whole. Women empowerment refers to the process of improving and increasing the social, economic, political and legal status of women. One of its main goals is to achieve gender equality and give power to women and girls, A country can grow only when its women are empowered and safe. In our country women participation in all the area is less as compared to men.

The government as well as society should take a step for Equal access to education for women and girls. Special measures must be taken to remove biasness, universalize education, eradicate illiteracy, increase enrolment of girls and improve the quality of education to ease livelihood of women, develop occupation, vocational, technical skills by women. Reducing the gender gap at secondary and higher level of education in India.

Not only education, employment is also an other issue concerning to women. As we know now women participation in workforce is also increasing now a day as their financial requirements call them to work as equally as men do. And it will be further outcome once women is economically strong they can give quality of life to their children and the family.

National policy for women empowerment with a priority on their education, food security and nutrition has been drafted by the government. The ministry of Women and Child Development also drafted policy after receiving suggestions from various stakeholders, sources said. The draft policy selected the priority areas of food security, nutrition, education, economy (including agriculture industry, labour, employment, NRI women, service sector, science and technology), and violence against women, governance and decision making.

The aim of this draft policy is to create an accessible environment for women through housing, shelter and infrastructure, drinking water and sanitation, media and culture, sports and social security. Through these facilities available to them, empowerment of women become possible and envisions a society in which, women attain their full potential and can participate as equal partners in all spheres of life.

The above information was given by Smriti Zubin Irani the Minister of Women and Child Development, in the Lok Sabha on 29 June 2019.

## OBJECTIVE OF THE STUDY

The attempt has been made:

- To analyze the national policies from 2000 to 2019.
- To examine the achievements of policies in term of women education and employment.
- To analyze the growth of women.

## Data Collection and Research Methodology

To achieve the objective of the study, the secondary data has been collected from [www.businessstoday.com](http://www.businessstoday.com), [www.economicstimes.com](http://www.economicstimes.com), [www.moneycontrol.com](http://www.moneycontrol.com), [www.mhrd.gov.in](http://www.mhrd.gov.in) and many more. Various publications of books and journals etc has been used. Data is tabulated and analyzed using MS-EXCEL. This study is based on secondary source data and information collected from various article published in journals, newspaper, website in the related field and also from ministry of women and child development site.

## Women Empowerment Schemes

Many schemes are running in our country to provide better opportunity to women in the entire field. They encouraged working at their potential for which time to time they have been awarded and honoured by the government so as to motivate them to use their right. Awards like Shree Shakti Purashkar, Nari Shakti Purshakar and many training and skill based project have been introduced to empower women in India like STEP( support to training and employment programme for women. Following chart is showing the various program running in our country to empower women.

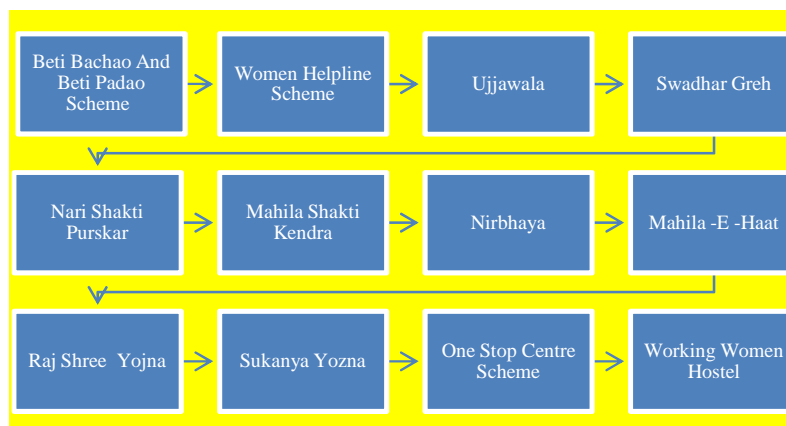


Figure 1:

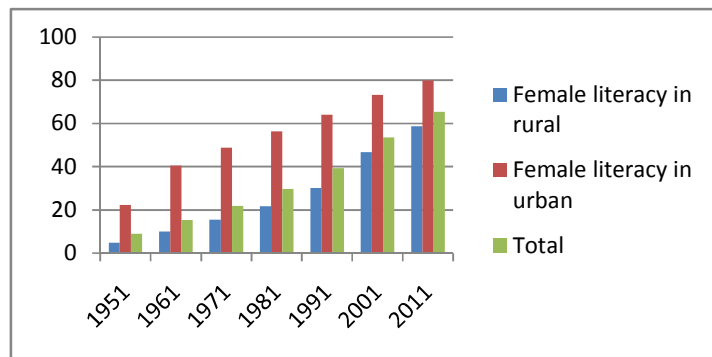
### Women’s Education a Tool to Empower Women

Women education is major challenge to our country many policies like Beti Bachao Beti Padhao Scheme, Sukanya Yojna, Rajshree and many more are introduced to access educational support to girl child then also dream of 100 % education is for male and female still to be come true. According to the statistics released by the latest census of 2011, India’s female literacy rate is 65.46 percent, which lower against the world percentage of female literacy rate as 79.7 %.

**Table 1**

Years	Female Literacy in Rural	Female Literacy in Urban	Total
1951	4.87	22.33	8.86
1961	10.1	40.5	15.35
1971	15.5	48.8	21.9
1981	21.7	56.3	29.7
1991	30.1	64.05	39.29
2001	46.7	73.2	53.6
2011	58.75	79.9	65.46

Source :Office of General Registrar of India, Census 2011



**Figure 2: Percentage of Female Literacy in Rural and Urban Area.**

The Right to Education (RtE) Act was introduced in 2009 making elementary education free and compulsory in the country. We know the fact of our nation that there is huge gender gap-education wise between states, while states like Kerala show a different scenario of women’s education in India with 92.07 percent female literacy compare to states like Bihar with 51.5 percent female literacy rate. This show how women education should be more advanced and needs more attention of government in India. Table given above highlighting the growth in education from 1951 o 2011 in both rural and urban area but then also in rural area still awareness for educations not much as compare to urban areas. Thus the education is important for quality of female life.

In most of the part of India family prefer sons over girls. This thinking of our traditional society is life-size barrier in the growth of education for women in India. With the increase in awareness, strict law and education, female foeticide has been decreased but then also daughters of our society are still not facilitating with better living preference. In the drop out list of education sector more female are found, dropping out after at the age of 10 to 15. According to statistics, around 63.5 percent female students quit school during adolescence. Providing Equal opportunity to women and girls is important to shelter their rights. Reducing the gender gap in secondary and higher education, increase enrolment and improve the quality of education to facilitate ultimate learning as well as development of occupation, vocation, technical skills by

women are to be more challenging area where central and state government both needs to be centre through institutional mechanism. There should be macro-policies, legislation, programmes etc. to achieve the empowerment of women.

The table 2 given below has been taken from website related to education sector especially in rural India through source ASER 2018. The reality says that private school performance has been improved in providing education in states of India but that too also under age group of 6-14 only, in which Manipur state has highest enrolment with 70% while lowest enrolment has been recorded in West Bengal. While on the same side girls are not going to school in rural areas. Chart shows the picture of rural India as they are still not preferring girl child to be educated.

State	Private school		Not in school	
	% Children (Age 6-14) enrolled in private schools	% Girls (Age 11-14) not enrolled in school	% Girls (Age 15-16) not enrolled in school	
Andhra Pradesh	35.2	2.9	9.7	
Arunachal Pradesh	35.2	2.9	8.6	
Assam	24.8	2.6	9.6	
Bihar	16.9	4.2	9.9	
Chhattisgarh	20.0	5.6	21.2	
Gujarat	12.4	3.6	24.9	
Haryana	55.3	2.3	6.8	
Himachal Pradesh	40.7	0.5	2.0	
Jammu and Kashmir	40.1	2.4	12.5	
Jharkhand	19.0	3.4	11.2	
Karnataka	29.1	1.2	7.8	
Kerala	46.9	0.5	0.6	
Madhya Pradesh	26.1	7.7	26.8	
Maharashtra	37.6	1.6	5.1	
Manipur	70.4	1.6	5.4	
Meghalaya	58.6	2.0	9.2	
Mizoram	27.2	0.2	3.7	
Nagaland	48.6	2.6	6.4	
Odisha	10.5	2.1	12.3	
Punjab	52.2	1.6	6.2	
Rajasthan	35.8	7.4	20.1	
Sikkim	30.7	0.9	5.1	
Tamil Nadu	32.1	0.2	1.4	
Telangana	41.8	0.9	6.2	
Tripura	13.9	0.4	1.2	
Uttar Pradesh	49.7	7.4	22.2	
Uttarakhand	42.7	2.2	6.6	
West Bengal	7.9	1.3	4.8	
All India	30.9	4.1	13.5	

ASER 2018 (RURAL INDIA)

Figure 3

### Educational Achievement in India with Gender Gap

Through the following table, it is observed that in spite of introducing many policies in india related to women education still gender gap is prevailing in terms of primary education, adult education as well as youth literacy rate. Men are given with better opportunity compare to women at all stages of education thus their literacy rate is higher than women. But the situation related to primary education shows here that women literacy rate has increased in 2015 drastically as compare to male.

Table 2: Gender Biased Educational Attainment In India

Particulars	1990	2000	2015
Adult literacy rate (% of people aged 15+)			
Male	61.9	68.4	81
Female	37.9	45.4	63
Primary completion rate ( % of relevant age group)			
Male	78	85	94
Female	61	69	99
Youth literacy rate (% of people aged 15+ to 24)			
Male	76.6	79.7	92
Female	54.2	64.8	87

### Employment and Women Economic Empowerment of Women

Socio economic development of women is possible when some institutions involve with major macroeconomic level policies along with some social policies. These policies should be deliberate in the way that women become a successful entrepreneur, worker and the decision maker. Then only their contribution will be recognized in the formal and informal sectors and appropriate policies relating to employment and to her working conditions must be pinched up. Though various policies are running in India like Working Women Hostel, MNERAGA, MUDRA, Support to Training and Employment Programme for Women (STEP),NARI SHAKTI PURASKAR etc. to provide employment opportunities to women so as to meet the requirements.

Globalization as economic reform had played an important role to recognize the equality to empower women. However, there is a need for re-framing policies for access to employment and quality of employment for women. Benefits of the growing global economy have been realized in our country but not in favour of deprived classes and women. Rich become richer and poor become poorer. It increased gender inequality through worse working

Atmosphere, unhealthy and unsafe environment especially in the informal and rural areas Policies should be frame in the way that women can meet any challenges and can empowers themselves by removing all such negative barriers.

Employment is another issue to fill the requirements of women in their social and economic life. To foster their economic life it is very important to strengthen women economically. To which various employment generations programmed has been launched in India to support women in regular and self employment programmed. Efforts are made to improve economic condition of women but then also women in India still facing a problem related to self dependence. Policies like MHNREGA 2006 helpful in generating. The Government of India with its schemes similar to MUDRA to support micro and small enterprises and direct benefit transfers under the Jan Dhan Yojana aim to empower women. MUDRA alone account for 78% disbursement of loan to women entrepreneurs.

### Employment Status of Female in Different Sectors on Economy during 2011-12

Table 4 here depicts the status of employment in India during 2011-12 accordingly to it women participation is more in primary sector as compare to male while they are paid less, this is the fact of our rural India, but the discrimination of employment opportunity is seen in secondary and tertiary sector. Where, the women as labour force participates less as compared to male due to inefficient education, training, skill and knowledge. Thus their participation in labour force in India declined over the years. This fact is revealed in next table according to NSSO and ILO report on labour force participation in India

**Table 3: Female Participation in Different Sector**

Sectors	Male	Female
Primary	43.6	62.8
Secondary	25.9	20
Tertiary	30.5	17.2

The Labour Force Participation Rate (LFPR) of females in India is lowest in the world. There s nothing new in it seeing that orthodox attitude toward female to take care only household play vital role in fewer number of female in workforce.

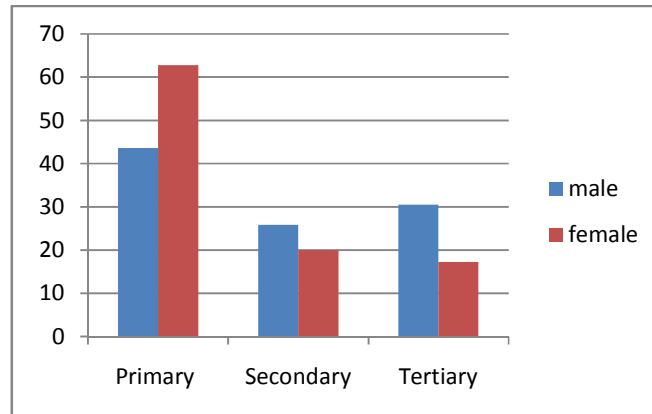


Figure 5

Table 4

Years	% of Women Population in Labour Force
2000	34
2005	37
2010	28.8
2015	27.5
2018	27

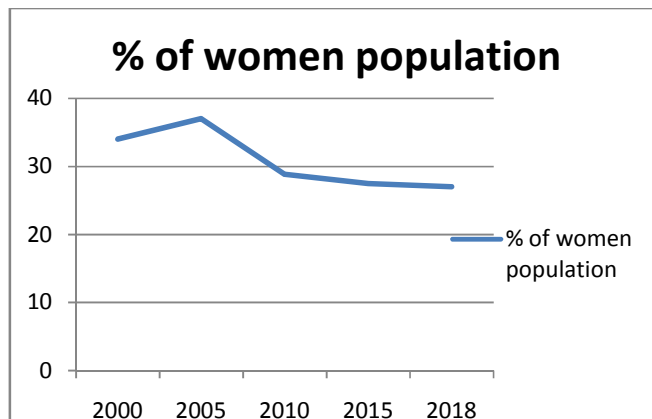


Figure 5

World Bank report 2018 states that the labour force participation rate (LFPR) among females in India stood at 26.97%. The world average stood at 48.47 percent in 2018. The rate for women has been falling since 2005, when it was at a high of 36.78 percent.

Numbers from NSSO collaborate. The decline in LFPR for females (age group of 15 years and above) was between 2011-12 and 2017-18. Compared to 2011-12, the LFPR for females fell by around 8 percentage points to 23.3 percent in 2017-18, whereas the LFPR for males curved in by 4 percentage points to 75.8 percent in 2017-18. The NSSO's periodic Labour Force Survey Report for 2017-18 said. It also highlighted the fall in the LFPR was more in rural areas (from 67.7 percent to 58.7 percent) than in urban areas (from 49.3 percent to 47.6 percent).

Various government and non government agencies, along with corporate sector, women association, finance

institution etc review and make progress report on achievement and failure of all policies twice a year and also undertake the policies from time to time for advice and comments. Despite of all the fact the women participation per 1000 and unemployment rate is fluctuating between the states of India. The following table shows the scenario according to 2015-16 survey on employment and unemployment rates in India above 15 ages. Through it has been observed that women in rural area are working more as their financial condition does not allow them to sit at home. Unemployment rate is also less as compare to urban areas female while they are provided with better chances to work. In many states female unemployment is more in urban area compare to rural area. It may be because of migration from rural to urban area which resulted in more pressure on urban life.

**Table 5: Unemployment and Labor Force Participation Rate (per 1000) age 15 Year and above**

States/UTS	Labor Force Participation		Unemployment Rate (Per 1000)	
	Rate (Per 1000)		Rural (Female)	Urban (Female)
	Rural (Female)	Urban (Female)		
Andhra Pradesh	561	221	34	95
Arunachal Pradesh	403	163	108	98
Assam	202	216	136	199
Bihar	149	76	75	147
Chhattisgarh	623	208	10	120
Delhi	187	120	92	83
Goa	240	250	269	113
Gujarat	240	250	9	19
Haryana	156	118	61	186
Himachal Pradesh	170	169	194	19
Jammu&Kashmir	99	122	318	130
Jharkhand	226	130	116	190
Karnataka	362	264	16	31
Kerala	312	303	308	290
Madhya Pradesh	203	87	87	73
Maharashtra	463	128	16	55
Manipur	330	262	33	117
Meghalaya	466	471	54	208
Mizoram	642	439	12	64
Nagaland	590	388	65	172
Odisha	196	131	116	113
Punjab	108	117	186	231
Rajasthan	250	91	123	138
Sikkim	331	319	351	465
Tamil Nadu	509	250	61	67
Telangana	529	267	17	148
Tripura	316	308	505	467
Uttarakhand	220	115	116	95
Uttar Pradesh	121	76	200	262
West Bengal	199	160	91	129

**Source:** Report on 5<sup>th</sup>Annual Employment-Unemployment Survey 2015-16, Ministry of Labor and Employment Labour Bureau.

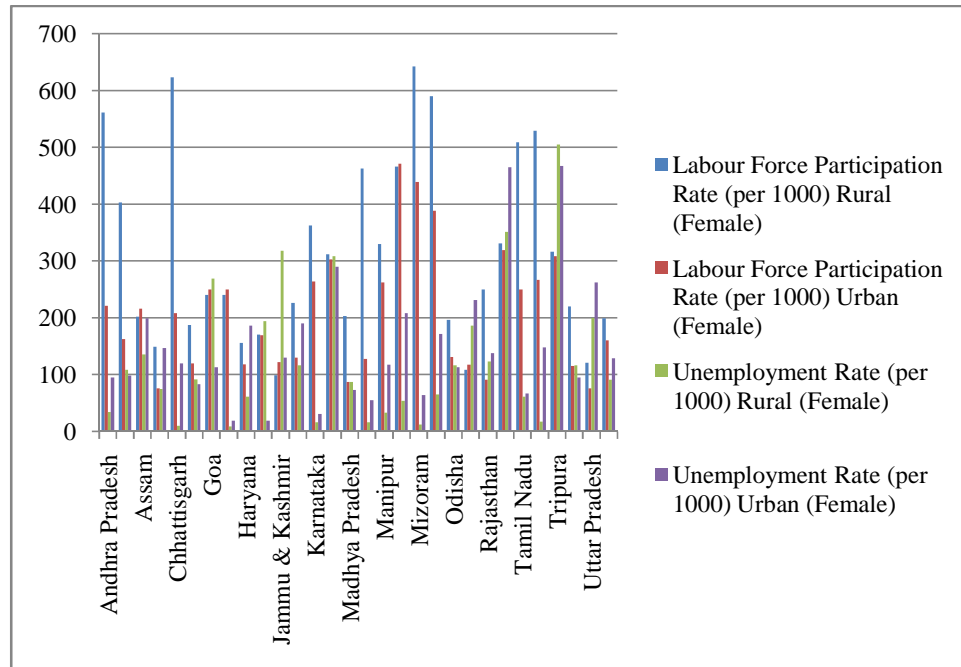


Figure 6

### The Prognostication

- The economic gender equality in India is estimated to be US\$700 billion of added GDP by 2025.
- Equal participation of women in the workforce will increase India's GDP by 27 percent according to IMF prediction.
- Indian women are not frequent user of mobile and internet. If women use cell phone as men use, it could create US\$17 billion in revenue for phone companies in the next 5 years.
- 80 %t of buying decisions and control US\$20 trillion in spending can be disposed by women in world.
- Empowering women with the view of social advantage is that they spend 90 percent of their income on their families, and economically empowered women make better demand, have in good health and better-educated children, and raise human development levels.
- Private sector leaders accounted that profits in markets can increase as a result of efforts to empower women.

### CONCLUSIONS

29 percent of the labour force is contributed by women, down from 35 percent in 2004. Mostly half of their work is underpaid or unpaid and almost all of it is informal and insecure. Women are not well represented in most sectors, including business leaders. Though they work more as agricultural labour, but have power over only 9 percent of land in India. Women are also not engaged much in the formal financial system. Their contribution in labour force is also low which causes slower GDP growth of the nation. India has a lower share of women's contribution to the GDP at 17 percent, than the global average of 37 percent.



According to the analysis of this topic, it is concluded that many programs and policies are made to empower women in the field of education and employment then also women empowerment is still a debatable topic in our country. The reality says that private school performance has been improved in providing education in states of India but that too also under age group of 6-14 only. While, the girls are not going to school in rural areas.

Proper information networking channel should be used to create awareness about running programme and policies on regular basis by the state and national council. It should be operated globally to make resources accessible to women so as to increase their productivity and contribution to GDP. These all aspect can be achieved if women are economically and socially become strong and can make future generations strong.

Therefore education and employment are very important instruments to empower women in India. Thus, it can be said that government is working to improve condition of women but women themselves should put some sincere efforts to empower themselves.

This study will provide scope to researcher to study in this area with growing challenges

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