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**WOMEN'S COVERT CONGENITAL COMPULSIVE DOMINION IN THE  
ECONOMY: A ECO-POLITICAL CONFLUENCE**

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**ABSTRACT**

According to the World Bank, the empowerment of women is a criterion that must be met in order to achieve sustainable development and the Millennium Development Goals (MDG). The economic empowerment of women has been acknowledged as one of the most important aspects of women's empowerment that has been discussed in the literature. The empowering of women economically would lead to a rise in the number of women who are employed, which would enable them to play a vital part in the development of the country as a whole without distinction. Economic empowerment has a direct influence on the improvement of women's financial well-being as well as their authority to make decisions related to their situations. At a time when new opportunities for increasing economic empowerment that leads to inclusive development are opening up, this study provides a comprehensive review and integrative framework of current research on women's economic empowerment and its antecedents and consequences. It brings together a number of studies that have been conducted on the topic. The purpose of this study is to contribute to the field of economics by integrating a huge body of research on an important economics topic and by providing numerous prospects for more research. Both of these endeavours are considered contributions. It is imperative that every



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country places a high priority on the empowerment of women since their participation has the potential to act as a driving force behind economic development, provided that they are granted the liberty to participate. The fact that women are allowed to freely engage in the labour field is a source of encouragement not just for the family but also for the whole nation. The majority of women who belong to the middle class are employed in order to provide financial assistance for their families. On the other hand, women often do not have the ability to make choices on their own finances and are perpetually dependent on their families financially. Nevertheless, it has been shown that the participation of women in the economic sphere is essential to the achievement of sustainable development. The purpose of this study is to analyse the patterns and variables that determine women's participation in the labour force and the subsequent effect that this participation has on the economy in India.

**KEYWORD** Women's, Eco-Political, Compulsive, Dominion

## **INTRODUCTION**

Many of the world's most disadvantaged individuals are women, yet women make up more than half of the total population on Earth. When it comes to reducing poverty and advancing the economic prosperity of a country, it makes perfect sense to focus on women, their economic empowerment, and their involvement. In the context of economic development, productivity, and efficiency, the term "women's empowerment" refers to the ability of women to achieve their rights and well-being while simultaneously reducing the poverty of their families and improving economic growth. From the perspective of Amartya Sen, an economist and recipient of the Nobel Prize, "nothing is more important for development today than the economic, political, and social participation of women," Numerous studies have shown that discrimination against women is inefficient under these circumstances. This is due to the fact that it stops fifty percent of the population from attaining their full potential, which in turn hinders economies from functioning at their full capacity. According to the findings of additional research, women have the potential to contribute to the expansion of businesses and markets if they are provided with the appropriate opportunities and skills. These include the provision of birth control, the completion of higher education, the support of families and communities, and the implementation of policies by businesses and governments that encourage women to take on leadership roles and receive training. Women who have more agency are also more likely to make significant contributions to their families, communities, and nations. There is a possibility that women's empowerment might be achieved by either the advancement of women economically or the authority of women. Within the scope of this article, the possibility of achieving both forms of empowerment is investigated. In the first step of this process, we will



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examine historical opinions on women as well as indicators that demonstrate the overall status of the country. The perception of women in India is then investigated using same parameters, and given that both Kenya and India have recently achieved the status of low-middle-income states, a broad comparison is made between the two countries. A comparison is made between the relative circumstances of women in different countries, a discussion is held on the achievements and failures of each country in terms of women's empowerment, and the discussion concludes with a brief analysis of the most important takeaways from the research.

There are a number of respectable international organisations that have made an attempt to define and explain the term "women's economic empowerment" on their own, despite the fact that there is not a single definition that is readily available. "Women's economic empowerment is the capacity of women to participate in, contribute to, and benefit from growth processes in a manner that recognises the value of their contributions, respects their dignity, and makes it possible to negotiate a fairer distribution of the benefits of growth," according to the Organisation for Economic Co-operation and Development (OECD) in 2015. This definition was published in 2015. In the following paragraphs, the Organisation for Economic Cooperation and Development (OECD) explains how economic empowerment has a beneficial influence on women's access to opportunities and economic resources. These resources include financial services, employment opportunities, skill development, market information, and other productive assets. According to the World Bank, the empowerment of women is necessary for the achievement of the Millennium Development Goals (MDG) and the promotion of sustainable development. It is a given that the rise in the number of women who are employed will lead to an increase in the number of women who are actively participating in the labour market. There is a strong connection between this and the improvement of the economy as well as their own personal income. In light of this, it is necessary for them to effectively manage their income, savings, and assets. In spite of this, this want might be completely met by participating in the financial system in order to achieve financial health and, eventually, economic empowerment. Every individual's financial situation has an impact on their ability to make investments and their career chances, both of which contribute to a reduction in poverty and inequality. Therefore, the empowerment of women in the economic sphere makes it simpler for them to save more money, to generate wealth via investments, and to pave the way for fair growth.

## **OBJECTIVE OF STUDY**

1. The first objective is to do research on the trends and variables that impact the employment of women in India.



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2. In order to evaluate the economic contributions made by women in India

**Definitions of Women's economic empowerment**

It is believed that the English word empowerment originates from the Spanish phrase empoderamiento, which was used in a programme specifically designed to provide financial assistance to women with the intention of empowering them. In accordance with the viewpoint that "every level of societal interaction manifests the idea of empowerment, allowing weak and marginalised groups to have access to tools and materials for their own destinies," it is important to highlight the fact that the term "empowerment" has recently gained popularity to refer to a process that enables individuals and groups that are historically marginalised to take advantage of opportunities that would not otherwise be available to them. The concept of empowerment is highlighted by Udegbe (1996), who emphasises that it entails obtaining adequate knowledge, confidence, and the capacity to select what is best for a person or people, as well as encouraging them to act in line with that choice.

The concept of empowerment encompasses not just the idea of empowering people or groups who have been battling with social and economic disadvantage, but also the idea of empowering both individuals and groups. To put it another way, the word "empowerment" encourages a spirit of entrepreneurship or encouragement among the underprivileged segments of society. These individuals are both physically and psychologically prepared to participate in certain activities that would improve their lives, but they are unable to do so because of the social hierarchy that is the result of their low socioeconomic status. Therefore, empowerment offers deprived people in society the opportunity to exercise authority. The term "empowerment" is used in the context of social science theory to describe the process of providing people with the ability to make choices that enhance their life on all fronts, including social, religious, cultural, political, and economic perspectives. Gandhi was of the opinion that the capacity to behave with a great deal of pride outside of one's house was the essence of empowerment. According to the definitions covered in this section, the term "empowerment" is particularly appropriate when referring to the underprivileged and marginalised segments of society since it expands a person's or a group's resources and capacity to encourage involvement, negotiate, exert control over an uncooperative environment, and create influence and accountability towards the institutions that support their lives. The act of establishing one's own strength, independence, and authority within a group or community is referred to as empowerment. Empowerment not only makes individuals more capable of making judgements quickly but also drives them to fight up for their rights.



The term "empowerment" became more common as women began to discuss the concept of taking responsibility for their own lives and participating in decisions that had an impact on them in the context of the community, the family, the government, and international development programmes. When seen from a variety of perspectives, women's empowerment may be viewed as one of numerous aspects that are interrelated and mutually supportive. The advancement of women's lives and the enhancement of their participation in decision-making are essential components for achieving success in the reduction of poverty and the promotion of equitable development. Some scholars believe that the empowerment of women leads to improvements in matters of health and nutrition, as well as a reduction in infant mortality and an increase in economic productivity. The empowerment of women has become a contemporary major issue in developing countries due to the fact that women occupy fewer jobs that allow them to get compensation. A complicated and comprehensive strategy to changing the way people connect to power is what we mean when we talk about empowerment. According to the statement, the process of empowering women requires providing them with the opportunity to make choices and then transforming those decisions into the actions and outcomes that they want.

A significant number of studies have investigated the concept of empowerment from an economic point of view. The economic empowerment of women is essential to the understanding of women's rights as well as the achievement of more general development goals such as the reduction of poverty, the expansion of the economy, and the improvement of social welfare. When women have the ability to flourish and advance economically, as well as the authority to make decisions about their finances, economically empowered women are regarded to be economically independent. A large number of academics and researchers are of the opinion that the economic empowerment of women in many developing countries is a factor that makes inclusive development easier to achieve. The findings of research reveal that women make up a significant segment of the population that is very disadvantaged. Women face cultural impediments when seeking to get formal financial resources such as loans and savings, which makes it more difficult for them to leave poverty. This is the reason why this is the case. In addition, when a male family member passes away, is abandoned, or is divorced, women are more likely to fall into poverty than people of the same gender. By highlighting the persisting gaps between men and women in terms of employment and income possibilities, education, financial literacy, and control over assets, it has been shown that development programmes are mostly centred on males.

Alternately, in order to acknowledge the rights of women, it is necessary for women to be economically empowered. It is becoming more apparent to businesses and the economy as a



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whole that empowering women is beneficial not just to the economy but also to women themselves. In addition, you should argue that women who are economically empowered not only contribute to the growth and production of the economy, but they also contribute to the alleviation of poverty and the enhancement of efficiency. Because sustainability develops and chooses, based on the equilibrium structure of society, a society that does not produce discrimination or is biased against any social group or gender, the empowerment of women thus fosters the sustainable evolution of a community. This is because sustainability grows and decides based on sustainability. In addition, a sustainable social structure is comprised of a number of components, including financial literacy, financial independence for women so that they may freely use the formal financial system, and social and economic empowerment. They are encouraged to take an active role in the development of their own community as well as the nation as a whole via the introduction of these aspects. Due to the fact that women constitute the majority of the population, they are afforded chances in every aspect of life and will surely play a part in the process of sustainable development. As a result of the fact that they are accountable for a multitude of parts of the family structure, empowering women also means empowering the whole family. This is because women provide assistance to families in a number of ways that come under the category of human resource development. It has been found that women who do nothing but sit about the home even pay attention to the activities that their immediate family members are participating in and get engaged in order to advance their professions.

Based on the theory that was presented earlier, it is clear that the economic rights of women are certainly a vital indication for elevated their standing. It is vital to expand women's access to financial literacy via education on financial awareness, employment possibilities, and other themes linked to the topic of economic independence. This is required in order to offer women with freedom from economic reliance. This aspect encompasses the capability of making prudent financial choices that will, in the long run, result in an improvement in the lives of different individuals. Social cohesion, the availability of credit, access to financial resources, engagement from the local community, and formal financial transactions will all bring about positive outcomes for these choices. To put it another way, developing countries place a high priority on increased financial literacy in order to broaden access to financial services and improve the economic autonomy of women. However, in the modern global economy, the empowerment of women has become fundamental to the capacity of a country to achieve its development goals, which include the growth of the economy, the reduction of poverty, the improvement of health and education, and the provision of welfare. As a consequence of this, the majority of academics were interested in investigating the relationship between women's economic empowerment, financial literacy, and financial inclusion. In light of the fact that





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women's empowerment has been investigated by previous researchers from a wide range of perspectives, a number of definitions have been consolidated into Table 1 in order to offer a greater comprehension of the concept that underpins the present investigation.

### **The Global Shortfalls in Women's Empowerment**

It is not anticipated that gender equality will be realised on a global scale by the year 2030, despite the fact that the 2030 Agenda for Sustainable Development is getting closer to its midway point. Since this is the case, the time has come to take action and make investments in women and girls. According to the data that is presently available, 28 percent of the indicators and sub-indicators that are associated with Sustainable Development Goal 5 are highly distant or far from the goal. Approximately one third of the indicators and sub-indicators are at a moderate distance, the remaining quarter are close to the target, and only 12 percent are at target reached or nearly met. According to the Sustainable Development Goal 5 tracker for this year, there has been a drop in women's economic empowerment in a number of concerning aspects.

As a direct consequence of COVID-19, the number of women and girls living in extreme poverty has increased to about 383 million, surpassing the number of males living in such conditions. On account of the fact that fifty-five percent of working moms do not get maternity cash benefits, the feminization of poverty is further exacerbated by the absence of suitable access to excellent jobs and social security. For poor countries, especially those in Africa, the confluence of violence, climate change, and COVID-19 has created a triple threat to the nation's ability to provide adequate food security. Because females have less access to land, financial resources, education, and information, women are disproportionately affected by natural catastrophes. This phenomenon is known as the gender gap. The prolonged war in Ukraine is causing an increase in prices, a decrease in the availability of gasoline, fertiliser, and wheat, and an increase in the number of people who are affected by food insecurity. It seems likely that hunger will grow more severe if the cost of food continues to climb, especially for women.

In many parts of the globe, maternal healthcare, particularly prenatal treatments, has seen a significant drop. In countries and areas where access to safe abortion and contraception is relatively limited, there are more than 1.2 billion women and girls between the ages of 15 and 49 who are living. Sixth The learning deficits that are brought on by COVID-19 and the long-term limitations in educational access and quality for females are made worse by pregnancy, gender-based violence, and instability.



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## **Bridging the Gender Funding Gap**

As many as one billion women throughout the globe do not have access to basic financial services, according to estimates provided by the Asian Development Bank (ADB). Because of this, it is necessary to make an investment of a significant quantity of money. It was estimated by the World Bank that the global gender financing gap for micro, small, and medium-sized enterprises (MSMEs) controlled by women was worth more than \$1.7 trillion. More than six times as much funding is allocated to female entrepreneurs as it is to male entrepreneurs.

Inadequate and inconsistent funding is provided to programmes for gender equality from a variety of sources, including national and international governments, the private sector, philanthropic organisations, bilateral Official Development Assistance (ODA), and assistance from multilateral financial institutions. This is the case regardless of whether the programmes are targeted or part of larger initiatives. The financing in question is a tiny fraction of the total financial flows. As the severity of global crises continues to worsen and as the response to women's rights continues to intensify, financing for gender equality is falling behind.

This persistent gender finance gap is especially problematic due to the magnitude of the gender equality gap as well as the investment sequence that is required. When it comes to the implementation of national action plans on gender equality, there are certain instances in which the disparities in funding may reach as high as 90 percent. ODA accounts for a very tiny fraction of global assistance, and the principal objective of gender is only the case in 4.6% of instances. An extra 41.5% of funds is allocated to programmes that include gender equality as a secondary development goal.

In order to address several linked global problems that disproportionately and differently impact women and girls, there is a need for more international collaboration. As stipulated in Agenda 2030 and the Addis Ababa Action Plan, it is also important to expedite the fulfilment of Sustainable Development Goal 5 (SDG 5), as well as to mobilise, invest, and deploy considerably enhanced, transformational finance for gender equality. At the present pace of investment and activity, the United Nations and the World Economic Forum predict that it will take in most areas between forty and one hundred thirty years to achieve gender equality. This kind of delay is not acceptable.

## **G20 Mission for Promoting Gender Equality**

Issues pertaining to labour and anti-corruption, commerce, sustainable development, health, agriculture, energy, environment, and climate change, as well as counterterrorism, are included





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in this category. Because of its expanding agenda and the substantial influence it has in the global financial, monetary, and trade systems, the Group of Twenty (G20) has grown increasingly aware of the duty and opportunity it has to achieve gender equality.

Since the Seoul Summit in 2010, the G20 Leaders' Declarations have included wording on the "promotion of gender equality." The majority of presidents have cited "women's empowerment" as a cross-cutting theme among critical topics from a variety of perspectives for this inclusion.

During Mexico's presidency of the G20 in 2012, the group made a commitment to take tangible actions to eliminate hurdles that impede women from fully participating in the economy and society. Additionally, the group committed to increasing the economic possibilities that are accessible to women in G20 countries. This was the first effort that was made with genuine intent to place women in the spotlight.

Immediately after this, the St. Petersburg Declaration (2013) addressed the issue of women's access to education and financial inclusion. For the reason that G20 leaders announced a concrete commitment to narrow the gender gap in the labour force by 25% by 2025, often known as the Brisbane "25 by 25" aim, the G20 Summit that took place in Brisbane in 2014 is considered to be a monumental event. Not only did it make a commitment to "bring more than 100 million women into the labour force," but it also emphasised the significance of gender equality.

The Women-20 (W-20) is an official engagement group that was developed and maintained by UNWOMEN under the Turkish Presidency in 2015. UNWOMEN played a catalytic role in the formation and maintenance of the Women-20. "We must support the W20 as a key vehicle for building on commitments made in the G20 and centering gender equality and women's empowerment in all larger agendas of the international community, international financial and economic system, and formations for cooperation and governance," I said at the launch of the W20 (which took place in Ankara) in my capacity as the Assistant Secretary General of the United Nations. It is imperative that the organization's mission statement have a firm dedication to the principles of economic empowerment, leadership, and participation in the economy for women.

The G20 Leaders' Communiqué from 2017 emphasised the significance of reducing the gender gap and making it easier for women to enter sectors related to science, technology, engineering, and mathematics (STEM). The nation that was serving as the host at the time was Germany. The Businesswomen Leaders' Taskforce, the Women Entrepreneurs Financing Initiative (We-Fi), and #eSkills4Girls were also created as a result of this initiative. These initiatives are



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designed to encourage the participation of women in the digital economy and the realm of entrepreneurship in an equal manner.

### **India's Exceptional Commitment to Nari Shakti**

It is clear that India has taken the initiative to promote gender equality and women's empowerment within the G20, as seen by the several G20 gender equality programmes that have been initiated up to this point. During India's presidency, women-led development has been identified as a priority theme, making it the only presidency in which this particular topic has been prioritised. This presents the G20 countries with a once-in-a-lifetime opportunity to greatly accelerate the "normative of implementation" of the United countries' Global Gender Equality Compact, stimulating swift global action and development. This opportunity is available to them both individually and collectively.

PM Modi's firmly held convictions in Nari Shakti, often known as woman power, his mantra and vision of women-led development, as well as his programmes and policies, have contributed to the advancement of both the Global Environment for Women (GEWE) and the Sustainable Development Goals (SDG) accomplishment agendas in India over the last nine years. There are 1.3 billion people living in this nation, and it faces a wide range of issues, including those related to size, breadth, complexity, diversity, intersectionality, traditions, and modernity.

### **The India Story on Women led Development**

Through targeted approaches and investment-backed programmes such as PM Matru Vandana Yojana (a maternity benefits programme), Poshan (a nutrition programme), Saksham Anganwadi (a creche facility), and Beti Bachao Beti Padhao (which translates to "Save the Girl Child, Educate the Girl Child"), the government has been able to increase the sex ratio at birth and decrease the maternal mortality rate.

The legal and constitutional frameworks in India have been strengthened by the government in an effort to encourage more women to join the workforce. These include efforts to eliminate sexual harassment in the workplace, equal compensation, progressive rules for maternity leave (which have been extended from 12 to 26 weeks), and other initiatives to ensure that women are able to work in settings that are of the highest possible quality.



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## **G20 Presidency of India and Women's Empowerment**

Over the course of its presidency of the G20 in 2023, India has resolutely committed itself to advancing development that is sustainable, egalitarian, and gender-responsive. When taking into consideration the challenges that have been brought about by the COVID-19 pandemic, previous presidencies, and contemporary issues such as global wars, climate change, and the drawn-out and complex process of economic recovery, the India G20 will advocate for transformative measures and investments that are aimed at empowering women economically.

As part of Sustainable Development Goal 5, the major objective of the G20 EMPOWER 2023 will be to empower women, with a particular emphasis on all G20 work streams. There are three specific areas that are of particular importance: women's entrepreneurship, which includes access to resources, support, and capital; women's leadership and participation in decision-making at the local, state, and federal levels; and expanding public-private partnerships to broaden the scope of STEM education for women and girls and improve the quality of such education.

### **Recommendations on the Way Forward**

For the G20 process and summit communiqué, as well as for its eight working groups on finance and economy, a dozen work streams, eleven engagement groups, and other key themes of the Indian Presidency, such as green development, climate finance and lifestyle for environment (LiFE), digital public infrastructure, technology transformation, Sustainable Development Goals (SDG) implementation, accelerated, inclusive, and resilient economic growth, and multilateralism for the twenty-first century, gender mainstreaming is an absolute necessity. In every single G20 event, every single panel, and every single procedure, women need to be represented properly. The establishment of a specialised working group that would serve as an institutional engine for gender mainstreaming and implementation monitoring would be an ideal situation.

### **Historical attitudes towards women**

Women have been seen as less capable than men in every part of the world for a very long time. This perception stems from the fact that their principal responsibilities include caring for others, cooking, and having biological children. There have been instances in other nations where patriarchal systems are more prevalent, when this has been very apparent. However, the first indications of official reform were seen in 1945, when the United Nations commission on the status of women was established. Subsequently, the member nations of the United Nations



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reached an agreement on the steps that would be taken to advance women's rights and empowerment. According to the Deputy Director of the United Nations Centre for Social Development and Humanitarian Affairs, the understanding of the gains achieved by women and their influence on society as a whole had not gotten much attention until 1974. This was the case even after this action was taken.

(Women's Political Participation, 2011) For a very long time, the United Nations Development Fund for Women has been stressing the need of women being active in politics in order to bring about the changes that they want to see. Women's empowerment may be measured in a variety of ways, including political engagement within one's own government, which can be a very excellent indicator of empowerment. Several studies have shown that women and men approach policy decisions in quite different ways. In addition to the requirements of males in their civilizations, they also take into account the needs of women and children. This is the reason why this is the case. The policies and issues that pertain to health, education, and family are likewise given a higher priority by women than they are by males. When women participate in politics, they not only feel more connected to one another, but they also have the opportunity to express their opinions on the policies that are implemented by their respective governments. Once this is established, the technique makes a significant contribution to the lowering of the wealth gap that exists between men and women (The Case for Gender Equality, 2015).

### **Measurements of women's empowerment**

In spite of the fact that there are several types of inequality, there are a number of indicators that we may use to assess the degree to which women are empowered. The United Nations was the first organisation to adopt the Human Development Index (HDI), which is a comprehensive index, to evaluate factors such as life expectancy at birth, income, and educational attainment. A statistic that ranges from 0 (least empowered) to 1 (most empowered) is provided by the Human Development Index (HDI). Due to the fact that GDP does not take into account the aforementioned criteria, the United Nations and other organisations believe the Human Development Index (HDI) to be a far more accurate indicator of development than GDP. The Gender-related Development Index (GDI) surpasses the Human Development Index (HDI) since it takes into account the degree of gender inequality in addition to the elements that were discussed before. It, too, provides a value that falls somewhere between 0 and 1. It is possible that both of these measurements will prove to be highly helpful for determining the degree to which gender disparity exists in a country and how it impacts the nation's overall growth. Presently, we are going to move our attention to India in order to analyse the indicators that



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were discussed in the first phase of the research, as well as the history of women in this country and their place in the society.

### **Historical view of women in India**

India, like many other countries, has a patriarchal society in which women continue to be subordinate to men regardless of their status. According to the findings of sociologist Lynn Iglitzin, the role of women in such a society may be broken down into five fundamental components. Listed below is a list of them:

1. The inherent differences that exist between men and women are represented in the employment roles that are assigned to each gender.
2. Women's identities are shaped by the relationships they have with men in their lives.
3. Women find fulfilment in their roles as wives and mothers.
4. Children are what women are like.
5. There is a lack of interest in politics among women (Schmidt, 1977).

Over the course of history, these characteristics have been a reflection of how people in India, especially those living in rural areas, see women. The fact that practitioners of several religions, including Muslims, Hindus, and others, all subscribe to religious personal law makes the situation much more problematic. In light of the fact that women are sometimes considered to be men's property, this law grants men the authority to manage marriage, dower, divorce, inheritance, and other concerns that are associated with these activities. For a very long time, it has been presumed that a woman will comply with the directives given by the male members of her family. A woman who disobeys may be subject to a punishment that is both rapid and severe. Because of this, many women have traditionally not worked outside the home (with the exception of managing their own family farm), families are sometimes rather large, there is a lack of access to healthcare and education, and the most important things for women are to be devoted spouses and mothers. Taking this into consideration, we will now investigate the many ways in which Indian women are achieving success in a variety of fields, as well as the areas in which there is a significant amount of room for improvement.



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## Education

Education has been one of the areas that India has made significant attempts to improve. Recently, the Education for All Report from 2015 provided a comprehensive account of the challenges encountered and the progress made, as well as suggestions for the implementation of various strategies, programmes, and reforms that are related to the education of the people of India. These are some of the most important findings that can be drawn from the study.

In 2011, it was stated that the percentage of girls who completed their basic education was 80%, but the percentage of males who completed their secondary school was just 64.9%. Furthermore, only a very dismal 13% of both sexes had enrolled in further education. It would seem from this that a sizeable percentage of female students are lagging behind in their academic pursuits. In point of fact, according to figures compiled by the World Bank in 2012, the percentage of illiterate females aged 15 and older that comprised 64% was comprised of 17% of girls aged 15 to 24. These data are concerning because, despite efforts to lower the percentage of adult females who are illiterate, the literacy rate continues to remain unchanged. However, they are encouraging since the literacy rates of young women are progressively showing signs of improvement. Literacy is an essential component of empowerment since women who have completed their education are more likely to have access to healthcare, family planning, and productive occupations outside the home with more flexibility.

## Women's participation in entrepreneurship

It is also shown that women are able to effectively participate in self-employment and entrepreneurial endeavours. The proportion of women who own their own businesses, which is defined as having at least one employee and maintaining steady at three to six percent of the total, is being referred to as the small company ownership rate. The majority of female entrepreneurs are enthusiastic about meeting the requirements of inclusive figures by offering them with the services they need. When we talk about women who work for themselves, we often include just those who work for their own accounts, eliminating occupations that have seen substantial growth in recent years. In traditional businesses, such as the clothing and textiles industries, which are driven by the freedom of economic activities, a significant number of these women work from the comfort of their own homes. As a result of the possibility for a rise in the number of self-employments and the need for wage employment, disadvantaged women would be forced to work in occupations that are considered to be menial. Many of the barriers that prohibit women from engaging in the economy may be repeated by entrepreneurs who are not moving forward with their businesses and who often have enhanced abilities. The fact that India's total rate of female entrepreneurship is lower than the country's level of





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financial development suggests that this might be a reflection of the country's business environment, which is rather hospitable.

### **Women's work and economic activity**

According to official figures, the majority of women in India are engaged in the informal sector, which is not included in the categories of employment. Women are often the ones who are responsible for doing the routine duties around the home. In the formal sector, women do not have the same level of freedom that men have because of the limits that society places on them. With that being said, the lack of professional opportunities is one of the factors that contributes to the low employment rate of women in rural regions. During the census that took place in 1991, workers were classified into two basic groups. One of these categories included those who had been employed for a period of six months or more in a single year. In addition, those who are termed marginal workers are those that labour for short periods of time. There were forty percent more males who were employed in 1991 compared to the number of men who were employed in 1981, and there were twenty-three percent more women who were employed. In spite of this, the statistics shown above suggested that the percentage of women who are actively participating in the labour force in the Indian economy is quite low.

### **Informal Sector and women's participation**

The unorganised sector is very important for Indian women since, historically speaking, they have been able to find employment in areas such as factories, retail enterprises, and government offices. More women are working in occupations that pay unlawful wages than are participating in formal advocacy. The poll found that more than ninety percent of working women are engaged in the informal sector. This sector includes employment such as working as a domestic assistant, working as a small trader, and working as a field labourer on a family farm. Due to the low salary, the bulk of employment are those that need little to no talent.

### **Women's work participation and primary sector**

The agricultural sector, which may be broken down into three categories—cultivators, agricultural workers, and other agricultural activities—is responsible for the creation of around sixty percent of all employment in an economy. It is true that agricultural workers are paid to work on the farm of another individual; nonetheless, they do not have any legal claim to the land that they work on. On the other hand, cultivators have some rights over the property that they work on. Over fifty percent of women are classed as workers in the agricultural sector, which is much higher than the percentage of male agricultural labourers. Taking this into



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consideration, it seems that the majority of women who are employed are workers with low or semi-skilled skills, who get little salary and do not own capital. The majority of the time, female farmers are members of a family that owns the land, rather than being the landowners on their own.

## REVIEW OF LITERATURE

**Ramachandran (1970):** Investigate the viewpoints of women in Delhi and Mumbai on participation in part-time job. He saw personally that the majority of unmarried women are willing to perform part-time employment, despite the fact that married women exhibit less excitement as compared to single women. He said that the major reason single women concentrate on part-time employment is because they are required to share the present financial burden; however, on the other hand, it is probable that they will have no trouble finding part-time job.

**B.L and Usha Rao (1978)** The author's research provided a detailed analysis of rural women's labour participation at the micro level, highlighting the degree of female workforce engagement as well as the potential for it to grow. They said that the job opportunities available to women in rural areas are restricted to sectors that are closely tied to agriculture.

**Prasad Narendra (2007)** In his work titled "Women and Development," he discusses the significance of increasing the number of women who are employed in the Indian economy. On the other hand, the text completely obscures the viewpoint of women who are employed. It has been noted that the way in which a country treats its women is directly related to the nation's capacity for development. It has been said that if we were to assist our Indian women in being more educated in every facet of life, they would eventually realise their potential to become the most ideal women in the whole globe.

## METHODOLOGY

Using secondary data collected from a wide range of publications, including journals, articles, newspapers, and magazines, the purpose of this study is to ascertain the current state of women's employment in the Indian economy. This will be accomplished by taking into consideration the objectives that have been adopted for the study in order to conduct a more accurate and comprehensive investigation of the research study.



**Table 1: Specifying the economic empowerment of women**

Source	Conceptual definitions
Kabeer (2001)	The expansion of people’s ability to make strategic life choices, within their households and their communities, particularly in contexts where this ability has been limited.
Malhotra ( 2002)	The ability of people to make strategic choices in areas that affect their lives.
Krishna (2003)	Women’s empowerment is a process through which women can make their choices and renovate these choices into desired actions and outcomes.
Kabeer ,(2005)	Individual’s or group’s capacity to make choices and transform those choices into desired actions and outcomes.
Malhotra and Mehra (2011).	Women’s economic empowerment is fast becoming a key instrument in promoting their abilities to achieve their rights and well-being which subsequently reduces household poverty and increases economic growth, productivity and efficiency



Golla et al., (2011)	A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.
DFID (2012)	“Economic empowerment is a process that increases people’s access to and control over economic resources and opportunities including jobs, financial services, property and other productive assets (from which one can generate an income), skills development and market information”
Goldman and Little, (2014)	Empowerment is a continuous, phased and relational process that occurs across scales and pathways
Allsopp and Tallontire, (2014)	The empowerment was defined as a dynamic process that follows a series of sequential steps in which ownership of one type of power increases the likelihood and the ability to exercise other forms of power thus creating a positive ‘power spiral’
Haque and Zulfiqar (2015)	Economic empowerment is a combination of individual’s knowledge, ability, skills and confidence for handling her own financial wellbeing.

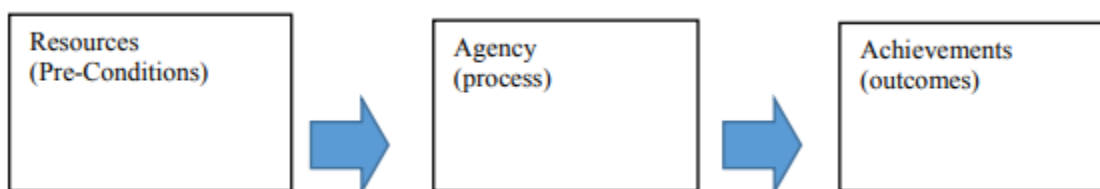


Gilabert, Dietz & Grabs (2016)	A woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions.
Haque & Zulfiqar (2016)	Economic empowerment is a combination of individual’s knowledge, ability, skills and confidence for handling her own financial wellbeing.
Mathews & Nandhini (2016)	Women’s economic empowerment, which entails that women have the authority to make their own decisions regarding use of their resources, leads to prosperity for families and communities.
OECD (2018)	Economic empowerment is the capacity of women to participate in, contribute to and benefit from growth process in ways that recognise the value of their contributions, respect their dignity and make it possible to negotiate a fairer distribution of the benefits of growth.
Vithanagama (2018)	To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.

**Theoretical models of women’s economic empowerment**

Through the combination of previously established psychotherapy theories and the investigation of human experiences, the Trans Theoretical Model (TTM), which is often referred to as the

Stages of Change Model, was developed. Additionally, James Prochaska and Carlo DiClemente (1984), Prochaska, DiClemente, and Norcross (1992), and Prochaska and Velicer (1994) were the ones who first developed it. By assisting people in better comprehending the process of change, TTM was developed to provide assistance to individuals in the process of consciously modifying their behaviour. Despite this, Naila Kabeer is credited with developing a three-dimensional model in 1999 by using the essential concepts of TTM. This paradigm has the potential to be used in the conceptualization of women's empowerment. According to Kabeer's view, empowerment is a dynamic process in which women are provided with the resources required to obtain voice and the capacity to express their choices. We will provide them the power to make decisions in order to help them achieve their own personal objectives. There are three characteristics of empowerment that may be used to characterise the processes that lead to empowerment, as stated by Kabeer (2005). You may see figure 1 here.

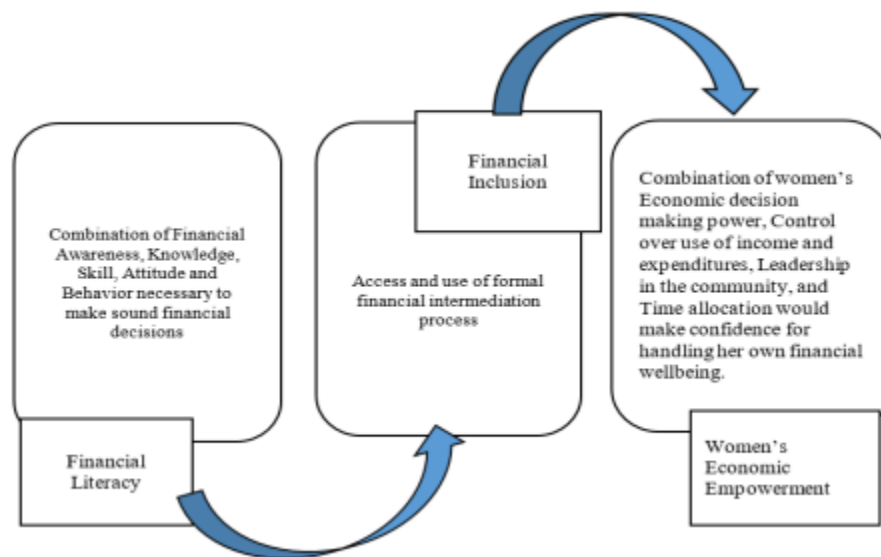


**Figure 1. Theoretical model of women's empowerment**

In this model, the resources consist of human, material, and social forms. These forms include things like the amount of education obtained, the development of skills, and the sense of self-efficacy. Social forms include things like participation in groups, peer networks, and contact with role models outside of the family. Economic forms or material assets include things like income, real estate, and land. Resources may be able to support empowerment for girls, but they do not necessarily guarantee it. This is because the wider structural and normative environment in which girls grow up is a significant factor. There is a notion that suggests that the environment in which a woman lives has an effect on her ability to acquire personal empowerment. The second dimension is the agency component, which involves providing access to resources as a precondition for empowerment. Nevertheless, if a woman lives in a society in which women are mostly marginalised, it will be challenging for her to acquire the resources that are essential to develop agency and voice. The third and final component is achievements, which are related to the results that were achieved as a result of the choices that were made. There is a possibility that alterations made in one dimension will have an effect on improvements made in the other dimensions.



has developed a new model for the economic empowerment of women that is based on the three components. Within the framework of the paradigm, the two key components that promote women's economic empowerment are financial inclusion and financial literacy. During the process of recreating the model in her, the technique was carried out in triple dimensions. As a consequence of this, the model was reorganised in the manner seen in figure 2. That is.



**Figure 2: Conceptual model for women’s Economic Empowerment**

### **Determinants of women’s economic empowerment**

When women have the ability to flourish and advance economically, as well as the authority to make decisions about their finances, economically empowered women are regarded to be economically independent. In addition, you should argue that women who are economically empowered not only contribute to the alleviation of poverty, the growth of the economy, increased production, and increased efficiency, but they also feel financial well-being. by highlighting the persisting gaps between men and women in terms of employment and income possibilities, education, financial literacy, and control over assets, it has been shown that development programmes are mostly centred on males. A significant number of studies have investigated the concept of empowerment from an economic point of view. The economic empowerment of women is essential to the understanding of women's rights as well as the achievement of more general development goals such as the reduction of poverty, the expansion of the economy, and the improvement of social welfare. The economic empowerment of women is influenced by a wide range of factors, according to academics. Despite this, it is important to



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realise that the level of financial literacy in today's society has substantially increased. Literacy in financial matters makes it easier to create and shape finances in the direction that is most appropriate. As a consequence of this, it assists areas of rural communities in achieving economic prosperity. Because of the constant changes that are occurring in the financial sector and the growing emphasis on personal responsibility, women are discovering that in order to achieve economic empowerment, they need to make choices about their finances that are well informed. The researcher looked at previous studies, carried out a meta-analysis, and selected variables that were often included in those studies in order to establish the factors that led to the economic empowerment of women. These findings led to the identification of five major factors.

### **Conclusion**

The literature evaluated for this study largely centred on the theoretical foundations of women's economic empowerment from diverse aspects. During this method, the author undertook a comprehensive investigation of the related principles without devoting explicit attention to any one economy. But rising countries rather than wealthier ones are more influenced by this tendency. The critical literature review provided in this article reveals that, in order to achieve inclusive development for the country, women's economic empowerment becomes a crucial aspect of the economy. Furthermore, in undeveloped countries, women's economic empowerment is generally low. Additionally, the degree of economic empowerment in such countries determines various antecedents. Five antecedents were discovered in total. But generally speaking, there is a direct causal relationship between economic progress and women's economic empowerment. As per the prior research, impacts of women's economic empowerment classified as financial wellbeing, poverty reduction, offering work and resulting income equality etc. Policy decision-makers should consider boosting the degree of women's economic empowerment for obtaining economic development. Further, future academics could design numerous empirical studies in distinct socio-economic settings for studying the influence of women's economic empowerment on economic development. Finally, academics may pay special attention to the antecedents of women's economic empowerment and should investigate which aspects are more contributing to deciding the women's economic empowerment.

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