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Shree Swaminarayan Junior College, Nashik

WOMEN EMPOWERMENT

ONE DAY

NATIONAL CONFERENCE

ON

Friday 22nd March 2019

Women Empowerment

Chief Editor :-

Prin. Ashwini S. Atre

Technical Assistance :-

Miss. Dipika C. Desai, Mrs. Jayashree S. Baviskar

ORGANIZED BY

Shree Tapovan Bramhachrya Ashram's

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PREFACE

Mrs. Ashwini S. Atre Dixit

The empowerment of women & the improvement of women's social, economic & political status are essential for the achievement of sustainable development in life. In case of work force participation rate by gender, it had been much lower for females due to increasing literacy rate of female, when they are engaged in gainful employment & contributing to the household & national economy, they should be given the due respect & status they deserve in the family & the society. In the changing socio-cultural environment of India, women are entering in a new era.

The main purpose of the conference is to study various parts which are overwhelmingly interwoven together with the main issue of empowerment of women through entrepreneurship.

The objective to organize conference is to provide a platform to present their views to inspire the youth, especially women to be self dependent and empowered, also to discover the innovative fields of women empowerment .To express opinions about to discuss the areas of women empowerment as well as to show the impact of women empowerment on the society as well as Nation.

I would like to end by quoting Selene Kinder who said "I wish more women realized that helping another woman win, cheering her on, praying for her or sharing a resource with her does not take away from the blessings coming to them. In fact, the more you give, the more you receive. Empowering women doesn't come from selfishness but rather from selflessness."

Sub Theme of the Conference:

- Women's role in patriotism and defense.
- Women's place in history of India.
- Role of literature in creating social awakening for upliftment of women.
- Role of homemaker to nurture the generation.
- Gender equality in respect of women's working field.
- Commercial opportunities and women entrepreneurship.
- Women's law and actual beneficial policies for women.
- Women's role in banking and corporate sector.
- Opportunities for Women in Science & Technology, space and aeronautics fields.
- Government strategies for women empowerment.
- Utilization of opportunities in different industries.
- Women and Politics.
- Women empowerment at deprived area.



Editorial.....!

It gives us immense pleasure to bring out the proceedings of the one day multidisciplinary National Conference on 'Women empowerment' held on 22nd March 2019 at Nashik & organized by Shri. Tapovan Bramhacharya Ashram's Shri. Swaminarayan Junior College, New Adgaon Naka, Panchavati Nashik.

Shri. Tapovan Bramhacharya Ashram's vision is to develop into an educational centre for excellence providing need based globalized education from the school to highest level in traditional & emerging areas .It aims to be recognized as India's top level integrated education centre with the latest technology, settings, standard of excellence in knowledge creation, innovation, excellence in instruction & applied research.

It is determined to redefine the cause of excellence in education & implement it through accelerated, need based & practical oriented process with holistic approach to empower learners for self exploration & became responsible global citizens with deep rooted ethos of Indian culture & traditions.

This National Conference was attended by delegates from Maharashtra, Rajasthan, Madhya Pradesh. Total 47 papers were presented in it 16 will be published.covering many aspects of 'Women Empowerment'. It was a platform for all women from different fields, research scholars and students to come together and share ideas with each others.

The resounding success of the conference was possible due to the constant encouragement & support of our patron Shri. Dnyanpurani Swamiji who is the Guru of Shri.Tapovan Bramhacharya Ashram.I am grateful to the advice given by Shri. Madhavprakash Swamiji, Managing trustee of Shri. Tapovan Bramhacharya Ashram. The conference would not have been possible without the hard work put in by the convener Mrs. Ashwini S. Atre .The staff and students put in a lot of effort & hard work to make the conference a humongous success.

Mrs. Ashwini S. Atre Dixit (Principal)
Chief Editor



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01

ROLE OF ENGLISH LITERATURE IN AWAKENING AND UPLIFTMENT OF WOMEN

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Abstract: - Empowerment is a term widely used by academics, policy makers and development workers. People belonging to literature have always been an important part of the society and Indian women are not an exception. The women in India have made notable contribution to literature, and their contribution is well appreciated in all literary circles. Empowerment of women is necessity for the very development of a society, since it enhances both the quality and the quantity of human resources available for development

Keyword: - Empowerment, upliftment and Feminism

Introduction: - Women's empowerment is the process in which women elaborate and recreate what it is that they can be, do, and accomplish in a circumstance that they previously were denied. It can be defined in many ways, however, when talking about women's empowerment, empowerment means accepting and allowing people (women) who are on the outside of the decision-making process into it. "This puts a strong emphasis on participation in political structures and formal decision-making and, in the economic sphere, on the ability to obtain an income that enables participation in economic decision-making." Empowerment is the process that creates power in individuals over their own

lives, society, and in their communities. People are empowered when they are able to access the opportunities available to them without limitations and restrictions.

Objectives:-

1. To study the contribution of women in English Literature
2. To study the history of Women Empowerment

Women's Contribution in English literature

When we talk about women empowerment then one word comes that is feminism. We read and heard on wider level in Indian literature about feminine movement. Feminism in India is a set of movements aimed at defining, establishing and defending equal political, economic and social rights and equal opportunities for Indian women. It's for women's rights within the Indian societies. The history of feminism in India can be divided into three phases: - the first phase, beginning in the mid 19th century. At that time male European colonists began to speak out against the social evils of Sati. The second phase of feminism: - in India, from 1915 to Indian independence, when Gandhi corporate women's movement in to the Quit India movement and independent women's organizations began to emerge. The third phase of feminism, post independence, which has focused on equal treatment of women at home after marriage, in the work force. Here are some works that showed women's contribution:

Simon De Beauvoir's *The Second Sex* (1792) is a book on women that questioned to all readers and critics on women's related issues. Betty Friedan's *The Feminist Mystique* (1963), Kate Millet's *Sexual Politics* (1970) etc. are the famous women writings on women.

Kamala Dass one of the best known poetesses of the body and she wrote for women's rights. She is the pioneer who gave frank and clear expression to feminine sensibility in all her works. All her poems deal with love, sex, frustrations men women relationship, extra-

marital relationship in male dominated society and exploitation of women. In her poem The Looking Glass Kamala Das showed humiliations and frustrations of women in male dominated world. In her another poem The Old Playhouse presented married women's position inferior to men. Her The Grandmother's House is based on women's simplicity and purity from a corrupted world. Kamala Das showed the cruelty of husbands in her poem The Sunshine Cat, the poetess husband so cruel that he locked her wife in the morning and unlocks the room in the evening.

Jassuriyaa famous Indian English poet also presented women's worse position in his works. In his poem The Whore house in a Calcutta Street presented women as prostitute. In this poem the poet showed one side customer's desire and the other side the whore's artificial love-making.

In Mahapatra's poem The Logic here showed that a man talk only a woman for his sensual pleasure nothing more then it. Mahapatra presented Indian sensibility through his poems. He played a major role in Indian feminist movement. Men-women relationship is the main theme of his poems.

Ruth Prewar Jhabwala is one of the contemporary Indo-English novelists, who presented bold women character in her novels. Her novels are based on both Indian and British culture.

Kamala Markayanda is another contemporary writer who raised feminist issues in Indian society. Her novel Nectar in the Sieve, showed how the Rudman the female character live in poverty. The Golden Honeycomb is another on rich woman. Here she presented that the idea of financially independence would solve all problem related to women.

Chhaya Dattarin her autobiography In Search of Me presented her experience as a social reformer in the tribal world. She got empowerment from the tribal women. The tribal

women don't show their individuality but they assert their concerns through their voice.

Bharti Mukherjee is a famous novelist, she wrote Indian women's struggle. She struggled herself for the identity. Her important work The Tigers Daughter showed her protagonist Tara's immigration and her return to India later. In her novel Wife (1975) she showed how she exploited by such man and tried to be the ideal Bengali wife.

Shoba De was also a famous woman writer; she showed very emotional aspect of human life. She dealt with the psychological issues of women. She is frank to express her emotions. Her female characters broke all customs and traditions that snatch their freedom and make them under dominated to men.

Women are inherently artistic. **Women and literature** are closely related to each other because it requires a lot of artistic creativity to be good at literature and women are too good when it comes to artistic creativity. Women novelists from India are the one to add a new dimension to the English literature of India. Obviously, the current Indian English literature is due to the effort of many prolific writers. The best part is that most of these writers are women. Common examples include Sarojni Naido, Nayantra Sehgal, and Rama Mehta.

Women Empowerment

Abolition of social evils from time to time brought awareness among people. Lord William Bentic banned on sati in 1829. Social reformer Raja Rao Mohan Roy gave a support for empowerment of women. Remarriage of widows started in 1856. After that in 1929 a law was passed against child marriage. But the difficult task at that time was to educate women. But the reformist took forward step. Isherwar chandar Vidyasagar opened many primary schools in the villages of Bengal. Swami Dayan and founded Arya Smaj (1875) that gave a new direction to women's education. John Drinkwater

opened a college for women in Calcutta in 1849. Jyotiba Phule gave education to schedule caste girls in Poona. Women started to take interest in education. This created a group of educated Indian women-Toru Dutt, Cornelia Sorabji, Sheventibai Nikembe, Krupabai and etc. These were famous writers also. English writing was also started by Raja Ram Mohan Roy with the novel Bankim Chandra and Lal Behari Day. These are considered the first works in English.

The second generation of the writers appeared after Second World War. In 1930s the theme of the writings was social customs that should be changed. At that time there was a flood of social reforms in the form of writers. Like R. K. Naryan, Mulk Raj Anand and Raja Rao. They brought awareness

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. They would have more access to higher wages outside the home; and as a result, make it easier for women to get a job in the market. Strengthening women's access to property inheritance and land rights is another method used to economically empower women. This would allow them better means of asset accumulation, capital, and bargaining power needed to address gender inequalities. Often, women in developing and underdeveloped nations are legally restricted from their land on the sole basis of gender.

Employment can help create empowerment for women. Work opportunities and the work environment can create empowerment for women. Empowerment in the workplace can positively affect job satisfaction and performance, having equality in the work place can greatly increase the sense of empowerment.

Political empowerment supports creating policies that would best support gender equality and agency for women in both the public and private spheres. Popular methods that have been suggested are to create affirmative action

policies that have a quota for the number of women in policy making and parliament positions. As of 2017, the global average of women whom hold lower and single house parliament positions is 23.6 percent. Further recommendations have been to increase women's rights to vote, voice opinions, and the ability to run for office with a fair chance of being elected. Because women are typically associated with child care and domestic responsibilities in the home, they have less time dedicated to entering the labor market and running their business. Policies that increase their bargaining power in the household would include policies that account for cases of divorce, policies for better welfare for women, and policies that give women control over resources (such as property rights). However, participation is not limited to the realm of politics. It can include participation in the household, in schools, and the ability to make choices for one.

It is said that education increases "people's self-confidence and also enables them to find better jobs and they can work shoulder to shoulder with men". They engage in public debate and make demands on government for health care, social security and other entitlements". In particular, education empowers women to make choices that improve their children's health, their well-being, and chances of survival.

The growing access of the web in the late 20th century has allowed women to empower themselves by using various tools on the Internet. With the introduction of the World Wide Web, women have begun to use social networking sites like Face book and Twitter for online activism. Through online activism, women are able to empower themselves by organizing campaigns and voicing their opinions for equality rights without feeling oppressed by members of society.

Conclusion: It is shameful to say that by and

large, women don't face discrimination in society today, but many of them face exploitation and harassment which can be of different types: physical, mental, emotional and sexual. They are subjected to rape, abuse and other forms of physical and intellectual violence. In this way women empowerment become necessary to banish all types of exploitation towards women at homes as well working places.

- Without women empowerment, can't remove gender bias and injustice

- It provide them safe working environment.

- It acts as a powerful weapon against exploitation and women harassment.

- Women can't enjoy security and protection in life without empowerment.

- If women not socially and economically empowered, they can't develop their own identity.

- It helps in the progress of society as well as nation.

- It is necessary for women contribution in every field of work.

I am a woman/girl so here is my humble request to all human beings through my article that: - never underestimate women power in any field of life. Some help should be from Govt., but it doesn't completely solve the problem. So, some women started to work for their empowerment. Some started to write after started to publish women's writing. Through this they started to get some money. Some feminist thinkers thought that education can help us. So they focused on education. They said that women's education should be skillful and knowledgeable. The patriarchal thinking of inequality should be abolished from schools.

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A study of Awareness of legal rights and women law among the women in Nashik City, Maharashtra

Mrs. Ashwini S. Atre Dixit

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Maharashtra

Introduction:

It is said that an educated women can educate the Nation. Women themselves are the source of energy, themselves they are an institution is a universal truth. Although its true, we may find different aspects of women suffering in not only downstairs society but also in educated families. Women rights and women law has been come in force first time in India in 18th century against practice of **Sati**. There are several incidents that proven need and awareness regarding women law and women rights.

A woman who raised the voice against injustice or demanded for rights may be called as feminist. Feminism in India is a set of movements aimed at defining, establishing, and defending equal political, economic, and social rights and equal opportunities for women in India. It is the pursuit of women rights within the society of India. Like their feminist counterparts all over the world, feminists in India seek gender equality: the right to work for equal wages, the right to equal access to health and education, and equal political rights.

Women also have fought against culture-specific issues within India's patriarchal society, such as inheritance laws and the practice of widow immolation known as Sati.

In mid of 19th century, the revolution

initiated when male European colonists began to speak out against the social evils of Sati in India; the second phase, started from 1915 to Indian independence, when Gandhiji incorporated women's history of feminism in India. In the beginning of the movements into the Quit India movement and independent women's organizations began to emerge.

Finally post-independence, which has focused on fair treatment of women at home after marriage, in the work force and right to political parity.

Despite the progress made by Indian feminist movements, women living in modern India still face many issues of discrimination. India's patriarchal culture has made the process of gaining land-ownership rights and access to education challenging.

In the past two decades, there has also emerged a trend of sex-selective abortion. Such a woeful deeds and injustice has been burdened to women forcefully.

Present study deals with ongoing situation about awareness regarding laws and rights especially abide for women. Researcher tries to focus benefits of law and order meant for women and its practical use in day to day life.

What are women Law and Rights:

Women in India are being provided with the legal security to secure their economic, social and cultural lives. These are few Acts which show the efforts made by Indian Government in interest of women's life safeguard.

- a) Dowry Prohibition Act 1961
- b) Maternity Benefit Act 1861
- c) Births, Deaths & Marriages Registration Act 1886
- d) Medical Termination of Pregnancy Act 1971
- e) National Commission for Women Act 1990
- f) Pre-natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act 1999

g) Protection of Women from Domestic Violence Act 2005

h) Sexual Harassment of Women at Work Place (Prevention, Prohibition & Redressal) Act 2013

i) Hindu Widows Remarriage Act 1856

j) Muslim women (protection of rights on divorce) Act 1986,

k) Guardians and Wards Act 1890

l) Christian Marriages Act 1872

Need and Importance of the present study:-

Importance of women law and women rights are majorly calculated to secure women's place in society as well as in her own family. It creates awareness and self esteem to raise voice against violence, domestic violence or any types of injustice concern to the women.

Present study deals with undergoing circumstances that help to resolve problems due to dominance and injustice at any field, any place or any span of their life.

The study is guided by researcher's opinion that laws and articles that meant for women "so called defense" are really useful or not? This study tries to conclude beneficial policies and its actual benefits in day to day life for women's survival.

Objectives:

1. To study the awareness of women law among the resident females.
2. To analyze women's opinion and implementation of women rights in day to day life.
3. To provide guidance to adopt women laws and rights.

Assumptions of the present study:

1. Women laws and women rights has vital role in the society.
2. National policy and reservation rules also abide to facilitate by women law and rights.
3. Residential women may have lack of knowledge, less awareness as well as misconceptions regarding women law and women rights.

Variables in present study:

Independent Variable: Awareness Program for women law and women rights.

Control Variable: knowledge of residential women, perceptions, misconceptions, belief, behavior, social influence.

Dependent Variable: The specific outcomes from generated from the information.

Scope of the Study:

1. Present study serves important information about women laws and rights.
2. Present study defines the benefit of specific laws and rights.
3. The survey can be useful for analyzing ongoing status of knowledge and awareness of laws, rights among the women.

Limitations and Delimitations of the Study:

1. Sample size of present study is restricted to Nashik City of Maharashtra.
2. The study has been conducted during January 2019 to March 2019.

Research Methodology: Survey Method

Researcher has used survey method for present study.

Sampling Method:

Population: In the present study population considered resident women of Nashik City.

Sample: Purposive sampling method.

Sample has been selected 30% from the whole population.

Data Gathering Tools: "Questionnaire"

Statistical Tools:

Percentage: Percentage can define the outcome in accurate way.

Results:

Evaluation after conducting survey found results below:

- 27% women from different social stairs are fully unaware of women law and rights.
- 37% working women found knowledge of women law and rights, but often found rigidity in proceeding.
- 6% women have awareness of women law and rights, They are actually facilitating the

policies like reservation for women at different places, rebate in fees, different types of leaves facilities like-Nirbhaya Van to pick and drop in emergency situation, Seat Reservation in Bus/ Train etc, New laws abide against harassments, domestic violence, harassment at working place, starring during activities that feel uncomfortable etc. Laws and rights which practically benefited-sort of feminism.

- 12% women are alike they know laws, rules, rights but they keep themselves aloof from the same.
- 8% women from the society do not believe in women law and rights.
- 10% women strive & struggle for getting justice they believe, but they are suffering and awaiting social justice.

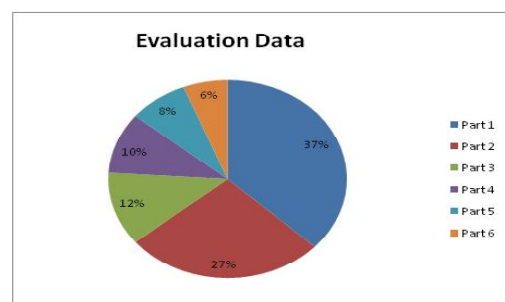


Figure:- Pie chart showing outcome of the survey

Findings of the Study:

The finding of the study indicates that maximum percentage in women's awareness regarding laws and women rights need to improve. Rigid proceeding and delayed justice needed to convert in simple and fast judgment. Awareness of laws and rights among the female to be inculcate.

Conclusion: The survey conducted in Nashik City against awareness of Women laws and women rights tried to collect actual information from the resident women. Some of results gathered really need to have some improvement from the point of view of women suffering at different levels.

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03

Role of Work-Life Balance in Women Empowerment-A Pilot Study

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Abstract- Women Empowerment is need of time. Though the pattern of social norms is changing but new issues are coming on the floor. With the time an involvement of women in every sector of work is significantly rising. But it does not make them able to break the chains of traditions of past. Perhaps, it has created some other issues in the life of these working women. They have to fight on both fronts i.e. at work place and their personal life. To deal with this situation and to keep balance between these two important fronts of life is not simple. To empower women, we have to make them capable to handle these two fronts effectively. This research paper is an attempt to put this issue on broader canvas where it can be led to the better solutions. It is based on a pilot survey of 103 working women from Nashik city wherein their views and opinions about work life balance are considered.

Key words- Work Stress, Dual Career Groups, Working Women, Work Culture, Social Culture etc.

I. Introduction-

With the changing scenario of the world, work-culture has also become dynamic. More involvement of women in every sector is the result of it; which is a good sign. Women are not only proving themselves on their conventional upfront but also exploring new

horizons of success every day. This has imposed some challenges and problems on working women as they have to fight on two fulltime jobs virtually-Workplace and Home. The enormous pressure comes down heavily on working women coping with these two extremes. The importance of having balance between Work and Life increases to the peak. The reflections are observed at home with spill over of work and vice versa which disturbs the balance on both fronts. Both of them demand totally different things. At work it is expected that they have to put in equal efforts like their male colleagues where at home they have to satisfy all the customs, rituals and traditions equally. It becomes so tough like a sky walk while confronting to the both. It is ultimately a game of prioritizing life factors or work factors and having balance between them. An ideal work-life balance is sort of unending discussion. Freethinker Paul Krassner said that anthropologists often define happiness as having little or no differentiation between an individual's professional and personal lives.

At the earlier stage of work culture where women started to enter into it, it was difficult to take work at home. But due the new technologies, every place has become a workplace and it comes home often. The related job stress, stress of career and professional growth has become integrated part of the life of working women. The changing social culture emerges with new set of challenges too. As more and more women are joining the workforce, dual career couples are becoming increasingly common (Moorhead et.al, 1997). Women coming from Dual Career Groups have different sort of challenges as they have to chose options like outsourcing the childcare and many other aspects of life where the strings in family are weakening. This research paper is an attempt to study the views of working women about the Work-Life Balance they try to attain meticulously.

II. Objectives-

The main purpose behind selection of this topic is to study and understand the implications of work on life of working women.

1. To identify the determinants of Work Life Balance of Women Employees.
2. To find out present practices followed by women employees for Work Life Balance.
3. To find the current policies by the organizations to facilitate Work Life Balance.
4. To identify the perception of women employees towards benefits and challenges towards Work Life Balance.

III. Scope-

This research paper covers the major problem face by working women i.e. to have balance between their work and life. It covers employed women from various sectors majorly education and related sectors. Though the study does not have limitations for the area but employed women from Nashik city are mainly selected as sample. This study helps to elaborate the problems of working women in handling work on one front and their family life on the other.

IV. Challenges-

1. The sample size is 103 and mainly from Dhule city so the results cannot be generalized.
2. As the sample universe is infinite the sample selection became difficult.

V. Hypothesis-

“There is positive relation between age and ability to have balance between work and life”

The hypothesis is relational in nature where two variables i.e. age (independent) and ability to have work-life balance (dependent) are to be proven correlated to each other.

VI. Methodology-

The research is based on the issue of Work-life Balance among the employed women. As the topic is based on survey method the nature of study is Descriptive. Also the existing facts are portrayed through the study. The data

is collected through the questionnaire made in Google form. The link is shared with more than 250 employed women by means of emails and whatsapp out of which 103 women filled it up. (The screen shots of Questionnaires are attached in appendices). As the sampling universe is infinite it is difficult to have exact number of sample population. Non Probability Sampling method is used. Convenient and Judgment Sampling/Snow ball sampling specifically as the link for the questionnaire is sent to the working women from Nashik city. Data collected through questionnaire has been analyzed by following way-A. Sample Distribution Analysis, B. Analysis from the Questionnaire & C. Hypothesis Testing. The pivot table and data analysis functions of MS Excel have been used for this purpose.

VII. Theoretical Background-

As said above the emergence of new technologies has changed the work-culture today. It made simple to keep an employee 'permanently' at work which is thinning the line between work and personal life. Work demands more in less time where family life demands more time. Many changes in the workplace and in employee demographics in the past few decades have led to an increased concern for understanding the boundary and the interaction between employee, work and non-work lives (Hochschild 1997). The life leads to sacrifice the work on one side and work demands sacrifice from personal life herein one factor spill over other. The spillover view is probably the most dominant in work-family conflict literature since it is based on the idea that work spillover processes (i.e. time, energy, and psychological interference) affect an individual's personal and family life (Small and Riley, 1990). Women are still the primary careers in our society and, as a result, face the greatest difficulties in reconciling their caring responsibilities with the demands and expectations of full time work (Family Friendly Working Hours Taskforce, 2009). In developing countries like India, the

competition that comes from increasing population, women have to work for every day survival of family. Even working for long hours becomes essential which causes more pressure on the side of personal life.

When we talk about empowering women it becomes inevitable to help them in having balance in their Work & Life. At last, balanced work-life leads to higher productivity and healthy work culture on one side and enriching social culture on the other.

VIII. Analysis & Findings-

The analysis was done with the help of advanced options from MS Excel. Major findings are mentioned herewith.

In the first part of analysis the sample distribution was conducted wherein it was observed that, 51% respondents belong to the age group of 30-35 years followed by 28% belong to age group of 35 and above, 12% and 9% respondents belong to the age group of 25-30years and 20-25 years respectively. It was also observed that 66% respondents are from Educational Institute, 12% are from Government Establishments, 18% are from manufacturing & private organization and less than 10% respondents are from banking sector.

When it comes to long work hours, 12.62% respondents said that they always work more than 12hours a day where 18.42% respondents have to often work for more than 12 hours.

Majority of the respondents are not able to balance their work-life balance and they often worry about their work even when they are not at workplace-

Table 1- Responses to the select questions

Options	Not able to balance Work-Life		Worry about work even when not at workplace	
	Count	Percentages	Count	Percentages
1 Always	21	20.39	34	33.01
2 Often	19	18.45	15	14.56
3 Sometime	33	32.04	34	33.01
4 Rarely	9	8.74	15	14.56
5 Never	21	20.39	5	4.85
Grand Total	103	100	103	100

It clearly shows the dilemma of working

women in prioritizing their work or life and because of this they are always observed in stress. 50% respondents said that they are not able to spend time with family or friends very often. Because of work related pressure 47% respondents miss their quality time to be spent with family or friends.

Though majority of the respondents do not work in shifts, 92% of them feel tired/depressed because of work. Despite of feeling work-stress only 24% respondents get time for work-out/exercises and to follow the diet plan to get balance between work and life. About 77% respondents said that organizations they are working for are not having any separate policy for attaining balance between work and life that shows the ignorance towards this serious issue.

In the same manner the analysis on the basis of questionnaire is done by the researcher.

IX. Hypothesis Testing-

To test this hypothesis, researcher has used the weighted scale to rate the age and ability to maintain balance of work and life. It was expected that the 'p' value or in excel the calculated correlation value is positive for showing positive relationship between the variable. So, with this logic- with increasing age the ability to maintain the work-life also increases. Following tables shows the testing of the hypothesis and its result-

Table-2 Hypothesis Testing

Std Dev of Age	Std Dev of Feeling for ability to balance work life	Correlation between Age and ability to balance Work-life	Result/Interpretation
0.891	1.383	+0.197	As correlation value is positive, it suggests positive and strong relationship between Age and Work life balance ability of women. That means along with age the ability to cope up with work and life increases among the women. This proves the hypothesis statement.

To support this hypothesis testing, student also has done the cross tabulation by using pivot tables function of MS Excel and proves it statistically also in the following table. Following table shows the responses of the

respondents about the question for non ability to cope up with work and life-

Table 3- Statistical base for hypothesis testing

Options	Count		Percentages
Always	21	20.39	100
25-30	8		38.10
30-35	8		38.10
35 above	5		23.81
Often	19	18.45	100
20-25	3		15.79
25-30	2		10.53
30-35	9		47.37
35 above	5		26.32
Sometime	33	32.04	100
20-25	7		21.21
30-35	20		60.61
35 above	6		18.18
Rarely	9	8.74	100
30-35	3		33.33
35 above	6		66.67
Never	21	20.39	100
25-30	2		9.52
30-35	12		57.14
35 above	7		33.33
Grand Total	103	100.00	100

Here, women who say they rarely or never face any problem in having balance in work and life is majorly belong to the age group 30-35 or above. This proves that along with age and experience the ability to cope up with work and life issues increases simultaneously among the women.

X. Conclusion-

Due to the recent advancements in the country and society number of working women is increasing. It has brought the different problems in front of these women i.e. to balance their work and life. This research paper is an attempt to portray this problem of major part of the society i.e. women. Through this research paper the actual problems faced by women employees are discussed and their opinions are also taken into considerations. They face difficulties while dealing with family responsibilities and career on two fronts. With experience and age the ability to have balance increases which has been proved through hypothesis testing. The objectives of the research are achieved as problems are discussed and put forward. When we talk about empowering women the Work-Life Balance pays

vital role in it for sure.

04

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Role of Anutai Wagh in Women Empowerment

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Keywords- Anutai Wagh, Women Empowerment

ABSTRACT

Anutai Wagh was one of the pioneers of pre-school education in India. 17th March 1910 Anutai was born at Moregaon, Pune. She was the professional colleague of Tarabai Modak. She along with Modak pioneered a programme whose curriculum was indigenous, used low cost teaching aids and was aimed at holistic development of the participants. A. D. N. Bajpa describes her as a “towering social reformer” She was a recipient of the 1985 Jamnalal Bajaj Award. Anutai has given the wholehearted contribution in the field of education & especially tribal & women’s education. She has adopted different methods & technique for getting women’s in the field of education Researcher has completed Ph.D. research work on contribution of Anutaiwagh in educational improvement. At the age of 13th she has faced the death of her husband & dedicated our whole life for tribal empowerment. She is the real followers of Mahatma Gandhi. She received the message from Gandhi “KedyakadeChala” & given the resignation letter in government school. Under the leadership of Tarabai Modak she started her career in Kosbad, Boardi & Thane. She is the winners of more than hundred awards of State, National & International government & organization. She received Padmashri award from government of India for excellent contribution in the field of education & especially

in tribal & women's education

Introduction

Gandhiji said, 'Intellectually, mentally and spiritually, woman is equivalent to a male and she can participate in every activity'. From Sita in 'Ramayana' to Jhansi's Rani Lakshmibai are not only celebrated women but has also contributed to social change and awareness had been immense. India is the original home of the mother Goddesses. Women in India have always been honoured and respected.

Operational Definition

1. Personality of AnutaiWagh

AnutaiWagh's life is an inspiration in many ways. She was married early and widowed in less than six months at age thirteen. Given the customs of her time, Anutai had very little to look forward to in life. Fortunately, with support and encouragement from her family, Anutai resumed her education. She stood first in the Vernacular Final exam in 1925. She then completed the Primary Teacher's Certificate course at the Women's Training College in Pune in 1929.

2. Women Empowerment

Anutai has implemented various programs at Kosbad, Boardi & Dahanu for women empowerment. Tribal women's are facing ample problems in daily life because of illiteracy, cultural & social problems. Anutai works allot for overcoming these all problems is consider as a work for women empowerment.

Objectives of the present study

1. To explain educational contribution of Anutai Wagh
2. To analysed special efforts of Anutai Wagh for women empowerment

Tools of Data Collection

Researcher has collected data by conducting literature review of more than 10 books written by AnutaiWagh & have written by other on the work done by Anutaiwagh. Also conducted personal interview of 15 educationist who have work & observed the work of Anutai

Wagh. For conducting interview of experts researcher has developed unstructured open questionnaire after the guidelines of expert in educational research. Also organized filed visit to the palaces where the real work of Anutaiwagh is existed like Boardi, Kosbad, Dhanu & Aaine Dhabone. & maintain observation dairy for writing own experience of observed educational environment, Students centric program, social status of surrounding area etc. all field notes are also consider at the time of data analysis. Researcher has also interacted with local people to know about their individual views & opinions. Researcher has also use two short films prepared by Gram BalShiksha Kendra, Kosbad on contribution of AnutaiWagh in the field of education.

Tools of data Analysis

Researcher has used content analysis technique for data analysis. Researcher has developed content analysis chart as per the objectives of present study & expert's opinion. Each book is refer very minutely & write major contribution of AnutaiWagh. Narrative notes of each book is prepared & then present data coding is made. Main codes are consider for data interpretations. Narrative notes of short film is prepared & written in film analysis chart. Data is code & main points is consider for data interpretation.

Data of interview is analyzed & converted into table form as a percentage. As per major codes researcher has decide the category like educational contribution, women's education etc. All major points came from finding are consider for writing major findings

Research Methodology

Present study is completed by Qualitative research. Present research uses the data which is descriptive in nature. Tools that researchers used in present study are observations, conducting interviews, conducting document analysis, and analyzing participant products such as diaries, images of certificates. Present study comes

under the Descriptive research methods & Applied Research category. From Qualitative research methods researcher has selected Case Study Method for present study. Case study method is effective research method for doing study of individual analysis

Educational Programs of AnutaiWagh

Between 1929 and 1933, Anutai taught at a village school in ChandwadTaluka in Nashik District. It was not easy. There was strong opposition to educating girls and Anutai faced considerable hostility. But she persevered. She refused to make any distinction between men and women and addressed both as gender-neutral 'friends'.

Educational work of AnutaiWaghin Pune

In 1933, AnutaiWagh joined the well-known Huzurpaga School in Pune. She worked there for eleven years during which time, in addition to her teaching duties, she was responsible for managing the library, the annual souvenir and school events. Anutai's interest in child education was aroused when she came upon a copy of 'Shikshan Patrika(Education Newsletter)', a monthly magazine published by Tarabai Modak.

Anutai did not allow her job to come in the way of her education. She enrolled in the Huzurpaga Night School and completed her matriculation in 1937. She completed her graduation in 1961, when she was 51 determined to finish despite the cataracts in her eyes

Message from Mahatma Gandhi & Beginning of New Journey with Tarabai Modak

In 1944 Mahatma Gandhi has appeal to all educated people about the progress of villagers, tribal & deprived groups at the Borevali, Mumbai. Gandhiji has given message to all educated members that ' Khedyakade Chala'. In 1945 Anutai met TarabaiModak who asked her if she was willing to work among the tribal in Palghar. Tarabai was planning to start an experimental school for tribal children. Anutai

said yes, a decision which set the course for the rest of her life.

Educational Contribution of AnutaiWaghat Boardi&Kosbad

Anutai began her work in the Bordi – Kosbad area (in Dahanutaluka, Palghar). With TarabaiModak, she set up a Balwadi(playschool) in a thickly forested tribal area in Bordi. There was no road, electricity or any kind of communication. But need overrode inconveniences. There were eight tribal hamlets nearby and about a hundred children in need of an education. The school was inaugurated by B G Kher, Chief Minister of the then Bombay Presidency on December 24, 1945. The centre moved to its present location in Kosbad Hill in 1957.

Overcoming the tribal' reluctance to send their children to school was a challenge. Anutai would go to the children's homes, bring them to school, wash them, feed them and drop them back to their houses. Eventually, she used a bullock cart to transport the children.

Anutai's followed Gijubhai Badheka's approach and methods for teaching the children, playing and singing with them, telling them stories and helping them to learn from their surroundings. She spared no effort to ensure that the children attended school regularly. When she found that the reason for high absenteeism in the months of February to June was that there was no food to eat in the children's homes, Anutai arranged to feed them in the school. Thus, was born the Anganwadi concept, central to India's Integrated Child Development Scheme (ICDS).

Anutai led from the front and set an example for her co-workers with her commitment and hard work and dedication. She was completely immersed in her mission. Over time, the 'Gram BalShiksha Kendra', which started as a play school for tribal children has evolved into a center known for its experiments and innovations to provide meaningful education to children. It has developed inexpensive educational aids from

locally available material. Even today, it attracts experts and serious students of education from across India and many countries.

Contribution of Anutai Wagh for women's empowerment

Anutail have observed the minute situation of tribal family. She understand the tribal problems & notice that for completing economical needs of family all members of family are working. Especially problems of female are very serious at the Boardi&Koasbad villages. There is no any authority who can touch the thoughts & traditions of tribal people. Then Anutai has decided that if we really want sustainable change in tribal family we need to focus on women empowerment. Women can be come in the regular flow of education & observed what new is coming in the world

Following programs are specially developed by Anutaiwagh for women empowerment

1. Night School
2. Short term courses(Shivankam, Handmade work etc.)
3. Establishment of family relations
4. Namkaranvidhhi (to decide the good name for newly born child)
5. Haldi- Kunku
6. Shikshanpatrika Magazine
7. Savitri Magazine
8. Preparation of educational material by local women
9. Organization of Guest Lectures for Women
10. Kisan orientation program
11. Varli Penting workshop
12. Cultural Programme for women
13. Palanaghar
14. Reading Libraries for girls
15. Thane Jilha Shrhi Shakti Jagruti Samiti
16. Senior Citizen Education program
17. Education in local Adhivashi Language
18. Participation of Government Authority in various tribal program

19. Receiving funding from State & Central government for tribal development
20. Effective Use of Youth Energy

Findings

1. Educational Programs of AnutaiWagh has made significant change in the tribal area
2. Tribal Women's have increase their confidence after participation in regular school program
3. Kosbad is become the popular education centre for tribal people
4. Magazine of Savitri & Shikshan Pakrika specially given the new identity to the tribal women
5. Participation of Tribal women is increase in various educational programs like Anganvadi & Gram Balsevika program
6. Due to the courses of Aganvadi Sevika & Balsevika local teachers are created for teaching in local area who knows local problems very well
7. Short term courses of skill development is played effective role for local employment
8. Participation in education material preparation helps for economical earning & local resources are also use properly
9. Orientation programs help for building confidence, developing interpersonal relations & group learning activity
10. Education in local adhivashi language helps in participation of male, female, adult & senior citizens in the educational program of Koasbad hill
11. Direct & indirect ratio of employment is increase in Kosbad& surrounding area due to educational growth

Conclusion

Great contribution for women empowerment given by Anutai. She was the recipient of several honours with some of the most significant being the Padma Shri, Jamnalal Bajaj Award and the FIE Foundation Prize. In 1982, the last decade of her life, Anutai co-founded Grammangal with Ramesh Panse. In the thirty-

five years since, Grammangal has grown from strength to strength enriching the learning of ever increasing numbers of school children in Maharashtra and outside. Due to the work of AnutaiWagh There is a quiet transformation taking place in many tribal schools in Maharashtra. The most visible signs of the changes are that the tribal children are enjoying school and learning better. In addition, there teachers also appear more relaxed and are not distracted by such issues as absenteeism, indiscipline and dropouts. The reason: a large number of schools have adopted the 'constructivist' approach to education thought by PadmashriAnutaiWagh. Many more are in various stages of implementation of philosophy though by AnutaiWagh

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Women's Law and actual beneficial policies for women

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Abstract:

The importance of Women as we all know cannot be denied. Woman – the power to create, nurture and transform! The word 'woman' has embedded in it the images of selfless love, care and affection. At the same time, women ignite the spirit of power and hope.

The remarkable contribution made by the Women to society is for all to see. It is a well-known fact that women have paved the path towards progress and struggled to take 'womanhood' to a level where it is now.

Women around the world have fought to secure women's rights and build more equitable societies. The voices of many women are still unheard and are continued to be dominated from securing their rights and realizing their full potential. But most are unaware of the Constitutional Provisions for their rights provided to them by the Law of our Country.

The Government of India has initiated many Schemes for empowerment of Women. Ministry of Women and Child Development, Govt. of India has started many Programmes. This is a small attempt to highlight all the beneficial schemes to the readers. It also focuses on the challenges in the way of empowering Women. It brings to the fore the efforts taken by India in dealing with the burning issues relating to women. It also attempts to bring to light the various women laws and also certain policies and schemes provided by the

Govt. for the benefit of women.

The paper concludes with a positive note that with all the required tools in hand what is required to meet the end is right administration and implementation.

Keywords: Empowerment, Schemes, Constitution, Law, Awareness.

Introduction

Why is there talk about women empowerment only? Why women need empowerment? Women comprise almost 50% of the total world population, yet this substantial section of the society needs empowerment. They are not in minority and biologically speaking it is a proven fact that the female race is superior to the male race. And still the question that arises is why the topic 'Women Empowerment' is the most debated one.

Let us understand this in order to get to know what empowerment is all about. The need for empowerment arose due to centuries of domination and discrimination over women who were the suppressed lot. They have been and still are targets of varied types of violence and discriminatory practices inflicted by men all over the world. India is no different when it comes to this.

India is a complex country and over centuries various types of customs, traditions and practices have been developed. These customs and traditions have become a part of our society's collective consciousness. Female goddesses are worshipped; great importance is given to the mothers, daughters, sisters, wives and other female relatives or friends. On the other hand these very women are badly treated both inside and outside their homes.

Indian society consists of people belonging to different religious belief wherein every religion gives the women a special place, teaching to treat women with respect and dignity. And yet society has developed in such a manner that various types of ill practices, both physical and mental, against women have

become a norm. Practice of Sati and dowry, parda system, female infanticide, wife burning, sexual violence, sexual harassment at work place, domestic violence and other forms of discriminatory practices are but a few such instances.

The reasons for such lowly inhuman behaviour are many but most importantly the male superiority complex and patriarchal system of society can be listed as the topmost. To reduce these ill practices and discrimination various constitutional and legal rights are in place but in reality lot has to be done to eliminate it completely. There are several self-help groups and NGOs working in this direction.

Women, themselves are breaking the glass ceilings and achieving great heights in all the fields; be it political, social and economic. But Society is yet to accept women as being equal to men and crimes or abuses against women are still rampant. For this to change, the Societal age-old deeply seeped in mind set needs to be changed through social conditioning and sensitization programmes.

Rationale

It is sad to see the discrimination and inequality that still continues to plague the society. Unfortunately, across the world, women had to and are still fighting for their independence and protection of rights. Since decades, women had struggled and are still fighting to express their right to speech, to vote, to equality, to education, to income and most importantly, to freedom.

Most women are not only ignorant about their rights but they also are not aware about the constitutional rights and the laws that have been enacted for the sole purpose of safeguarding their rights. The various governmental schemes and policies drawn for their benefits are not known and understood by them. This paper is a small attempt to bring all the aforementioned within their purview of understanding.

Research Methodology:

This study is based on secondary data sources. The necessary information about the Women Empowerment Schemes in India and its various components are collected from Books, Journals, Internet Source or related topic.

Women Empowerment and its significance.

To empower the women means to give them the strength and equip them with skills to rise above their miserable situations. But it also lays stress on the need to educate the men by inculcating in them a sense of respect and duty towards women who they need to treat as equals.

Women empowerment simply means giving power to women to decide for their own lives or inculcating such abilities in them so that they could be able to find their rightful place in the society.

According to the United Nations Development Fund for women (UNIFEM), women's empowerment mainly has five components:

- Generating women's sense of self-worth;
 - Women's right to have and to determine their choices;
 - Women's right to have access to equal opportunities and all kinds of resources;
 - Women's right to have the power to regulate and control their own lives, within and outside the home; and
 - Women's ability to contribute in creating a more just, social and economic order.
- Thus, women empowerment is nothing but recognition of women's basic human rights and creating an environment where they are treated as equals to men.

Women Empowerment in India

Historical Background:

Since ancient times to today's modern period, the -social, political and economic condition of Women has been fluctuating. Women during the ancient times had equal

status as the men. During the early Vedic era they were highly educated and references of women sages such as Maitrayi, Gargi shows the importance a woman held during that period.. There are evidences to show that widow marriages prevailed and Sati Pratha did not exist. Women had absolute control over their gifts and property received at the time of marriage (it was called "Parinaya") and it was considered a sin if relatives took away any sort of property belonging to the wife (Stridhana).

During the period of Smritis (period of codification of social laws) women were denied the right to study the Vedas. Marriage or domestic lives become compulsory for women. The Moguls allowed a sudden fall in the dignified position occupied by Indian women. Education for women was stopped. All kinds of discriminatory practices started to take from such as child marriage, devadashipratha, nagarvadh system, sati pratha etc. Women's socio-political rights were curtailed and they were made fully dependent upon the male members of family. Their right to education, right to work and right to decide for themselves were taken away. During medieval period the condition of women worsened with the advent of Muslim rulers in India.

Later on when the Britishers arrived in India, they listened to the wise counsel of social reformers like Raja Ram Mohan Roy and Swami Dayanand who were influenced by the modern concept of freedom, liberty, equality and justice and questioned the prevailing discriminatory practices against women and thus the several laws were enacted to improve the position of women, to bring back the dignity and glory of women.

Few of the enactments are as follows:

- Act prohibiting the practice of sati (in 1850)
- Cast disabilities removal act, 1850
- The Hindu widow remarriage act, 1856
- The special marriage act III of 1872

- The married women's property act, 1874
- The child marriage act, 1929
- The Hindu gains of earning act, 1930

These acts in themselves were very good but, since there was no matching enforcement, they were largely on paper and were not reflected in the actual society. But these acts gave a spark, a chance to various reformers and social workers like Ishwar Chandra, VidyaSagar, Ranade, and Annie Besant.

And the inclination of status of women started from this period. All the leaders of the freedom movement were of the view that women should be given equal status in the free India and all types of discriminatory practices must come to a stop. This could be possible only if provisions to that effect would be included in the Constitution of India which would help eliminate age-old exploitative customs and traditions thus leading to empower the women socially, economically and politically.

Constitution of India and Women Empowerment

The Constitution of India is one of the finest documents in the world. It provides provisions to secure equality in general and gender equality in particular. Various articles in the Constitution safeguard women's rights by putting them at par with men socially, politically and economically.

Laws for Women in India

- The Dowry Prohibition Act, 1961.
- The Equal Remuneration Act, 1976.
- The Immoral Traffic (Prevention) Act, 1956.
- The Maternity Benefit Act, 1961.
- The Medical termination of Pregnancy Act, 1971.
- The Commission of Sati (Prevention) Act, 1987.
- The Prohibition of Child Marriage Act, 2006.
- The Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and

Prevention of Misuse) Act, 1994.

- The Sexual Harassment of Women at Work Place (Prevention, Protection and) Act, 2013.

Government efforts

The Government of India launched a National Policy for Empowerment of Women in 2001. Through the Ministry of Women and Child Development, a nodal agency, for all matters pertaining to welfare, development and empowerment of women, various beneficial schemes have been evolved. These schemes are spread across a very wide spectrum such as women's need for shelter, security, safety, legal aid, justice, information, maternal health, food, nutrition etc., as well as their need for economic sustenance through skill development, education and access to credit and marketing.

Various schemes of the Ministry are- Swayamsidha program

— It is an integrated scheme for the empowerment of women at a total cost of Rs. 116.30 Crores.

— It is implemented by Ministry for women and child development.

— Crux of this program will be the establishment of women's self-help groups which will empower women to have increased access to all kinds of resources that they are denied, in addition to increasing their awareness and skills.

— This program will benefit about 9, 30,000 women with the setting up of 53,000 self-help groups, 26,500 village societies and 650 block societies.

National commission for Women

— Strengthening the overall processes that promote all round development of women.

Rajiv Gandhi National Crèche Scheme

Working women needs support in terms of quality, substitute, and care for their young children while they are at work. This scheme provides crèche and day care facilities to those working women's and poor women's. This

scheme comes under the central social welfare board.

Short Stay Home For Women and Girls

Short Stay Home for women and girls was introduced as a **social defense mechanism**, by the Department of Social Welfare in 1969. The scheme is meant to provide temporary accommodation, maintenance and rehabilitative services to women and girls rendered homeless due to family discord, crime, violence, mental stress, social ostracism or are being forced into prostitution.

Rajiv Gandhi Scheme for Empowerment of Adolescent Girls or SABLA

—It is a centrally sponsored scheme aimed at all-round development of adolescent girls.

—It aims at making the girls 'self-reliant' by improving their health and nutrition status, promoting awareness about health, hygiene, nutrition, adolescent reproductive and sexual health, family and child care and facilitating access to public services through various interventions such as guidance and counseling and vocational training.

—It also aims towards mainstreaming out-of-school adolescent girls into formal/non-formal education. Nearly 100 lakhs adolescent girls per annum are expected to be benefitted under the scheme.

STEP (Support to Training and Employment Program for Women)

—Aim of upgrading skills of women for self and wage employment

—The target group includes the marginalized asset less rural women and urban poor.

Social Empowerment and Education

- Elementary Education
- Secondary Education
- Vocationalization of Secondary Education Adult Education
- Higher and Technical Education
- Nutrition Education and Extension

-Sarva Shiksha Abhiyan

Health & Nutrition

- Integrated Child Development Scheme
- National Rural Health Mission
- Janani Suraksha Yojana
- Integrated Child Protection Scheme
- Food Security Mission
- National Iodine Deficiency Disorders Control Program (NIDDCP)
- Indira Gandhi Matritva Sahyog Yojana (IGMSY)

Ujjawala

This schemes aims to prevent trafficking of women and children for commercial sexual exploitation through social mobilization and involvement of local communities, awareness generation program generate public discourse through workshops/seminars and such events and any other innovative activity.

Conclusion and Suggestions:

It can be said that women in India, through their own unrelenting efforts and with the help of Constitutional and other legal provisions and with the aid of Government's various beneficial schemes, are striving to find their own place under the sun. But we still are lagging in achieving the equality and justice which the Preamble of our Constitution expects.

Proper awareness for laws should be there. Laws should not be restricted to papers only but the implementation of law should be there so that every woman can be familiar with her rights. The patriarchal and male-dominated societal structure which considers women as subordinates to men and subjugates them is another setback. Primary focus has to be to educate and sensitize males regarding women issues and inculcate a feeling of togetherness and equality among them so that they would stop their discriminatory practices against them. Apart from Governmental efforts, NGOs too must come forward to help. At homes must female members must be empowered by providing them equal opportunities of education,

health, nutrition and decision making without any discrimination.

Awareness camps for women should be organized where they can become familiar with the framed schemes and policies and can take benefit of those schemes and policies.

Thus the paper concludes with a positive note that with all the required tools in hand what is required to meet the end is right administration and implementation.

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06

Women Empowerment Status in India

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Women Empowerment

Women empowerment can be defined in very simple words that it is making women powerful self dependent so that they can take their own decisions regarding their lives and well being in the family and society. It is empowering women to make them able to get their real rights in the society.

Why Need of Women Empowerment in India

As we all know that India is a male dominated country where males are dominated in every area and females are forced to be responsible for only family care and live in the home including other many restrictions. Almost 50% of the population in India is covered by the female only so the full development of the country depends on the half population means women, who are not empowered and still restricted by many social taboos. In such condition, we cannot say that our country would be a developed in the future without empowering its half population means women. If we want to make our country a developed country, first of all it is very necessary to empower women by the efforts of men, government, laws and women too.

The need of women empowerment arose because of the gender discrimination and male domination in the Indian society since ancient time. Women are being suppressed by their family members and society for many reasons. They have been targeted for many types of

violence and discriminatory practices by the male members in the family and society in India and other countries as well. Wrong and old practices for the women in the society from ancient time have taken the form of well developed customs and traditions. There is a tradition of worshipping many female goddesses in India including giving honour to the women forms in the society like mother, sister, daughter, wife and other female relatives or friends. But, it does not mean that only respecting or honouring women can fulfil the need of development in the country. It needs the empowerment of the rest half population of the country in every walk of life.

India is a famous country proving the common proverb like 'unity is diversity', where people of many religious beliefs are in the Indian society. Women have been given a special place in every religion which is working as a big curtain covering the eyes of people and help in the continuation of many ill practices (including physical and mental) against women as a norm since ages. In the ancient Indian society, there was a custom of sati pratha, nagar vadhu system, dowry system, sexual violence, domestic violence, female infanticide, parda pratha, wifeburning, sexual harassment at work place, child marriage, child labour, devadashi pratha, etc including other discriminatory practices. All such type of ill practices is because of male superiority complex and patriarchal system of the society.

Socio-political rights (right to work, right to education, right to decide for themselves, etc) for the women were completely restricted by the male members of family. Some of the ill practices against women have been eliminated by the open minded and great Indian people who raise their voices for the discriminatory practices against women. Through the continuous efforts of the Raja Ram Mohan Roy, Britishers were forced to eliminate the ill practice of Sati paratha. Later, other famous social reformers

of the India (Ishwar Chandra Vidyasagar, Acharya Vinoba Bhave, Swami Vivekananda, etc) also had raised their voices and worked hard for the upliftment of women in Indian society. In India, the Widow Remarriage Act, 1856 was initiated by the continuous efforts of Ishwar Chandra Vidyasagar in order to improve the conditions of widows in the country.

In the recent years, various constitutional and legal rights have been implemented by the government of India in order to eliminate ill practices and gender discrimination against women. However, in order to solve such a big issue, the continuous effort of everyone including women is required. Modern society is being more aware about the women rights which results in the increasing number of several self-help groups, NGOs, etc working in this direction. Women are being more open minded and breaking the societal barriers in order to achieve their rights in all dimensions even after crimes are going side by side.

Some of the acts passed by the Parliament are Equal Remuneration Act-1976, Dowry Prohibition Act-1961, Immoral Traffic (Prevention) Act-1956, Medical termination of Pregnancy Act-1971, Maternity Benefit Act-1961, Commission of Sati (Prevention) Act-1987, Prohibition of Child Marriage Act-2006, Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act-1994, Sexual Harassment of Women at Work Place (Prevention, Protection and) Act-2013, etc in order to empower women with legal rights.

In order to provide safety to women and reduce crime against women in India, government has passed another act Juvenile Justice (Care and Protection of Children) Bill, 2015 (especially after Nirbhaya case when an accused juvenile was released). This act is the replacement earlier Indian juvenile delinquency law of 2000 (Juvenile Justice (Care and Protection of Children) Act, 2000) in order to reduce the juvenile age from 18 to 16 years in

cases of heinous offenses.

In order to really bring women empowerment in the Indian society, it needs to understand and eliminate the main cause of the ill practices against women which are patriarchal and male dominated system of the society. It needs to be open-minded and change the old mind set against women together with the constitutional and other legal provisions.

Need of Women Empowerment

Empowerment is probably the totality of the following or similar capabilities:

* Having decision-making power of their own

* Having access to information and resources for taking proper decision

* Having a range of options from which you can make choices (not just yes/no, either/or.)

* Ability to exercise assertiveness in collective decision making

* Having positive thinking on the ability to make change

* Ability to learn skills for improving one's personal or group power.

* Ability to change others' perceptions by democratic means.

* Involving in the growth process and changes that is never ending and self initiated

* Increasing one's positive self-image and overcoming stigma

So from the above points we can divide the components of Women's empowerment in five components, which is self explanatory that why there is need of women empowerment:- women's sense of self-worth; -their right to have and To determine choices; -their right to have access to opportunities and resources; - Their right to have the power to control their own lives, both within and outside the home; -and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally. Relationship between Higher Education and Women Empowerment Higher

education definitely raises women's status whether she contribute in the income of the family or not. She can be at par with men. Majority of the women in our country are uneducated that is why they are suppressed. It is the duty of school teachers to tell them that becoming a wife is not their ultimate goal. Their standing up on their feet and being something is important. Education can bring phenomenal change in women's life resulting in social transformation in the long run by inculcating following attributes among them:

1. Enhancing their confidence
2. Raising their status in the family and society

3. Bring awareness about their rights

4. Boosting their self esteem

5. Increasing their self efficacy

6. Reducing their dependency

7. Better upbringing of their children

8. Enhancing their mobility

9. Opening career opportunities

Increased knowledge, self-confidence and awareness of gender equity are indicators of empowerment process (Murphy-Graham, 2008). There is evidence that these components are usually developed during and as a result of higher education (Maslak and Singhal, 2008). Women, who are educated and earning, are in much better position in our society as compared to uneducated women worker. This is a commonly understood view about the role of education in transforming women. Hindrance of Women Empowerment & in Higher Education There are many hindrances in the path of women empowerment and in higher education. Some of them are as follows –

Lack of education Financial constraints Family responsibility Low mobility Low ability to bear risk Low need for Achievement Absence of Ambitions for the Achievement Social status Status of Women in Indian Society he worth of a civilization can be judged by the place given to women in the society. The Muslim influence on India caused considerable deterioration in the status of women. They were deprived of their rights of equality with men. Raja RamMohan Roy

started a movement against this inequality and subjugation. The contact of Indian culture with that of the British also brought improvement in the status of women. The third factor in the revival of women's position was the influence of Mahatma Gandhi who induced women to participate in the Freedom Movement. As a result of this retrieval of freedom, women in Indian have distinguished themselves as teachers, nurses, air-hostesses, booking clerks, receptionists, and doctors. They are also participating in politics and administration. But in spite of this amelioration in the status of women, the evils of illiteracy, dowry, ignorance, and economic slavery would have to be fully removed in order to give them their rightful place in Indian society.

Conclusion

On the basis of above detailed analysis it could be concluded that there is no doubt about the essential need of empowering women. Now it is cleared that only literacy is not the ultimate solution but women should be highly educated to know their rights and duties. And should be able to use their rights as per the need. But it is also mandatory that there should proper implementations what policies are made and what government of India has made different programmes regarding women empowerment.

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07

ROLE OF HOMEMAKER IN NURTURING GENERATION

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Abstract

The main aim of this study is to understand the role of homemaker in nurturing generations vis a vis women empowerment. The word "women empowerment" means empowering the women in such way that they become capable to take their own decisions related to their lives, family and society. This paper sheds light on the study of role of homemaker who are instrumental in the upbringing of the youth and in building and nurturing a healthy and stronger future generation.

The concept Women Empowerment is the broader concept and has a deep meaning in it. It says that making women powerful which helps them to take their own decisions by breaking all the limits of the society and family. Empowering women is important for the development of a society, since it helps in uplifting the quality and the quantity of human resources available for development.

In today's world there is lot of need in empowering homemakers, after all she nurtures the generation in all those ways makes them

perfect or up to the mark where they can survive themselves in today's world. Homemaker is the women who spends all her time in looking after the home,kids,family .She doesn't have the job,but still we can say she is doing the most important a job than anyone else is.Her job is a thankless job. A homemaker helps in learning all the hardship and life lessons so that the generation can survive on its own in the todays competition world.

Keywords: Women Empowerment , Nurturing, Homemaker, Youth,

Objectives: 1.To understand the concept of women empowerment. 2.To know the meaning of a homemaker. 3. To understand the role of homemaker in nurturing future generation.

Introduction:

Women Empowerment

It means encouraging women to be self-reliant, financially independent, have positive self-esteem, confidence to face any worst situation whatever it may be and participate in various socio-political development endeavors. These gives us a sense in accepting women as individuals responsible for making and taking educated decisions about them as well as the society, increasing and improving the economic, political and legal strength of the women, to assure equal-right as men, achieve goals for development and sustainability, and improve the quality of life for their families and societies. Empowering the women starts from home itself where in our home we have our homemakers who make the home alive and nurtures the generations. The art of Homemaker is Homemaking, Homemaking means art of turning the house to home.A homemaker converts four walls of the house into a place where children can be nourished, a husband can rest and peace, a family can flourish, and friends can gather, meet and enjoy. Of course, making a home includes caring for a home, but at the heart of homemaking is a clear vision of the desired future. The wife and mother she is the queen of

the home, the empress of the forest, the nurturer of nation youth. In an almost speculative way, the home she builds or makes creates the space in her family's minds and hearts to raise, to grow, to reach their maximum potential they have.

Women's Empowerment also means her rights also her self-reliance, self-confidence, control, power to take decisions and also the ability to bring positive changes in the society. When women looks after her house no one has to guide her that how she should maintain her kitchen, she is the one who looks after all the favorite dishes of each and every one present in the house.

Who is a homemaker ?

Homemakers are literally makers of the home. The home is said to be one of the most important places. It is the place where the most learning takes place. It is where character is built and habits are formed. The home is a place of safety and shelter from the world. Homemakers choose the environment of their homes. Hence it is necessary to Elevate the Word Homemaker!

A homemaker is the one who chooses to stay at home and take care of family. A homemaker doesn't mean a housewife or married one or it isn't that a homemaker should be a woman or belong to any certain religion. A homemaker is the one who possess love, time and patience. To become a homemaker is a very personal decision.

The role of homemakers has certainly changed through the decades. We may not hear many women today saying they want to be a homemakers. They may not don't see the importance of homemaking. But all the homemakers need to take heart. They must remember that taking good care of children, spouse, and home never goes out of style. Keeping the house clean, preparing healthy meals and being dependable are all values that are here to stay.

Homemakers possess a lot of great

qualities. Ideally, homemakers are thrifty, organized, reliable, flexible, and resourceful people. The role of a homemaker includes food planner, shopper, and preparer, housekeeper, budgeter, errand runner, child caretaker, empathetic listener, and many more.

Homemakers use their time, strengths, gifts, and service to make their house a home.

Following are few roles of a homemaker:

- Planning meals
- Buying foods
- Preparing and cooking food
- Serving food
- Washing-up after meals
- Cleaning the house
- Organizing the home
- Decorating the home
- Doing seasonal cleaning like washing all the curtains
- Decorating (arranging the furniture and ornaments, and choosing the colors of things)
- Washing clothes
- Ironing clothes
- Shopping for new clothes and other family needs
- Getting children ready for school
- Bathing and dressing children
- Feeding babies
- Playing with children
- Caring for sick people
- Caring for pets
- Planning for guests and holidays/celebrations
- Entertaining guests
- Remembering everybody's birthday.
- Helping with homework
- Supervising music practice
- Reading storybooks
- Putting children to bed
- Teach children good values
- Also to give valuable environment to children in home
- Cleaning out the garage
- Maintaining and watering household

plants

- Preparing a budget
- Researching ways to use the household's income most efficiently

A homemaker has to look after all the aspects of running a household, right from preparing meals, cleaning and maintaining home, often decorating the home, minor home repairs, creating a comfortable living environment.

Need For Homemaker

Homemaker is the person at home who plays a very crucial role. Various roles and responsibilities are performed by a homemaker. When children are in growing age, that's the time where homemaker can feed them all the valuable qualities to survive in life like the values of respect, kindness, helping, loyalty, trust worthy and many more. These values are not taught anywhere in their schooling or colleagues life, these things should be taught at correct time to get better human being.

If homemakers are raising children, they are molding tomorrow's leaders. They should not feel irrelevant because even if they don't earn an income, no price can be put on a homemaker's time and attention. Providing a stable, loving environment is the best thing a homemaker can do as a parent.

As rightly said by David O : "The home is the first and most effective place for children to learn the lessons of life: truth, honor, virtue, self-control; the value of education, honest work, and the purpose and privilege of life. Nothing can take the place of home in rearing and teaching children, and no other success can compensate for failure in the home."

Nurturing Future Generations

Nurturing Future Generations goes beyond the stilted rhetoric on the problems of youth and the dilemma for society. Today's children are the next generations who will lead the world far beyond our own lifetimes. More than anything it is only the life skills and basic

human values that would make their lives easier and enriched.

The basic foundations of their early years should be strength for them to face the perils of the world. And this foundation is laid by none other than the homemaker! These strengths include curiosity, creativity, judgement, kindness, perspective, leadership, perseverance, bravery, zest, honest, social intelligence, fairness, forgiveness, teamwork, love, gratitude, love of learning, self-regulation, spirituality, humility, appreciation of beauty, prudence, hope, and humor.

Conclusion

It cannot be denied that a homemaker plays a very important role in nurturing future generations and leaders of tomorrow. Her role also cannot be ignored or belittled. It can be accepted that a homemaker is empowered in her quest of shaping leaders and healthy youth. Every homemaker may come in so many ways. But firstly her role as a homemaker should be appreciated and respected.

Research Methodology:

The study is largely based on secondary data that is widely collected from Journals, Research papers, and websites relating to the same.

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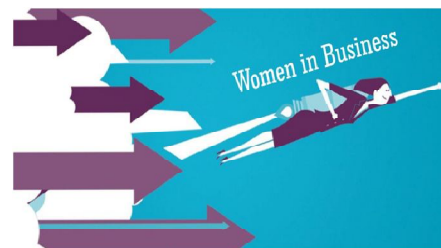
08

WOMEN ENTREPRENEURSHIP: EMERGING ECONOMIC WORKFORCE IN 21ST CENTURY IN INDIA

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WOMEN ENTREPRENEURSHIP : EMERGING
ECONOMIC WORKFORCE IN 21ST CENTURY IN
INDIA



ABSTRACT

In twenty first Century, the transformation of social material of the Indian society, in terms of magnified academic standing of girls and varied aspirations for higher living, necessitated a modification in the life style of Indian women. Social and economic development of girls is important for overall economic development of any society or a rustic. Entrepreneurship is that the state of mind that many ladies have in her however has not been capitalized in India in approach during which it ought to be.

Due to modification in atmosphere, currently individuals are more leisurely to just accept leading role of girls in our society, though there are some exceptions. She has competed

with man and with success stood up with him in each walk of life and business. These ladies leaders are assertive, persuasive and willing to require risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance.

Developing and developed nations have realised that developing ladies entrepreneurship is indispensable to flourish, as economically dominant nations within the trendy sophisticated world. Therefore, creation of platforms and networks for entrepreneurial culture are outstanding problems globally. In this circumstances the difficulties long-faced by ladies bourgeois and their standing within the society are mentioned.

Keywords: Women Entrepreneurs, capitalized, transformation, creation of platform, obstacles, global perspective, Opportunities.

1. INTRODUCTION:

“The best measuring device to the progress of a nation is its treatment of its ladies.”—**Swami Vivekananda**

Within the twenty first century the business ladies within the kind of ladies entrepreneurs are highest rising entrepreneurial populations within the India. In this gift era, the well-read women do not want to bind their lives in the four walls of the houses. A woman is jam-packed with life as she plays several roles in her life. A woman may be a pilot of a family and successively nation. They can demand for equal respect from others. However there's a protracted approach for Indian ladies to attain equal rights and position as a result of our Indian Society traditions are deep frozen and our society remains currently male dominated one. In spite of all social barriers, Indian women try to achieve their target. They manage to endure in this cut throat competition with their hard work.

The current development and changes in the world shows that women are currently making notable contribution towards the wealth of the country. Forbes reports that they are becoming more entrepreneurial, owning more

than 36% of all businesses in 2012 [35]. This was a tremendous jump from year 2007. The Global Entrepreneurship Monitor (GEM) reported that there are 126 million women starting or running businesses. Among them 98 million operating established (over three and a half years) businesses. That's how women entrepreneurs are impacting the global economy

2. METHODOLOGY OF STUDY

This is a conceptual paper and the researcher has adopted the method of reviewing different research articles, research journals, websites, eBooks and case studies, to collect data about entrepreneurship and woman entrepreneurship which is consequently incorporated as an inspiration paper written by the investigator. The study relies on secondary sources of knowledge.

The main objective of the study is to know and to study of current scenario of women entrepreneurs, and also to study of the obstacles faced by women entrepreneurs. The researchers have placed their own observations relating to identical.

LITERATURE REVIEW

The focus of literature review will be at the concept of entrepreneurship, and then drive on to look at female entrepreneurship and related definitions. An important tool thought-about in permitting feminine management and liberation is feminine Entrepreneurship. Directing a literature review may be an important component of the analysis method. This paper appearance at the literature around feminine entrepreneurs, concentrating on feminine entrepreneurship in India.

Vosle in 1994 quoted that “The bourgeois is one UN agency drives the method of economic process and mediates the inputs and outputs of the economic system”.

Singh and Belwal (2008: 1) quote Desai (1999) to explain the roots of the word bourgeois. They state “The word bourgeois springs from the French verb *entreprenre*

meaning to undertake". "Schumpeter (1934) represented the bourgeois because the originator UN agency introduces one thing new into Associate in Nursing economy"

"...Kirzner (1997–authors own addition) stressed the fact that the entrepreneur is the decision maker in a particular cultural context, who commands a range of behaviour's that exploit these opportunities".

WOMEN ENTREPRENEURS OF THE 21ST CENTURY

This is the century of telecommunication, IT and financial institutions. Women's experience all told these industries is starting to emerge and ladies are rising as a force to reckon with. Many of those new industries are headed and guided by ladies UN agency are seen as pioneers and mavericks. The loci of power have shifted away from traditional venues such as old boys clubs, golf courses and cigar smoking rooms to power now being vested with energetic new upstarts figuring out of their homes or on their laptop terminals from home. This new pot of chance will become the proverbial melting pot for professionally trained and enterprising ladies. Here there are fewer barriers to overcome, less pre-conceived notions, fewer well entrenched assumptions and rules and lesser gender agenda in the secondary environment.

The transition to consecutive millennium is wherever the ladies can produce new paradigms of being a female offspring UN agency takes the responsibility of her folks, is a wife who wishes to create a home and a family, a mother who takes a charge of the children to make them the children of the new millennium. She is additionally the bourgeois UN agency builds Associate in Nursing enterprise and discovers her relevancy and that means of her life in herself. She accepts the individuality of her identity and is willing to share the house. Simultaneously with all the dreams of intimacy she searches for mutuality, dignity and respect.

She is additionally hospitable a life while not wedding and a parenting while not a father. Women of nowadays have a brand new avatar within the free rolling 90's.

TOP MOST WOMEN ENTREPRENEURS IN INDIA

1. Successful Women Entrepreneurs in India of 21st Century
 2. Akhila srinivasan, Managing Director, Shriram Investments Ltd
 3. Chanda Kocchar, Executive Director, ICICI Bank
 4. Ekta Kapoor, Creative Director, balaji Telefilms Ltd
 5. Jyoti Naik, President, Lijjat Papad.
 6. Kiran Mazumdar Shaw, Chairman & Managing director, Biocon Ltd.
 7. Lalita D.Gupte, JMD, ICICI Bank.
 8. Naina Lal Kidwar, Deputy CEO, HBSE.
 9. Preetha Reddy, Managing Director, Apollo hospitals.
 10. Priya Paul, Chairman, Apeejay Park Hotels
 11. Rajshree Pathy, Chairman, Rajshree Sugars & Chemicals Ltd.
 12. Ranjana Kumar, Chairman, NABARD.
- SWOT Analysis: A parameter to examine the growth and performance of women entrepreneurs in India.

WOMEN ENTREPRENEURS

Now the question is that what's the which means of entrepreneurship for a woman? Women Entrepreneurship means that not solely Associate in Nursing act of business possession, it also boosts the economy for everyone, and the empowered women can smash scarcity - not only for themselves, but for their families, societies, and countries too. As per Government of Asian country "An enterprise closely-held and controlled by a girls having a minimum monetary interest of fifty one per cent of the capital and giving a minimum of 51 per cent of the employment generated by the enterprise to women." The policy maker cannot neglect the

truth that women are now a promising economic force. Now the trendy world yet because the democratic economy is currently balanced by the participation of each sexes. Women entrepreneurs are creating a major blow altogether the segments of the economy that is quite twenty fifth of every type of business. Business analysis, 2009 women entrepreneur were growing twice as fast as the other business since 1997 to 2002. During the 2008 economic depression, 5% of high potential women and 4% of high potential men left their employment to establish their own business. .

WOMAN ENTERPRISES IN DEVELOPED COUNTRIES

The growth issue is especially necessary in high financial gain countries wherever girls ar more and more getting into technology primarily based business ventures. As compared to males females-owned corporations show that companies headed by girls tend to be smaller & grow a lot of slowly than those headed by men. Generally, smaller in size & slower growth rates ar perceived as issues. Shane and venkataraman, (2000). Indeed girls face multi-dimensional challenges like external finance as business house owners & managers. Additional barriers include socialization networks & practices, family roles and possible lack of business contacts. Disadvantages practised by girls altogether these areas are widely believed to end in higher failure rates & lower growth rates for girls closely-held businesses. Bowen, and Hisrich, (1986). An increasing variety of students believe that the expansion of a business is a minimum of, partially determined by the entrepreneur's motivations.

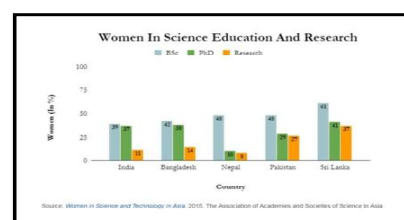
Owned enterprises over the past sixteen years remains over the national average. As per stock market OPEN State of Women-Owned Business Report, the top-ranking countries on the basis of the revenue generation by the women-led firms are United State (No. 1), Australia (No. 2), Germany (No. 3), France (No.

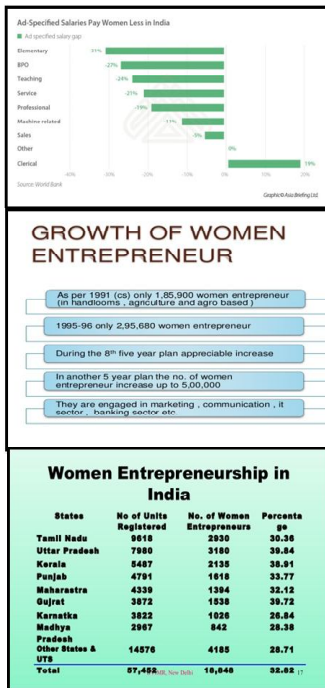
4) and Mexico (No. 5). On the opposite hand, in spite of India's recent economic surge, it ranked No. 16. Other rankings embody Japan (12), Morocco (13), Brazil (14) and Egypt (15), and Uganda (No. 17).

A sense towards sovereign deciding is that the key issue to settle on the profession as a challenge. Saddled with house chores Associate in Nursing different responsibilities towards her family girls need to urge liberty underneath the influence of those factors and as an urge to try to one thing new. Such circumstances are known as pull factors. In case of push factors girls engaged in business activities because of family pressure and therefore the responsibility is drive upon them.

PRESENT POSITION OF WOMEN ENTREPRENEURS IN INDIA

Women represent close to 1/2 the entire world population yet as in Asian country conjointly. Women are the better half of the society. In our societies Indian girls at treated as show items to be unbroken reception. But currently they're conjointly enjoying the impact of globalisation not solely on domestic however conjointly on international sphere. Women take off of the four walls to contribute altogether activities. Indian girls at able to take burden of labour in house and yet because the work place. From several survey it's discovered that the feminine entrepreneurs from Asian country are manufacturing a lot of capitals than the opposite a part of the planet. Since middle 1991, a drastic change takes place in Indian Economy. India has great entrepreneurial potential. At the current era, girls participation in monetary activities is marked by a coffee work participation rate. India provides a good example of entrepreneurs.





Obstacles faced By Women Entrepreneurs in India:

In Indian context attitude towards the women are still conquered by the tough resistance from the male ego and the problem of Indian women pertains to her key responsibility towards family. From the beginning till the enterprise function, women entrepreneur comes across a series of problem. In rural areas women are considered as helpers. The main obstacles faced by women entrepreneurs are as follows:

1. The biggest turning point of a woman's life is marriage. She turned into a daughter-in-law from a daughter. The priority is also changed with this. The dream of a woman has ripped like a fruit. Expectation from the family and personal commitment are mostly a great barrier for succeeding in business career. In such circumstances, it will be very much complicated to focus and run their enterprise successfully. Because Indian women are much conscious about their family obligations compare to business responsibility.
2. Cast and religions dominator also

hinder women entrepreneur. For this women entrepreneur cannot overcome the obstacle before them to grow and flourish. In rural areas, women face more social and political obstacle.

3. Though our constitution speaks of equality between sexes, male patriot is still the order of the day. Male dominated society destroys a female capability ability shows much less than male.

4. In our India 60% of total women are illiterate. They are far behind in the field of education. Due to lack of appropriate education, women entrepreneurs are in dark about the rapidly growing new technology, new methods of production, marketing techniques, and other governmental policy.

5. Different institutions in the financial sector expand their utmost support in the form of different incentives, loans etc. Many woman entrepreneurs do not aware of all these assistance provided by the institutions. Even the financial institutes are not coming forward to give financial assistance to.

In the present market scenario the competition is too high; women entrepreneurs must survive in the market against the male counterpart who has enormous experience and capacity to adopt technology in running enterprises.

6. For running an enterprise risk-bearing capacity is essential. But a woman in India by character is very shy. Beside this due to non-adoption or slow adoption to changing technology also reduce their risk taking ability.

7. For an enterprise a good management is necessary. But many of women entrepreneurs are not efficient at all in some managerial functions like planning, staffing, directing, controlling, motivating, and coordinating. Therefore inadequate managerial ability of women becomes a problem for them to run the enterprise successfully.

8. Moving alone for business purposes are still seemed to be with suspicious eyes.

Sometimes, younger women feel uncomfortable when dealing with men for work related aspects.

9. Since women cannot run here and there for promotion, supply and money collection, they have to depend upon the middle men for these activities. Middle men lean to exploit them in the excuse of helping. These result in less sales and lesser profit.

10. Self-motivation, self confidence are the key ingredients for a successful business. But women suffer with lack of self confidence because of their inborn nature.

Table 1: Govt Plan for the Growth of Women Entrepreneurship Through Five Year

S.	Five Year Plan	Inspections on Women
No.		
1.	First Five-Year Plan (1951-56)	Visualized a number of welfare measures for women. Sets up the central and social welfare board for promoting welfare work.
2.	Second Five-Year Plan (1956-61)	Supported the development of women to work at the grass roots.
3.	Third and Fourth Five-Year Plans (1961-66 and 1969-74)	supported female education as a major welfare Measure
4.	Fifth Five-Year Plan (1974-79)	emphasized training of women
5.	Sixth Five-Year Plan (1980-85)	recognized women's lack of access to resources as a critical factor im pending their growth
6.	Seventh Five-Year Plan (1985-90)	emphasized the need for gender equality
7.	Eight Five-Year Plan (1992-97)	focused on empowering women, especially at the grass roots level
8.	Ninth Five-Year Plan (1997-2002)	adopted a strategy of women's component plan
9.	Tenth Five-Year Plan (2002-07)	aims at empowering women through translating the recently adopted National Policy for Empowerment of Women (2001)
10.	Eleventh Five Year Plan	encourage women in setting up their own ventures

Right efforts are required in the improvement of women entrepreneurs and their greater contribution in the entrepreneurial activities. Women entrepreneurs need to be given assurance, freedom, and mobility to come out of their absurdities. The following actions are recommended to authorize the women to grab different opportunities and face challenges in their business.

LIMITATION AND FUTURE DIRECTIONS

The study has several limitations. Firstly while the study psychoanalyze the relationship between women entrepreneur and family. Secondly the parallel refereeing factor has not been judged, business satisfaction which may

bridge up the liaison between family support and family satisfaction. A third limitation is the lack of awareness to the possible role played by growing cultures, values and ethics to the issues of women entrepreneurship.

It is critical for women entrepreneurship research to fully understand the conditions under which the women entrepreneur experience conflict between their roles. There is a need to consider the behavioural research. In addition further studies to investigate the cross cultural behaviour studies in different parts of India. The study could also be based on the spiritual aspect on behavioural change in women entrepreneurship. This spiritual sight would also provide additional insights.

SGGESTIONS FOR PROMOTING WOMEN ENTREPRENEURS IN INDIA

Right efforts are required in the improvement of women entrepreneurs and their greater contribution in the entrepreneurial activities. Women entrepreneurs need to be given assurance, freedom, and mobility to come out of their absurdities. The following actions are recommended to authorize the women to grab different opportunities and face challenges in their business.

1] There should be a continuous attempt to inspire, encourage, motivate and cooperate women entrepreneurs.

2] Attempts should be there to enhance the standards of education of women in general as well making effective provisions for their training, practical experience and personality development programmes, to improvise their overall personality standards.

3] Attempts to establish for them proper training institutes for enhancing their level of work-knowledge, skills, risk-taking abilities, enhancing their capabilities.

4] Attempts to bring about a society attitude change, generation of awareness and consciousness on the policy of self-development of women entrepreneurs.

5] Attempts by various NGO's and government organizations to spread information about policies, plans and strategies on the development of women in the field of industry, trade and commerce.

6] Forming a cooperative association of women entrepreneurs to mobilize resources and pooling capital funds, in order to help the women in the field of industry, trade and commerce.

7] Offering seed capital, uplifting schemes, women entrepreneurs fund etc. to encourage them economically.

8] To establish all India forums to discuss the problems, grievances, issues, and filing complaints against constraints or shortcomings towards the economic progress path of women entrepreneurs and giving suitable decisions in the favour of women entrepreneurs and taking strict stand against the policies

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AN EMPIRICAL STUDY ON CONSUMER PROTECTION AWARENESS AMONG THE RURAL WOMEN IN GUNTUR DISTRICT

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Abstract

The present investigation was carried out to know the awareness of rural women regarding Consumer Protection Act. The study was conducted on 200 rural women from Guntur district. Convenient sampling technique was used for sample selection and data were collected through an interview schedule. The results indicated that majority of the respondents got important source of information regarding awareness about consumer protection act is television. The average number of rural women are aware of Consumer Protection Act. Moderate level of consumer rights awareness among rural women consumers is observed. The positive evidence has got that majority of rural women are aware of quality assurance standards.

KEYWORDS: Consumer Protection Act, Awareness, rural women

INTRODUCTION

The customer is the most important visitor on our premises. He is not dependent on us. We are dependent on him. He is not an interruption on our work. He is the purpose of it. He is not an outsider on our business. He is part of it. We are not doing him a favour by serving him. He is doing us a favour by giving us an opportunity to do so"~MAHATMA

GANDHI

The rural population in India comprises the core of Indian society. The consumers have been sucked into the market economy and today the market determines the needs and preferences of consumers. This consumer culture and the changing consumption pattern is now not only confined to the urban areas but is going deep down to the rural markets. The rural markets are the new hunting grounds for the business. A consumer is a person or group of people who are the final users of products and or services generated within a social system. A consumer may be a person or group, such as a household, the concept of a consumer may vary significantly by context, although a common definition is an individual who buys products or services for personal use and not for manufacture or resale. The terms "consumer" and "customer" are often used interchangeably, but a consumer and customer are not always the same entity. In essence, consumers use products while customers buy them. A consumer may also be a customer and a customer can also be a consumer, but situations occur where this is not the case. In general, your marketing efforts should be geared toward the consumer, rather than the customer.

Customers and consumers also exist in the business world. If your business operates a fleet of company vehicles, for example, you will likely be a consumer of services such as fuel cards and insurance sold by entities that specifically deal with businesses instead of the general public. These entities market their services directly to businesses in the hope of ultimately making them their customers. It is in a consumer's best interest to have a high awareness of the products she/she buys. Higher awareness can lead to saving money and/or improving the quality of the goods purchased, or in economic terms, increasing the chances of being on a higher (better) indifference curve. If we look at the opposite scenario, a poorly informed consumer will spend more money on

products that provide less utility to the consumer, and there can be a loss, either private or social.

The Consumer Protection Act for better protection of the interests of consumers. It is a generous social legislation that lays down the rights of the consumers and provides promotion and protection of the rights of the consumers. This act has enabled to all consumers to secure less expensive and often speedy redressal of their grievances. The act mandates establishment of consumer protection council at the central as well as in each state and district to promote consumer awareness and protection. In India, C. Rajagopalachari was the first to start Consumer Protection Council at Madras in 1950. The Government of India came forward with Consumer Protection Council in 1983 and Consumer Protection Act in 1986. This act was an important legislation passed to ensure that a proper system is established for the protection of consumer rights and redressing of consumer disputes. Consumer protection act is one of the dynamic parts of socio-economic legislation enacted for the protection of consumer by the way of right to safety, right to information, right to choose, right to be heard, right to redressal and right to consumer education.

At present, women are working as multi-tasked role players like house maker, employer, business and professional women with their hard work. In these positions there has been a gradual evolution in the status of women, and they are called as marketers. Women account for almost of all domestic purchases including health care and sustain her family as a homemaker. Homemaker was the actual buyers for the food in the family (Nimkar, 1976). Home makers took independent decision in all the areas of food buying except financial aspect. Women's position as care givers has meant that women engaged in the part of buying things that provide sustenance for home and family. Although it is often played down, women have

a great deal of influence in the economy as consumers, in other words, a lot of spending power. As consumers, women live under a good deal of pressure. Many women must find ways to feed their families on a limited budget. They search for a balance between affordability, nutrition and availability countered with the personal preferences of their families.

Stopping for fast food seems easier than rushing home to cook dinner for the family after a long day at work. The Indian consumers are cheated to rupees in crores annually through various device invented by clever businessman, producers and traders. (Anon, 1995). It is found that people prefer to absorb and endure the wrong done to them rather than light against injustice. This is because consumers do not know the ways and means or facing them confidently (Neelkhanta & Anand, 1992)

REVIEW OF LITERATURE

Review of earlier literature is crucial for the present study. The following researches had conducted on consumer protection act awareness.

Dr AK Chandra (2011)¹ studied the working of Consumer Forum of Raipur district and he also analyses the consumer movement and highlighted the problems being faced by the Consumer Forum of Raipur district. He examined the hypothesis regarding consumer knowledge and awareness.

Sewanand (2012)², Consumer Awareness and Consumer Protection Act-A study. This study reveals that all the respondents are having general awareness in relation to consumer protection. They are well-versed with the term JAGO GRAHAK JAGO almost in all respect. Quality parameters/standards Like ISO, ISI Agmark, etc., are also not new to them.

Dr. P. Jayasubramanian and Miss A. Vaideke (2012)³ studied consumer awareness and Attitude towards consumer protection measures. Their study revealed that no significant association between gender and

attending awareness meetings. They also studied the association between age and attending awareness meetings. Study also found the association between age and attending awareness conferences.

Dr.N.Sundaram and C.Balaramalingam (2012)⁴, Women awareness on consumer rights- A Study with reference to Vellore city. The result showed that women consumers showed low level of awareness about consumer rights. The main reason for low awareness of consumer rights among women consumers is low education and low socio-economic status.

Dr.Horen Goowalla (2013)⁵ A study on consumer protection: Its awareness among the rural people in Assam: A case study with special reference to Jorhat district of Assam. A survey was conducted on 400 consumers. 90% of the people surveyed have felt exploited by the seller at one time or the others.75% people were aware of the Consumer Protection Act, 25% of the people are not. It is also found that 40% of graduate respondents were aware of the products and their quality while 30% Post Graduates.

Deepika, D.Ratan Kumari (2014)⁶: A Study on Awareness on Legal act of Consumer Protection among Students. The study was conducted to find the awareness level among the students towards various consumer protection legislations. Majority respondents are aware of the Indian Penal Code, 1860. Majority respondents are aware of various acts. Low level of awareness was reported towards the Hire Purchase Act and the Railway Claims and Tribunal Act. In the study, it was found that majority students getting awareness through newspapers, journals and from course syllabi. The awareness towards Consumer Protection Act is 53.3%.

Jamuna (2014)⁷: Consumer awareness and attitudes towards Consumer Protection Act1986. The study was conducted to find the consumer awareness level. In the study,

responses were taken from the respondents related with consumer responsibilities. Majority respondents had given first rank to get "guarantee and warranty card". It was also found that 67.14% respondents have awareness about the consumer forums and 53.21% respondents felt that formalities are simple. Majority respondents disagreed with the argument that "Consumer awareness increased with Consumer Protection Act . 25% respondents felt that trade has increased due to Consumer Protection Act. Only 20% respondents had given the opinion that Consumer Protection Act created quality consciousness among the consumers.

A study was conducted by Dr.S.Mohan and V.Suganthi (2013) on Rural Consumers' Awareness about Consumers' Rights to know the awareness level of rural consumers about the consumers' rights. The study was revealed that there was a significant association between age, educational qualification, marital status and monthly income of rural consumers and their awareness about consumer rights. And there was no significant association between gender, type of family, occupation and monthly income of rural consumers and their level of consumer rights awareness.

NEED FOR THE STUDY

Woman is an active partner in the family today. Women are the key factor in all purchase decisions and have become purchasing mediator in her family. She has obtained a position in the society by desirable quality of her education and employment. Product manufacturers recognized the need of women support; hence they communicate and try to convince them through all possible media. Since every human being is consumer, they must be aware of the consumer protection measures framed by the government. The studies related to awareness of the consumer make attainable superiority in their motivation and help them to prove their perfection regarding buying things. An in-depth study of the buyers' attitude and awareness

about consumerism may be more sensitive.

OBJECTIVES OF THE STUDY

1. To understand the level of consumer protection awareness among rural women consumers.
2. To analyse the awareness level of women consumers towards quality assurance standards.
3. To analyse the women consumer awareness towards consumer protection measures.

SCOPE AND PERIOD OF THE STUDY

The Data collection was confined to Guntur district of Andhra Pradesh. In the study, rural women consumers awareness levels towards consumer protection act, quality assurance standards, and consumer protections rights were studied. The data was collected in the month of July 2018.

SIGNIFICANCE OF THE STUDY

The present study is useful to find the rural women consumers awareness towards consumer rights and other consumer related aspects. The study will be benefited to design consumer education programs, in rural areas.

RESEARCH METHODOLOGY

The relevant data were collected from both the primary and the secondary data for conducting an empirical study on women consumer awareness towards consumer protection act and quality assurance standards. A well-structured questionnaire was used to collect primary data from the respondents.

SAMPLE DESIGN

In order to collect the data, a convenient sampling method was used. To collect data, 200 questionnaires were distributed among the respondents. However, 195 questionnaires were received from the respondents. The data were collected from the respondents from different villages of Guntur district in Andhra Pradesh state. The secondary data was collected from books, articles, Acts, newspapers and previous research papers. Percentages were used to

analyse the consumer awareness on different aspects.

LIMITATIONS OF THE STUDY

The Study is confined to Guntur district of Andhra Pradesh. The Sample size is limited to 200 rural women consumers.

DATA ANALYSIS

Table 1: Personal details of the respondents:

Demographic Factor		Frequency	Proportion of Sample (%)
Age	21-30 years	54	28
	31-40 years	43	22
	41-50 years	68	35
	Above 50 years	30	15
	Total	195	100
Marital status	Single	52	27
	Married	112	57
	Widowed	31	16
	Total	195	100
Educational Qualification	Illiterate	37	19
	Primary School	35	18
	Middle & High School	29	15
	Higher secondary	27	13
	Degree and above	67	34
Total	195	100	
Occupation	Employed	59	30
	Unemployed	99	51
	Business	28	14
	Professional	9	5
Total	195	100	
Monthly income	Up to Rs. 5,000	88	45
	Rs. 5,001-10,000	32	17
	Rs. 10,001-15,000	22	11
	Rs. 15,001-20,000	17	9
	Rs. 20,001-25,000	19	10
	Above Rs.25,000	17	8
Total	195	100	

Table-1 depicts demographic profile of the respondents and it shows that majority of the respondents, i.e., 35% belong to 41-50 years age group and few (15%) respondents are above 50 years of age group. The level of education qualification describes that 34% of the respondents have Degree and above educational qualification and 19% are illiterates. Around half (51%) of the respondents are unemployed and a few (5%) of them are professionals. Marital status explores that nearly more than half (57%) of the respondents are married and few (16%) of them are widowed. Monthly income of the respondents explains that almost half (45%) of them earn up to Rs. 5,000 while a few (8%) of them earn above Rs. 25,000.

Table - 2 Sources of awareness on Consumer Protect Act

Sources of awareness	Frequency	Percentage
News Paper	38	19
Radio	28	14
Television	87	45
Others	42	22
Total	195	100

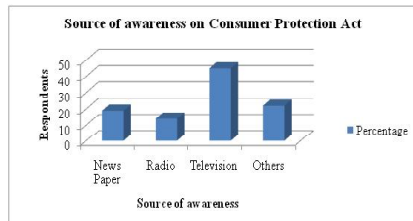


Table 2 shows that the most important source of information regarding awareness about consumer protection act is television with almost half (45%) of the respondents followed by newspaper (19%), radio (14%) and others (22%).

In order to measure the consumer awareness towards consumer rights, the following table has been prepared from the collected data.

Table - 3 Measuring Consumer Rights Awareness

	Fully aware	Percent	Partially aware	Percent	Unaware	Percent
Right to Safety	51	(26)	76	(39)	68	(35)
Right to informed	48	(25)	74	(38)	73	(37)
Right to choose	38	(19)	69	(35)	88	(45)
Right to be heard	39	(20)	65	(33)	91	(47)
Right to seek redressal	33	(17)	76	(41)	86	(44)
Right to basic needs	47	(24)	78	(40)	70	(36)
Right to consumer education	45	(23)	71	(36)	80	(41)
Right to healthy environment	57	(29)	59	(30)	79	(40)

From the Table 3, consumer rights awareness can be measured. 29% respondents are fully aware of the "Right to healthy environment". About 25% respondents are fully aware of "Right to safety", "Right to be informed", "Right to basic needs" and "Right to consumer education". Only 17% respondents are fully aware of "Right to basic needs". It can be concluded that on an average 22% respondents are fully aware of their rights. 36% of the respondents are partially aware of the consumer rights and 40% respondents are unaware of the consumer rights. It can be concluded that consumer rights awareness among rural

consumers is moderate.

Table - 4 Rural women awareness towards Consumer Protection Act

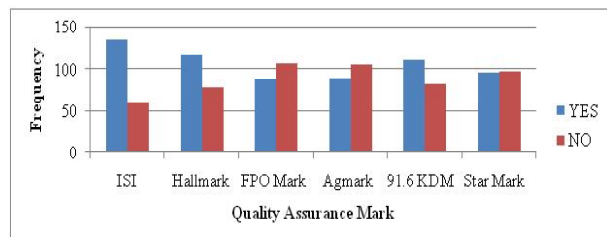
Awareness status	Frequency	Percentage
YES	109	56
NO	86	44
Total	195	100



Rural women awareness towards Consumer Protection Act is average, as the 56% respondents are aware of the Consumer Protection Act and 44% are unaware of the Consumer Protection Act.

Table - 5 Rural women awareness towards quality assurance standards

Quality Assurance Standards	YES		NO		Total
	Frequency	Percentage	Frequency	Percentage	
ISI	135	69	60	31	195
Hallmark	117	60	78	40	195
FPO Mark	88	45	107	55	195
Agmark	89	46	106	55	195
91.6 KDM	112	57	83	43	195
Star Mark	97	50	98	50	195



From the above table, it can be said that 51% consumers are aware of the ISI mark and 49% are unaware of the ISI mark. It can be concluded that majority consumers are aware. As far as the FPO mark is concerned, a very low percentage of consumers are aware (21%) and 79% are unaware. Majority consumers (81%) are aware of the 91.6 KDM and 56% consumers are aware of the Hallmark. 61% consumers are aware of the Agmark. Low level of consumer awareness was reported in case of the STAR mark.

FINDINGS

1. Majority of the respondents, i.e., 35% belong to 41-50 years age group and few (15%) respondents are above 50 years of age group.
2. The level of education qualification

describes that 34% of the respondents have Degree and above educational qualification and 19% are illiterates.

3. It is found that monthly income of almost half (45%) of the respondents earn up to Rs. 5,000 while a few (8%) of them earn above Rs. 25,000.

4. The most important source of information regarding awareness about consumer protection act is television with almost half (45%) of the respondents.

5. It is found that rural women awareness towards Consumer Protection Act is average.

6. It is found that consumer rights awareness among rural consumers is moderate.

7. Majority of rural women are aware of quality assurance standards.

SUGGESTIONS

In order to increase the awareness towards consumer protection act the following suggestions can be given:

1. Intensive consumer awareness programs should be conducted especially for rural women.

2. Consumer clubs should be formed with rural women consumers.

3. Intensive campaigns need to be taken up to bring awareness among the rural consumers not only towards their rights and towards their responsibilities as consumers.

CONCLUSION

The rural women consumers showed low level of awareness about consumer protection act. The main reason for low awareness among rural women consumers is low socio-economic status. It can be further concluded that as the awareness of women consumers regarding consumer rights decreases, its utilisation of their rights also decreases. Thus, the exposure of media, awareness training camps through Government programmes and other educational institutions improve the awareness level of consumer protection act and thereby increase

utilisation of their rights.

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सूक्ष्म वित्त लाभान्वये स्त्रिया सशक्तिकरण सुधारण्यासाठी एक आशावादी दिशा — भिमथडी जत्रा

श्री. उपेंद्र रमेश गलांडे

गोषवारा

महिला सशक्तीकरणासाठी महिलांचे उद्योजक कौशल्य विकसित करणे ही महिला सशक्तीकरणासाठी चांगली पद्धत असेल आणि यामुळे महिलांचा सामाजिक स्तर वाढेल. जर तिला असे वाटते की ती खरोखरच मजबूत आहे, तर महिला उद्योजक सर्व बाबतीत स्पर्धा करण्यास सक्षम असतील. त्यामुळे स्त्रियांच्या आर्थिक सशक्तीकरणाच्या विकासासाठी सूक्ष्म आणि लघु उद्योगांना प्रोत्साहन देणे हे एक महत्त्वपूर्ण धोरण मानले गेले. घरगुती पातळीवर, महिला सूक्ष्म उद्योजक आणि लघु उद्योगांनी गरीब कुटुंबांचे अस्तित्व टिकवून ठेवण्यासाठी आणि महिला आत्मविश्वास, कौशल्य आणि सामाजिक आर्थिक स्थिती तयार करण्यासाठी महत्त्वपूर्ण भूमिका बजावली. तथापि असे दिसते की स्त्रिया विशेषकरून विकसनशील देशांमध्ये सर्वात वंचित वर्गाच्या आहेत. भारतात देखील महिलांची आर्थिक स्थिती खूप कमी आहे, विशेषतः ग्रामीण भागात कमाईची संधी फार कमी आहे. या परिस्थितीत स्व—मदत गटांना (एसएचजी) संस्थात्मक नवकल्पना असे मानले जाते जे ग्रामीण महिलांचे सशक्तीकरण करतात आणि ग्रामीण स्त्रियांच्या आर्थिक स्वातंत्र्यासाठी मार्ग प्रशस्त करतात. सूक्ष्म उद्योजकता विकास आणि एसएचजीमार्फत महिला सक्षमीकरणाच्या काही महत्त्वाच्या गोष्टींवर चर्चा करण्याच्या उद्देशाने हा पेपर सादर करित आहोत.

१. परिचय

सन्माननीय संस्थापक अध्यक्ष शरद पवार यांनी

२२ जून १९७१ रोजी 'कृषि विकास ट्रस्ट' स्थापन केले. तेव्हापासून ही संस्था श्रमिक वर्ग, शेतकरी आणि त्यांच्या कुटुंबियांच्या दुर्गम भागात सामाजिक—आर्थिक आणि शैक्षणिक सशक्तीकरणासाठी सक्रियपणे कार्यरत आहे. देश माननीय पद्मश्री डॉ. अप्पासाहेब पवार यांनी या पवित्र कार्याला सुरु ठेवण्यासाठी अनेक प्रयत्न केले होते. महिला सक्षमीकरणासाठी संस्थेने समान महत्त्व आणि महत्त्व दिले आहेय “शारदा महिला संघ” ची स्थापना. हा विंग महिला सशक्तीकरणांवर सातत्याने कार्यरत आहे जसे की व्यवसाय अभिमुखता सेमिनार आणि कार्यशाळा, प्रशिक्षण कार्यक्रम आणि बँकिंग क्षेत्राशी संबंधित विविध योजना आणि उपक्रम(१).

गेल्यावर्षी केवळ ४ लाख पर्यटकांना भीमथडी जात्राचे दर्शन झाले होते. मागील घट्ट मेगा प्रदर्शनांच्या यशाच्या आणि अनुभवातून प्रदर्शनातील सेवांमध्ये सकारात्मक बदल केले गेले. भाग घेणार्या स्वयंसेवी गटांची संख्या, उत्पादने, खाद्य पार्क, प्रदर्शनाची आणि प्रायोजकांची पदोन्नती, सहभागी स्व—मदत गट, अभ्यागत आणि प्रायोजकांना निश्चितपणे लाभ देईल.

महाराष्ट्रातील सांस्कृतिक आणि शैक्षणिक राजधानी म्हणून ओळखल्या जाणार्या प्रतिष्ठेच्या आणि प्रतिष्ठित व्यक्तिमत्त्वांबद्दल आणि पारंपारिक पुनर्संचयित करता पुण्यातील भीमथडी मेळाचे आयोजन केले जाते. पुणे त्याच्या सामाजिक, आर्थिक, सांस्कृतिक, शैक्षणिक आणि ऐतिहासिक महत्त्व आणि पैलूसाठी ओळखले जाते. स्व—मदत गट (एसएचजी) गरीब लोकांसाठी, खासकरून त्याच सामाजिक—आर्थिक पार्श्वभूमीतून एक लहान स्वयंसेवी संघटना आहे. ते स्वतःची मदत आणि आपसी मदतद्वारे त्यांच्या सामान्य समस्यांचे निराकरण करण्याच्या हेतूने एकत्र येतात. एसएचजी त्याच्या सदस्यांमधील लहान बचतीस प्रोत्साहन देते (२,३).

२. साहित्य समीक्षा

एसएचजी मध्ये सर्व—महिला गट, सर्व—पुरुष गट किंवा अगदी मिश्रित गट आहेत. तथापि, अनुभव आहे की महिला समूह एसएचजीच्या सर्व महत्त्वाच्या क्रियाकलापांमध्ये चांगले कार्य करतात. विवादित स्वारस्यांची उपस्थिती असल्यामुळे मिश्रित गट

करण्यासाठी अनेक ठिकाणी प्राधान्य दिले जात नाही. एसएचजीमध्ये खूप गरीब लोक आहेत ज्यांना औपचारिक आर्थिक संस्थांमध्ये प्रवेश नाही. ते सदस्यांना एकमेकांना स्थान आणि समर्थन प्रदान करण्यासाठी मंच म्हणून कार्य करतात (४). हे सदस्यांना समूह पर्यावरणात सहकार्य करण्यास आणि कार्य करण्यास शिकण्यास देखील सक्षम करते. बचत गटांनी बचत यंत्रणा प्रदान केली आहे जी सदस्यांच्या गरजा पूर्ण करते. हे सदस्यांना अल्प कर्जासाठी एक प्रभावी प्रभावी वितरण तंत्र देखील प्रदान करते. गरीबांच्या सशक्तीकरणासाठी एसएचजी लक्षणीय योगदान देते (५).

एक एसएचजी नोंदणीकृत किंवा अनोंदणीकृत असू शकते. त्यात सामान्यतः सूक्ष्म उद्योजकांचा एक सामाईक समूह असतोय सर्वसाधारणपणे थोडासा पैसा वाचविण्यासाठी ते एकत्र येत आसतात (५, ७, ८) ते त्यांच्या संसाधनांना आर्थिकदृष्ट्या स्थिर होण्यासाठी एकत्र करतात, त्या गटाद्वारे गोळा केलेल्या पैशातून कर्ज घेतात आणि त्या गटात स्वयंरोजगार करतात. ग्रुपचे सदस्य क्रेडिट आणि वेळेवर परतफेड योग्य प्रकारे वापरण्यासाठी एकत्रित सहकार्य वापरतात. ही प्रणाली संपार्श्विकतेची आवश्यकता काढून टाकते. बँकींग करण्यासाठी, बहुतेक कर्जाच्या मोजणीसाठी कमी व्याज दराचा वापर केला जातो (६, १०).

नाबाईच्या 'एसएचजी बँक लिंकेज' प्रोग्राम (११, १२) अंतर्गत अनेक स्वयंसेवी गट, विशेषतः भारतात, त्यांनी स्वतःच्या भांडवलाचा आधार जमा केल्यानंतर बँकांकडून कर्ज घेतले आहे. या मॉडेलने गरीब लोकसंख्येसाठी सूक्ष्म-वित्त सेवा देण्याचा संभाव्य मार्ग म्हणून लक्ष वेधले आहे जे थेट बँक किंवा इतर संस्थांद्वारे थेट पोहोचणे कठीण झाले आहे. एका वैयक्तिक ठेवीवर (१३) एकरकमी जमा करून, स्वयं-मदत गट बँकांच्या व्यवहाराच्या खर्चास कमी करतात आणि आकर्षक रोख रक्कम तयार करतात. स्व-मदत गटांद्वारे, व्याजदर बाजारपेठेत भरताना बँक छोटे ग्रामीण ठेवीदारांना सेवा देऊ शकेल (१४).

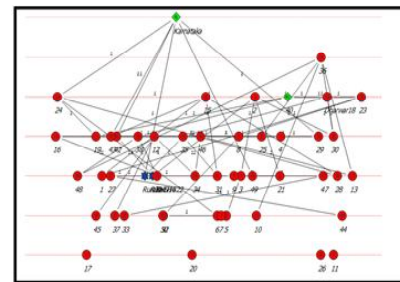
प्रत्येक नागरिकाचा सन्मान म्हणजे जीवन होय. गरिबी सन्मानित जीवनात एक अडथळा आहे.

स्वयंरोजगार म्हणजे (१५, १६) कायमस्वरूपी मिळकत आणि दारिद्र्याचे तुकडे काढून टाकण्यासाठी एक महत्त्वपूर्ण पाऊल आहे. गरीबांच्या स्व-रोजगारासाठी ग्रामीण भागात सरकारी पुढाकाराने अंमलात आणल्या गेलेल्या अँटीपॉर्टी कार्यक्रमांचा एक महत्वाचा घटक आहे. सरकारने 'स्वयंजयंती ग्राम स्वरोजगार', (१७) किंवा एसजीएसवाय एक प्रभावी स्व-रोजगार कार्यक्रम सुरू केला आहे. हा नवीन कार्यक्रम एप्रिल १९९६ पासून लॉन्च केला गेला आहे. हा एक संपूर्ण कार्यक्रम आहे जो स्वयंरोजगाराच्या सर्व पैलूंशी संबंधित आहे जसे की स्वतःमधील गरीब मदत गट, प्रशिक्षण, पत, तंत्रज्ञान, आधारभूत संरचना आणि विपणन (१८).

३. संशोधन आणि विश्लेषण

वास्तविक, महिला उद्योजक प्रत्येक वेळी नवीन कार्य तसेच नवीन सेवा आणि उत्पादने शोधून आर्थिक वातावरण तयार करतात. उद्योजकता हे खरोखर विचारांच्या संबंधात एक वातावरण आहे, जे सामान्यतः त्या महिलेच्या पार्श्वभूमीवर विकसित होते. महिलांनी विचारांच्या संबंधात त्यांच्या राज्यातच प्रचंड सुधारणा केली आहे. सहाय्य क्षेत्रावरील सुधारणा करण्याबरोबरच, विशेषतः स्त्रियांसाठी असंख्य उद्योजकतेची शक्यता नक्कीच निर्माण केली आहे. जिथे त्या त्यांच्या अस्तित्वातील स्थिरतेसह स्वतःची क्षमता टिकवून ठेवण्यास सक्षम असतात.

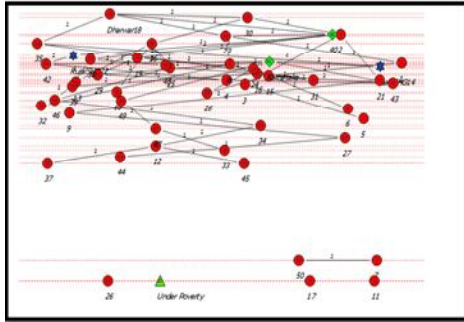
योग्यरित्या, महिलांच्या वाढत्या उद्योजकतेशी संबंधित क्षेत्रामध्ये सामील होऊन तसेच संबंधित क्षेत्रात बदल घडवून आणण्याची प्रवृत्ती त्यांच्यामध्ये आहे. परंतु त्यांनी खरोखरच आपल्या स्वतःच्या शक्यतेनुसार ज्या पद्धतीने काम केले पाहिजे त्यासाठी समर्थन प्राप्त करणे महत्वाचे आहे. आणि नक्कीच एसएचजी महिलांसाठी हे करत आहेत.



आकृती १: बारामती भागातील ग्रामीण एसएचजीवर लक्ष केंद्रित करणारे महाराष्ट्र क्षेत्र विश्लेषण

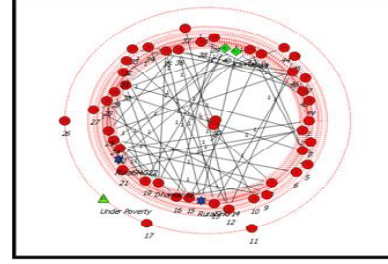
काही ग्रामीण भागातील लोक अजूनही एसएचजीविषयी कमी जागरूक आहेत, विश्लेषणानुसार दर्शार प्रदेशात ग्रामीण एसएचजी (उपरोक्त आकृती घ मध्ये दर्शविलेले गुण १७, २०, २६ आणि ११) अजूनही महिला उद्योजकता जागरूकता सुधारण्यासाठी आवश्यक आहेत.

पूर्वीच्या संशोधनानुसार महिला उद्योजक वाढीचे दायित्व उद्योग आणि वाणिज्य विभागाने स्वीकारले आहे जे त्याद्वारे जिल्हा उद्योग केंद्र (डीआयसी) द्वारे कार्य करते, महाराष्ट्रातील तांत्रिक सल्लागार सेवा संस्था (टीईसीएसओके), महाराष्ट्र स्मॉल स्केल इंडस्ट्रीज डेव्हलपमेंट कॉर्पोरेशन (केएसएसआयडीसी), महाराष्ट्र इंडस्ट्रियल एरिया डेव्हलपमेंट बोर्ड (केआयएडीबी), महाराष्ट्र राज्य फायनान्स कॉर्पोरेशन (केएसएफसी), महाराष्ट्रातील उद्योजकता विकास केंद्र (सीईओओके) आणि महाराष्ट्र राज्य महिला विकास महामंडळ (केएसडब्ल्यूडीसी). ते 'उदोगिनी' म्हणून ओळखल्या जाणार्या नवीन कार्यक्रमात सहाय्य देते, आर्थिक कर्जे प्रोत्साहित करते आणि विशिष्ट कौशल्य शिकत तसेच नवीन व्यवसाय तयार करण्यासाठी आणि महिलांना उद्युक्त करण्यास प्रोत्साहन देते.



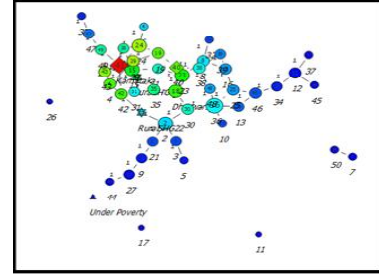
आकृती २: मायक्रोफायनान्स पॉव्हर्टी लाइन एसएचजी विश्लेषणानुसार, दारिद्र्यरेषेखालील खाली तीन क्षेत्रे आहेत (२६, १७ आणि ११ वरील आकृती २ मध्ये दर्शविल्या प्रमाणे). महिला उद्योजकता माध्यमातून गरीबी कमी आणि सशक्तीकरण मिळवणे शक्य आहे. उद्योजक जीवनशैली तसेच स्त्रियांच्या उद्योजकतेस प्रोत्साहन देण्यासाठी परस्पर वैयक्तिक कर्मचा—यांमध्ये भरपूर

कार्ये आहेत. उद्योजकता तसेच उद्योजक हे आर्थिक विकासाशी संबंधित तसेच योग्य मार्केटिंगशी संबंधित आहेत. उद्योजकता ही एक प्रक्रिया आहे ज्यामध्ये बर्बाद वैशिष्ट्यांचा समावेश आहे जेणेकरून चांगले व्यवसाय स्थापित करण्यासाठी खाली येऊ शकतील. हे कार्य संधी प्रोत्साहित करते.



आकृती ३: पॉवर सेंट्रल सादरीकरण

म्हणूनच, आकृती ३ मध्ये दर्शविल्याप्रमाणे, भारत उद्योजकता मध्ये निर्णय घेण्याच्या समर्थनासाठी 'पॉवर सेंट्रिटी' अनेक संस्थांद्वारे गरीब महिलांमध्ये आग्रह केला जाऊ शकतो. कृषी आणि नागरी सुधारणांसंबंधी राष्ट्रव्यापी बँक उद्योजकताशी संबंधित असलेल्या सुधारणांसाठी ही आर्थिक मदत वाढवते. स्वतःची मदत गटांकरिता क्रेडिट स्कोअरमध्ये फोकल पॉईंट प्रदान करण्यासाठी वास्तविक बँकांवर राज्य सरकारांची मालकी आहे.



आकृती ४: बारामती, महाराष्ट्र अंतर्गत महिला उद्योजकता विश्लेषण

बारामतीमध्ये महिला उद्योजकतेसाठी असलेल्या फोर्स डायरेक्टेटेड अॅनालिसिसच्या अनुसार, कमीतकमी विशेषाधिकृत महिला एसएचजीच्या बाबतीत, वास्तविक वैयक्तिक कर्मचा—यांना चांगल्या उद्योजक जीवनशैलीची विक्री करण्याची गरज आहे. उद्योजकतेवर त्यांनी लक्ष केंद्रित केले पाहिजे जे उद्योजकतेच्या व्यवहार्यतेसाठी

तसेच उद्योजकता आणि व्यवसायाशी संबंधित सुधारणा संबंधित शेजारील सहाय्य वाढविणार्या पर्यावरणाची बाजारपेठ वाढवेल. आर्थिक वातावरणातील विकास तसेच व्यक्तींपासून अस्तित्वाची क्षमता वाढवण्याच्या प्रक्रियेत वास्तविक भाग उद्योजकांकडून आवश्यक असलेल्या जागरूकताबद्दल उद्योजक लक्ष कदाचित जागरूक असू शकते. अशा प्रकारचे लक्षणे स्त्रियांना सामाजिक तसेच पर्यावरणाच्या समस्यांना ओळखण्यास तसेच उद्योजकतेच्या क्रियांद्वारे नजीकच्या भविष्यासाठी स्वतः ला प्रदान करण्यात मदत करू शकते.

४. निष्कर्ष

पूर्वीच्या तुलनेत महिला सशक्तीकरण वाढले आहे परंतु सशक्तीकरणची मर्यादा भारतातील बहुतेक राज्यात सुसंगत नाही. सक्षमीकरणाचे विशिष्ट माप आणि स्त्रिया सशक्तीकरणासाठी उपलब्ध असलेल्या कोणत्याही स्रोतांचा वर्तमान वापर यांच्यातील संबंध अनेक राज्यांमध्ये बदलू शकतात. महाराष्ट्र राज्यात, उत्तर भारताच्या तुलनेत निर्णय घेण्याबाबत महिला सशक्तीकरण जास्त आहे. तरीही, पुणे जिल्ह्यात शिक्षण आणि काम यांच्या बाबतीत महिला सक्षमीकरण वाढवले आहे. भिमथडी जत्रा हे संपूर्ण महाराष्ट्रात ग्रामीण स्त्रिया सशक्तीकरणाचे उत्तम उदाहरण आहे जे श्रीमती सुप्रियाताई सुळे यांच्या प्रमुख योगदानामुळे सुरू आहे. मूल्यांकनाचा अर्थ असा आहे की, बारामती क्षेत्र वेगाने वाढत असले तरी, काही ग्रामीण स्वयंसेवी गटांना धोरण अंमलबजावणीची जाणीव होत नाही आणि म्हणूनच त्यांना जागरूकता मार्गदर्शन करणे आवश्यक आहे.

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‘सिंधुताई सपकाळ’ कलियुगी कर्मयोगिनी

उषा पाटील

श्री स्वामीनारायण ज्युनिअर कॉलेज नाशिक

भारत महाभूमी विविध विदुषींची भूमी म्हणून संबोधित केली जाते. सीता, गार्गी, राणी तारामती, राणी लक्ष्मीबाई अहिल्याबाई होळकर, आनंदीबाई जोशी, सावित्रीबाई फुले पासून ते कल्पना चावला आणि मेरी कोम पर्यंत अनेक चरित्र सांगता येतील.

मानवसमुहात स्त्री जातीचा जवळपास निम्मा हिस्सा आहे. स्त्रियांचा जीवनस्तर उंचावण्याकडे दुर्लक्ष करण्यापासून ते त्यांचा छळ आणि अत्याचार करण्यापर्यंत अनेक प्रकारे हीनत्वाची वागणूक स्त्री जातीला मिळत राहिली आहे. स्त्री—पुरुष भेदभाव दूर करून स्त्रियांच्या प्रगतीस पोषक वातावरणाची निर्मिती आणि त्याचे सुचालन करणे. स्त्री—पुरुष भेदभाव न मानता समाजाचे संतुलन साधणे यासाठी विवेकी समाजाने बाळगलेला दृष्टीकोन केलेली कृती यांचा समुच्चय म्हणजे स्त्री—सक्षमीकरण असे थोडक्यात म्हणता येईल.

भगिनीनो चुल आणि मुल च्या पुढचे पाऊल आमचं पडत कर्तबगारी आम्हीही गाजवू शकतो. हा आत्मविश्वास आमच्यात निर्माण झाला आहे. हा विश्वास एका रात्रीत आमच्यामध्ये आला नाही. पुरुष प्रधान संस्कृतीच्या पुढ्यात आमचे अस्तित्व लोप पावत चाललं होतं. स्त्री—पणात आमचे आयुष्य पूर्ण होरपळून निघत होते. परंतु काही स्त्रीयांनी पुढाकार घेऊन त्याला वाचा फोडलीही त्योपैकी काही स्त्रियांचा उल्लेख प्रामुख्याने करावा लागेल. उदा. ग्रामीण साहित्यातील श्रीमती बहिणाबाई चौधरी स्वतः अशिक्षित असलेली स्त्री पण ग्रामीण साहित्य सक्षमीकरणात मोलाचा वाटा

स्त्रीपणाची वेदना, त्यांनी आपल्या लेखणीत मांडली. आणि परखडपणानं समाज व्यवस्थेतील स्त्री स्थानाचे महत्व विशद केले आहे.

भारतामध्ये स्त्री शिक्षणाचा पाया म्हणूया हवं तर तो पुढेही चालण्यासाठी सावित्रीबाई फुले यांनी प्रसंगी दगड धोंडयांचा मारा सहन केला. पण त्याचा विचार त्यांनी केला नाही. स्त्री जीवनात सुधारणा व्हावी स्वताच्या पायावर मजबूतपणे उभी राहिली पाहिजे म्हणून आयुष्यभर प्रयत्न करून त्यांनी स्त्री शिक्षणाची मेढ रोवली. महिला सक्षम व्हाव्यात हे बरोबर आहे. परंतु काही लोक विचारतात की, सक्षम महिलांनी समाजोपयोगी कार्य काय केले ते सांगा. मग प्रकर्षाने असं सांगाव वाटत की, समाजोपयोगी काम प्रामुख्याने केल्या अशी काही नावे डोळयासमोर आली. त्या यादीत एक नाव सांगता येईल. सिंधुताई सपकाळ हेच नाव का डोळयासमोर आले तर त्यांची ओळख आहे, “अनाथांची माय” सिंधुताई सपकाळ यांचा जन्म १४ नोव्हेंबर इ. स. १९४७ मध्ये महाराष्ट्रातील “वर्धा” हया जिल्हयात झाला. हया अनाथांसाठी सेवाकार्य करणा—या भारतीय सामाजिक कार्यकर्त्या आहेत. त्यांनी अनेक खडतर प्रसंगांना तोंड देत हजारो अनाथ मुलांचा सांभाळ केला आहे. आपल्या मुलावर तर प्रत्येक जण प्रेम करते. परंतु ज्यांना कुणीही नाही, वा—यावर सोडलय, अनाथपणाच जगणं ज्यांच्या वाटयला आलय, भविष्यात अंधार आहे. अशा निरस आयुष्यास रसाळ बनविण्याचे काम माईनी केले. हजारो मुलामुलींची माय होण्याचं भाग्य आपल्या पदरी पाडून घेतलं. खरच आम्हा समस्त स्त्रियांना आपला अभिमान वाटावा असे आपले कार्य आहे. माई आपल्या कार्याला आपल्या आमचा सलाम आहे. सिंधुताईंचे नाव त्यांच्या वडिलांनी चिंधी असे ठेवले होते. वर्धा जिल्यातील जंगल भागातील नवरगाव ही त्यांची जन्मभूमी त्यांचे वडील अभिमान साठे. गुरे वळण्याचे काम करत असत. गाव लहान असल्याने तेथे सुविधांचा अभाव. घरचे गुरे राखायला म्हणून रोज सकाळी बाहेर पाठवायचे आणि त्या शाळेत जाऊन बसत असत. मुळातच बुद्धीमान असल्यातरी जेमतेम मराठीत इयत्ता चौथीपर्यंत त्या शिकल्या. सिंधुताईंचा विवाह वयाच्या ६ व्या वर्षी वयाने २६

असलेल्या “श्रीहरी सपकाळ” यांच्याबरोबर झाला. सासरी प्रचंड सासुरवास लाकूडफाटा गोळा करण्यास जाणे, शेण गोव—या जमा करणे. इत्यादी त्रासातून त्या जात होत्या. अशातच त्यांना आईपणाची चाहूल लागली. परंतु त्या काळातही त्यांनी खूप संघर्ष केला. त्या काळात न त्यांना सासुरच्या लोकांनी मदत केली, ना माहेरच्या लोकांनी. त्यांनी मजूरीचे काम केले सिंधुताईंचा स्वभाव मुळातच स्वाभिमानी होता. अन्याय सहन करणे. त्यांच्या रक्तातच नव्हते. अशातच गावातील जमादार आणि सिंधुताई या दोघांमध्ये काही कारणास्तव वादविवाद झाले. त्यामुळे जमादाराने गावात सिंधुताईंची बदनामी सुरू केली. त्यामुळे सिंधुताईंचे पती ‘श्रीहरी सपकाळ’ यांनी सिंधुताईंच्या चारित्र्यावर संशय घेण्यास सुरूवात केली. नव—याने त्यांना बेदम मारहाण करून घराबाहेर काढले. गुरांचा गोठा होता त्या गुरांच्या लाथा बसून सिंधुताईंला त्रास होईल म्हणून सिंधुताईंच्या नव—याने त्यांना गोठयात ठेवले. मार बसून त्या अर्धमेल्या झाल्या होत्या. अशा अवस्थेत त्यांनी एका कन्येला जन्म दिला. नव—याने हाकलल्या नंतर त्या माहेरी गेल्या. पण सख्या आईने पाठ फिरवली त्या जिकडे रस्ता दिसेल तिकडे फिरू लागल्या. रेल्वे—स्टेशनच्या कडेला राहू लागल्या. उघावलेली फळे खाऊ लागल्या.

एकदा त्यांनी आत्महत्येचा प्रयत्न केला. परंतु लहान मुलीचा जीव जाईन व पाप लागेल हया विचाराने त्या परत फिरल्या सिंधुताई दिवसभर भीक मागत असत. व रात्री स्टेशनवर येत असत. परंतु आल्यानंतर त्या कधी एकटे खात नसत. रेल्वेस्टेशनवरील भिका—यांना एकत्र बोलावून घेत त्या काला करून सर्वांना वाटून देत असत. त्यांनीच २१ वर्षांच्या ताईंना संरक्षण दिले. पण त्यांच्या नंतर लक्षात आले ईथे राहून पोट भरणार नाही. त्यांनी स्मशानभूमी गाठली बरेच दिवस स्मशानात त्यांनी दिवस काढले. अनाथ मुलांनासांभाळून त्यांच्या जीवनाला दिशा देण्याचे काम सिंधुताई सपकाळ यांनी केले.

१९६४ साली पुण्याजवळ पुरंदर तालुक्यात कुंभाखळण या गावात ‘ममता सदन’ नावाची संस्था सुरू केली. अनाथालये खूप आहेत पण त्यांची प्रत्यक्ष अवस्था बघितली तर वाटत की, काय हे ? असो.

आपण त्या खोलात न गेलेले बरे. आपली कन्या ममता हिला दगडूशेठ हलवाई संस्थेच्या माध्यमातून शिक्षणासाठी सेवासन येथे दाखल केले. आपल्या एकुलत्या एक लेकिला माईनी दुस—या अनाथलयात टाकून इतर अनाथ मुलांची आई होण्यात धन्यता मानली. असं का? विचारले असता माइयाकडून माइया मुलाला नकळत जास्त प्रेम आणि इतरांना कमी असा दुजाभाव कदाचित झाला असता तसे होऊ नये म्हणून माईनी हा कठोर निर्णय घेतला. स्वतःचे बाळंतपण गाईच्या गोठ्यात झालं. स्वतःच्या हाताने मुलीची नाळ दगडाने तोडणारी माय, नव—याने घराबाहेर हाकलून देऊनही असहाय्य नव—याला पुन्हा मुलाप्रमाणे सांभाळणारी माय, प्रसंगी वासनेच्या तावडीतून सुटण्यासाठी स्मशानात रात्रीच्या रात्री जागून काढणारी माय, खरच तुमच्या कार्याला सलाम!

सिंधुताईंचे हे कार्य कोणत्याही सरकारी अनुदानाशिवाय अखंड चालू आहे. हजारो मुलं शिकून समाजात सुसंस्कृत म्हणून वावरतांना बघितलं की, माईच्या कामाची पावती मिळते. समाजातील वंचित गट, खर तर माई नसत्या तर ही मुलं कुठ असती हा विचारच भयानक आहे. अशा हया मुलांची माय. माई ख—या अर्थानं समाज सक्षम करयासाठी प्रयत्न करताय. स्वतः भारतभर आणि भारताबाहेर सुद्धा नऊवारी फिरून भारतीय स्त्रीचा वसा जगभर मिरवत अचाट वकृत्वाने श्रोत्यांना मंत्रमुग्ध करून आपला आशय मांडून झाल्यावर त्यांच्या कामाचीही माहिती देतात. आणि कार्यक्रमाच्या शेवटी पदराची झोळी करून आपल्या अनाथालयासाठी पदर पसरतात. आलेल्या देणगीतून त्या हे अनाथालय चालवतात.

माय काय असते
ते आपल्याला कळते
लडिवाळपणे कुरवाळते
डोक्यावरून हात फिरवते
वेदना मनाची समजते
तिच खरी माय असते
आंतरराष्ट्रीय पातळी

सिंधुताई यांनी आपल्या संस्थेच्या प्रचारासाठी आणि कार्यासाठी निधी संकलन करण्याच्या हेतूने

प्रदेश दौरे केलेले आहेत. आंतरराष्ट्रीय व्यासपीठावर त्यांनी आपल्या बोलण्याने आणि काव्याने समाजाला प्रभावित केले आहे. परदेशी अनुदान मिळवणे सोपे जावे या हेतूने त्यांनी मदर ग्लोबल फाउंडेशन संस्थेची स्थापना केली आहे.

सिंधुताई यांनी अन्य समकक्ष संस्थाही स्थापना केलेल्या आहेत. त्या पुढीलप्रमाणे

- बालनिकेतन हडपसर, पुणे
- सावित्रीबाई फुले मुलींचे वसतिगृह, चिखलदरा
- अभिनव बालभवन, वर्धा
- गोपिका गाईरक्षण केंद्र, वर्धा

सिंधुताईंना मिळालेले पुरस्कार

सिंधुताईंना सुमारे ७५० राष्ट्रीय आणि आंतरराष्ट्रीय पुरस्कार मिळाले आहेत.

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- मूर्तिमंत आईसाठीचा २०१३ सालचा राष्ट्रीय पुरस्कार
- आयटी प्रॉफिट ऑर्गनायझेशनचा दत्तक माता पुरस्कार १९९६
- सोलापूरचा डॉ. निर्मलकुमार फडकुले स्मृती पुरस्कार
- राजाई पुरस्कार
- शिवलिला पुरस्कार

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Women Role in Patriotism and Defence

Rupali Nandkumar Somvanshi

Introduction:

What is Patriotism ?

Patriotism is a selfless passion of love for one's Country. To an Indian Patriot his mother and mother land are of more importance. Patriotism or National Pride can be defined as one's love and loyalty for his country. Many people dedicate their lives to serve for their nation. These people are referred to as patriots. The feeling of patriotism brings people closer. It must be promoted for the betterment of the country as well as the people to residing them. Patriotism means having love and devotion for one's country. Those who are true patriot's works towards building their nation in whichever way they can.

Patriotism is a feeling of attachment and commitment to a country, nation, or political community. A patriot is a one who is on the side of his/her own nation. There is a difference between Nationalism and Patriotism. Nationalism thinks that every ethnic group should have its own nation, so nation, are to serve people. There is scoria/debate underway about Patriotism and its definition.

Most of us get shot of Patriotism during a India Pakistan match, or when soldiers are martyred or whenever the subject of Kashmir comes up shouldn't other topics that concern the development of the nation also be upheld ?

People in India are still sturgeons with poverty, discrimination, evils injustices and other social that make everyday life unbearable,

reasons like these should be also kept in mind.

Why is Patriotism important ?

Patriotism is a feeling that is supposed to be in every citizen of the nation. Patriotism is the proud feeling that should exist in every individual especially the youth. The youth are the future of the nation and for bright future it is important for them. To protect and per cure the nation and act in its best interest to make it outshine.

The Scenario of today is that the citizens are busy complaining about the flashes of our Government which is partially right but they should even consider to work for the growth and development of the country by abiding the rules, helping the needing and to stop sexual assaults, malpractices which has risen dramatically. Hence, it is very important for the nation to be Patriotic.

Our present day students are not aware of how we got independence and how we freed ourselves from the clutches of the British rule. They are not aware of the many unsung freedom fighters which included even women were a great part of the struggle.

Ranilakshmi Bai of Jhansi who was a queen and warrior. The Britishers even today say that Rani Lakshmi Bai was one of the hardest to fight. Kasturba Gandhi who was the wife of Mohandas Karamchand Gandhi, in association with her husband she helped for civil rights and Independence from the British.

Sarojini Naidu was known by the sobriquet as the Nightingale of India. The Women are even excelling in defence for the country. In 1994 women joined the air force as pilots in supports role among them Gunjan Sexana was the first women to fly support sorties in a combat zone during Kargil war.

Dr. Punita Arora, commissioned in 1968, is the first women in Indian Navy to reach the second highest rank as Lieutenant General. In April 2017 a series, titled the Fest case was alised featuring the fictional story of first

woman training to serve in a combat role with Indian Armed force.

In the present times, In 1992 the Indian Army began inducting women affairs in non medical roles. On 19 January 2007 the United Nations first all female peace keeping force made up of 105 Indian police women deployed to Liberia. Priya Jhingan, commissioned in 1993, is the one of the 25 women to join the Indian Army as an officer. Alka Khurana also commissioned in 1993, is the first woman from Indian Army to participate in Republic Day Parade and Army Day Parade in 1994. Sapper Shanti Tigga is the first female Jawan in the Indian Army who joined in 2014, first army Jawan's wife to join as an officer in the armed forces. Whose husband had fallen in a counter-insurgency operation near hilly Tawang in Arunachal Pradesh in 2012.

Conclusion:-

The citizens of India must be inspired to serve the country in whatever way they can. The Government, schools and other institutions must take initiative to enlighten the spirit of patriotism among the citizens. It is encouraging to read about women competing in every field and providing themselves. The youth should learn and try their best to serve for their country and its people. Women have proven themselves in the field of defence fearlessly and poured their patriotic feeling for the people of the nation.

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WOMEN EMPOWERMENT AT DEPRIVED AREA

Samreet Kaur Birdi-Saxena

ABSTRACT

This paper attempts to analyze the status of Women Empowerment in Deprived Area and highlights the Issues and Challenges of Women Empowerment. Today the empowerment of women has become one of the most important concerns of 21st century. But practically women empowerment is still an illusion of reality. We observe in our day to day life how women become victimized by various social evils. Women Empowerment is the vital instrument to expand women's ability to have resources and to make strategic life choices. Empowerment of women is essentially the process of upliftment of economic, social and political status of women, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. The study is based on purely from secondary sources. The study reveals that women of India are relatively disempowered and they enjoy somewhat lower status than that of men in spite of many efforts undertaken by Government. It is found that acceptance of unequal gender norms by women are still prevailing in the society. The study concludes by an observation that access to Education, Employment and Change in Social Structure are only the enabling factors to Women Empowerment.

INTRODUCTION

Empowerment of women is essentially the process of upliftment of economic, social

and political status of women, the traditionally underprivileged ones, in the society. It is the process of guarding them against all forms of violence. Women empowerment involves the building up of a society, a political environment, wherein women can breathe without the fear of oppression, exploitation, apprehension, discrimination and the general feeling of persecution which goes with being a woman in a traditionally male dominated structure. Women constitute almost 50% of the world's population but India has shown disproportionate sex ratio whereby female's population has been comparatively lower than males. As far as their social status is concerned, they are not treated as equal to men in all the places. In the Western societies, the women have got equal right and status with men in all walks of life. But gender disabilities and discriminations are found in India even today. The paradoxical situation has such that she was sometimes concerned as Goddess and at other times merely as slave.

OBJECTIVE

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

WHY NEED OF EMPOWERMENT ?

Women empowerment is one way to get the underprivileged as well as the reasonably privileged women to come to realise their worth and potential in the face of a male dominated country/world. Most women through education and familial privileges have in today's world realised and appropriated their potentials in the best possible manner. However unfortunately there is still a section of the society that constitutes women who lack education and

confidence enough to find their grounds in the male dominated society and make their substance felt.

Women must possess the self - worth, confidence and freedom to choose what they may with regard to their private and professional choices alike. Gender bias is unreasonable and wrong on so many levels, curbing potent individuals from not only striving towards their best but from living an independent life free of domination and fear. **Women empowerment** seeks to stimulate the confidence in women by providing to them everything that in their capacity to help them see the skills that they contain and are dormant within them. A proper nurturing, polishing and sharpening of those skills is only made possible through better education, awareness and a space to freely express oneself.

Household surveys in developing countries have consistently shown that women with more education have smaller, healthier and better-educated families. The linkages are clear: Educated women are more likely to take care of their health, desire fewer children and educate them well, which, in turn, makes it more likely their children will survive and thrive into adulthood.

Research by the World Bank and other organizations has shown that increasing girls' schooling boosts women's wages and leads to faster economic growth than educating only boys. Moreover, when women earn more money, they are more likely to invest it in their children and households, enhancing family wealth and well-being. Other benefits of women's education captured in studies include lower levels of HIV infection, domestic violence and harmful practices toward women, such as female genital cutting and bride burning.

Women empowerment helps in fighting this backwardness in ways mentioned below

- Ruling Out Under-Employment And Unemployment

· Recognising That Women Are Equally Intelligent
· To Promote An Overall Development Of Society
· To Grant Women Economic Independence
· To Reduce Scope Domestic Violence And Sexual Exploitation
· To Eradicate Corruption
· To Get Rid Of Poverty
· To Facilitate National Development
· Realise The Advantageous Prospect Of Women Over Men

CHALLENGES THAT HINDER WOMEN EMPOWERMENT

Women have been prey to the patriarchal society since ages. She has to face challenges right from her birth till the time she steps out of her house to become something and beyond that too. She has to fight against the society at every point in time. They say that the trend is changing. Women are giving cut throat competition to men today! Is that so in reality? Here are the 6 challenges that woman face to step out in male bounded society to be on their own to become Entrepreneurs:

Financial resources

First and foremost is the problem of raising capital. They consider the women entrepreneurs as handicapped in handling the financial resources for their business. They cannot crack deals and convince the investors for their ideas easily because the mindset is such that women entrepreneurs are not given priority easily.

Mainstream Thinking

Indian women are considered as "homemakers" and not "businesswomen" who can go out and tackle the obstacles of carrying out a business of their own and do all the stress handling. They are bound to remain within the realm of their home. This mainstream thinking pulls them back to ground zero. The societal pressure demotivates them before even starting

their path towards achieving their goals.

Conflict between family and Dreams

Women entrepreneurs have to deal with the conflict between their personal and professional life. How to manage their children and family and get the support of their family is the biggest challenge they face because at the end the upbringing of the children is posed on the mother.

Emotional Instability

Women are taken to be emotional and temperamental in handling situations which may be adverse at times. Women entrepreneurs are considered to be incapable of taking a risk and bearing losses.

WAYS TO EMPOWER WOMEN

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

WOMEN EMPOWERMENT SCHEMES

1. Beti Bachao Beti Padhao Scheme
2. One Stop Centre Scheme
3. Women Helpline Scheme
4. UJJAWALA : A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation
5. Working Women Hostel
6. Ministry approves new projects under Ujjawala Scheme and continues existing projects
7. SWADHAR Greh (A Scheme for Women in Difficult Circumstances)

8. Support to Training and Employment Programme for Women (STEP)

9. NARI SHAKTI PURASKAR

10. Awardees of Stree Shakti Puruskar, 2014 & Awardees of Nari Shakti Puruskar

11. Awardees of Rajya Mahila Samman & Zila Mahila Samman

12. NIRBHAYA

13. Mahila police Volunteers

14. Mahila E-Haat

15. Mahila Shakti Kendras (MSK)

FINDINGS

1. Globalization, Liberalization and other Socio - Economic forces have given some respite to a large proportion of the population. However, there are still quite a few areas where women empowerment in India is largely lacking.

2. There needs to be a sea – change in the mind set of the people in the country. Not just the women themselves, but the men have to wake up, wake up to a world that is moving towards equality and equity. It is better that this is embraced earlier than later for our own good

3. There are several Government programmes and NGOs in the Country, there is still a wide gap that exists between those under protection and those not.

4. Poverty and illiteracy add to these complications, The Empowerment of Women begins with a guarantee of their health and safety.

5. Empowerment of Women could only be achieved if their economic and social status is improved. This could be possible only by adopting definite social and economic policies with a view of total development of women and to make them realize that they have the potential to be strong human beings.

6. In order to create a sustainable world, we must begin to Empower Women.

SUGGESTIONS

1. The first and foremost priority should be given to the education of women, which is the grassroots problem. Hence, education for

women has to be paid special attention.

2. Awareness programmes need to be organized for creating awareness among women especially belonging to weaker sections about their rights.

3. Women should be allowed to work and should be provided enough safety and support to work. They should be provided with proper wages and work at par with men so that their status can be elevated in the society.

4. Strict implementation of Programmes and Acts should be there to curb the mal-practices prevalent in the society



Women Empowerment in Space, Science and Technology

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Abstract: Women can be empowered only if they are given education and made aware of their rights and hence they themselves priorities their lives. Women empowerment refers to increasing the spiritual, political, social or economic strength of women in diversified streams. It involves the empowered developing confidence in their capacities. It's a multidimensional social process that helps women to gain control over their own lives and give contribution in strong nation building by their knowledge and skills in various fields of Space science and technology. Science and Technology have been an integral part of Indian civilization and culture. Over the years Indian women have overcome the traditional mind-sets and have excelled in professions like teaching, medicine, engineering, information technology, biotechnology, nuclear science, space science and many such specialized fields in the domain of science and technology.

Keywords: Space, Science & Technology, Nation Building, Women Empowerment

Introduction: Space technology is technology developed by space science or the aerospace industry for use in spaceflight, satellites, or space exploration. Space technology includes spacecraft, satellites, space stations, and support infrastructure, equipment, and procedures. Space is such a novel environment that attempting to work in it requires new tools and techniques.

Objective:

• To Study the contribution of Indian Women in space

1. Kalpana Chawala
2. Sunita Williams
3. Meet Shawna Pandya

Kalpana Chawala- Kalpana Chawla was an American astronaut, engineer, and the first female of Indian origin to go to space. She first flew on Space Shuttle Columbia in 1997 as a mission specialist and primary robotic arm operator.

Awards: Congressional Space Medal of Honor, NASA Space Flight Medal, NASA Distinguished Service Medal.

Sunita Williams- Sunita Williams is an Indian origin American former astronaut and United States Navy officer of Indo-Slovenian descent. She formerly held the records for total spacewalks by a woman and most spacewalk time for a woman. Williams was assigned to the International Space Station as a member of Expedition 14 and Expedition 15.

Awards: Padma Bhushan, Commendation Medal, Navy Commendation Medal (2), Navy and Marine Corps Achievement Medal, Humanitarian Service..... Medal, Humanitarian Service Medal and various other service awards.

Challenges on women

Women in space face many of the same challenges faced by men:

- non-Earth conditions
- psychological stresses of isolation and separation

Women may face difficulties from :

- Pregnancy
- Child Rearing
- Radiation

Women in Science and Technology:

Science and technology have been an integral part of Indian civilization and culture. Women and men have been active in science from the inception of human civilization. One of the defining marks of humanity is the ability to

affect and predict our environment. Science is the creation of structure. For our world and technology, the use of structure has been stepping stone to our progress. Women and men have researched and solved each emerging need. At a glance, women in general might look like one of the many housewives – simple, docile, unassuming and humble. But make no mistake, for behind this simple straight face is a razor sharp brain, and an uncanny ability to execute, to convert thought into action without much ado. Women the world over want to see advancement in areas they define as crucial to their well-being. Although various ethnic groups are viewed as critical underserved population groups in different countries, women are the one population seen as a critical population worldwide.

Women everywhere may believe they have more important problems to solve than gaining education in science and mathematics which ultimately fosters economic development. Yet, experts say women must become involved if they are to have input into the manner in which science and technology are used and if societies are to benefit from the insights and knowledge that women possess.

Importance of Science & Technology:

Education: Science and technology have made a remarkable contribution in the field of education. Technology has made education itself easier. It has provided us options like smart classes, eBooks, etc.

Internet: One of the best gifts science has given us is the internet, via the internet, we can stay connected to our family and friends.

A Better Life: The invention of machines like X-Ray, ECG, blood sugar tester has made our life a lot easier, previously where we used to visit a doctor or a chemist for a blood sugar test, but now we can test our blood sugar at any time and at any moment.

Women Empowerment

Women's empowerment is a process in which women gain greater share of control over resources material, human and intellectual like knowledge, information, ideas and financial resources like money and access to money and control over decision-making in the home, community, society, nation, and to gain power (Bisnath and Elson,1999). According to the Country Report of Government of India, Empowerment means moving from a position of enforced powerlessness to one of power (Batliwala, 1994).According to Cambridge English Dictionary empowerment means to authorize. In the context of the people they have to be authorized to have control over their lives. When applied in the context of development the particular segment of population, the poor, the women, the vulnerable, the weak, the oppressed and the discriminated have to be empowered to have control over their lives to better their socio-economic and political conditions. Kabeer (2001) defines empowerment as the expansion in people's ability to make strategic life choices in a context where this ability was previously denied to them. For women in India, this suggests empowerment in several realms: personal, familial, economic and political. There are some basic questions that come to the mind s that come to the mind when we talk of empowerment

1. Can women, decide, with dignity and without any fear, their own goals and have the freedom and capability to act towards them?
2. Do they have access to means of production to ensure economic independence and physical security outside the house as a precondition to freedom of movement ?
3. Do their opinions and desires count at the level of family, the society and the country ?
4. How do we provide opportunities to enhance their capabilities ?
5. Does she have the right to own and

enjoy property ?

6. Does she have freedom from the drudgeries of the laborious domestic chores and meaningless social restrictions ?

7. Is she able to freely participate in the development and status building of the nation ?

8. Does she have mastery over vocational, managerial and life-saving medicinal skills ?

If answer to any of these questions is in the negative, it implies that women are not completely empowered. Thus, women's empowerment needs some basic ingredients which include fearlessness (implying absence of crimes against women), freedom from drudgery of laborious domestic chores, economic earning and productivity, ability to travel and control speed, authority to take decision, sharing power and property with men and a liberalizing education that can prepare grounds for the above (Batliwala, 1995)

Institute:

1. Aryabhatta Research Institute of Observational Sciences, Nainital
2. Indian Institute of Astrophysics, Bangalore
3. Indian Institute of Science Education and Research
4. Indian Institute of Science, (Bangalore)
5. Indian Institute of Space Science and Technology, Thiruvananthapuram
6. Inter-University Centre for Astronomy and Astrophysics, (Pune)
7. National Centre for Radio Astronomy, Pune
8. Physical Research Laboratory, Ahmedabad
9. Radio Astronomy Center, Ooty
10. Raman Research Institute, (Bangalore)

Conclusion:

Women should be encouraged to bring their vision and leadership, knowledge and skills, views and aspirations into the development agenda from the grassroots to international

levels. Science and technology brings economic growth and well-being to people and it is not only the empowerment of women through science and technology, but also the enrichment of science and technology through women's participation. It is not the concern of one nation only, but there are many players and stake holders in the aim to reach this millennium goal. We just hope that women become empowered at 100% and become equal to men so that both of them may work side by side for a better world of today.

It is necessary to recognize that the participation of women in science and technology is no longer simply an issue of gender equity: it is also an issue that should be considered in national economic development. Women are both consumers and producers, they can make a difference if they are involved and considered in economic development plans. With science and technology at the heart of economic development, women's participation in science and technology is therefore an essential part of economic development strategies.

Conclusion

Women should be encouraged to bring their vision and leadership, knowledge and skills. Science and technology has a profound impact on all of humanity's activities. Science and technology inventions and discoveries, including the theory of the origin of the universe, the theory of evolution, and the discovery of genes, have given humanity many hints relating to human existence from civilized and cultural points of view.

Science and technology has huge impact on all human activities and women has introduced a new vision to look towards space and technology.

The inspiration like Sunita William and Kalpana Chawla has drawn attention to the deprived fields like space and technology.

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Women Empowerment : Role of homemaker to nurture the Generation

Nandini Amarchand Agrahari
nashik

We know that Women play a very strategic role in the development of society as well as development of economy in general. Women is the leader, planner of the family, the first trainer, supplier of labour power and by playing focal role in the development of Agriculture, industry, service sector, socio-culture etc creates a civilized society. According to United Nations - Women's empowerment has five components:

1. Women's sense of self-worth;
2. Their right to have and to determine choices;
3. Their right to have access to opportunities and resources;
4. Their right to have power to control their own lives, both within and outside the home; and
5. Their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

Throughout history, women have usually worked for pay, either by contributing to farming and other family-owned businesses, or by working for outside employers. Housewives were common in developed countries for a few decades during the middle of the 20th century. It is said that, "You educate a woman, You educate an entire family". "I prefer the word 'homemaker' because 'housewife, always implies that there may be a wife someplace

else. Women in society are seen as home-makers, caretakers even in the health front the job of a nurse is given mostly to women, on the other hand, when it comes to women's health or nutrition they are the most neglected ones.

"Man can never be a woman's equal in the spirit of selfless service with which nature has endowed her" - Mahatma Gandhi .Home making is surely in reality the most important work in the world. A homemaker is the person who nurtures and guides the entire family from children to the eldest member of the family. Today , we see women's working in various fields and achieving their goals. Women achieving National Awards , getting jobs in Multi National companies and working as an officer to protect our country on border as well. Today women are no less than men in any fields. India being a developing country has taken a good step to empower the women in every respective fields. But realizing all this achievement , we resist to think about those women of our country who stay at homes for 24 hours and works continuously by taking care of their families , making delicious food for the family , loving them endlessly. She is the person who does the toughest job than any of the fields of the country . Getting up early in the morning and sleeping in midnight. Taking care of each and everyone's food and about their health ,loving their children , husbands and other family members endlessly. "She was always on her feet .Cooking, washing, ironing."

We see them working daily for the family members, but we never praise them for their hardwork, DO WE ? If a Woman is an officer, a working woman or a professor, We respect them than why don't we respect our home makers our mother? The person who never gets off her from duty , never demanded for a holiday nor a leave. She never dreamed but helps to complete our dreams.

While we may walk few miles towards women empowerment, the road is a long one.

Empowering women is key to our tomorrow, our future. Women's empowerment is not and cannot, be separated from the empowerment of nature, empowerment of all the marginalised people and countries. Women's struggles and movements are closely linked to peace movements, ecology movements, workers' and peasants' movements, human rights movements and movements for democratisation and decentralisation of society. The need of the hour is to enable women to realize their potential. While government must take measures like for health, education, employment, awareness for women etc. it is incumbent on society to create awareness and create public values which will promote women empowerment. Even women have internalized norms of Patriarchy that they themselves dominate other women. Like domination of daughter-in-laws by their mother-in-law It is the culture which needs an overhaul. As famous Sociologist Andre Beteille has said- "Law only decides the direction which a society should take, the actual direction of the society is decided by its culture".

"Today's 'housewife' is a sassy, clever and opinionated woman who faces challenges on head – on and never shies from telling it like it is – all the while hoping to create a happy "home life", regardless of what kind of home she has and who lives there." Hence I conclude by saying that home makers or housewives are the women who never complained for their job, so it's our responsibility to praise them for their work and respect them equally as other working women's in the society. "Yatra nary astu pujoyante ramantetatra devta" – As per Manusmriti- "Where Women are honoured, divinity blossoms there, and where ever women are dishonoured, all action no matter how noble it maybe, remains unfruitful."

THANKYOU !



GENDER EQUALITY IN RESPECT OF WOMEN'S WORKING FIELD

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NASHIK

ABSTRACT:-

Most of the literature on gender focuses on women and the factors that affect their socio economic outcomes. A commitment to promoting gender equality in economic outcomes, as in other areas of social development and human rights has emphasized women's empowerment. In development countries women are also considered to be responsible of the reduction in economic gender disparities. Policy makers and social scientists have begin to emphasize the role and Responsibility of the men and boys in promoting gender equality. It is an serious issue to consider. This abstract support for equality between women and men may be influenced in part by local and international discourse on gender equality. I think these are also important elements to consider when addressing such a complex and important subject, but I m glad its one that is being talked about.

INTRODUCTION :-

Gender equality does not mean that women and men will become the same, but that women's & men's rights, responsibilities and opportunities will not depend on whether they are born male or female. It implies the interests, needs and priorities of both are taken into consideration, recognizing the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of sustainable people centered

development.

Gender equity means fairness of treatment for women & men, according to their respective needs. This may include equal treatment or different, but which is considered equivalent in terms of rights, benefits, obligations and opportunities.

When we talk about opportunity we are talking about ensuring opportunity which is not on the basis of gender. We are talking about correcting for gender biases so that economic outcomes improve for all. Many of the measures concerning gender equality interplay with the economy.

HOW DOES EQUITY LEAD TO EQUALITY ?

Gender mains framing is a very useful strategy. It overlays the gender lens across any action, policy and more.

Gender mains framing our workplace policies including hiring, pay performance and promotion enables positive steps towards gender equality.

GENDER EQUALITY IN EMPLOYMENT.

Employment equality relates to equality between women and men with respect to their treatment, opportunities and economic achievements in the workplace. The concept is often viewed in relation to the workplace and labour organizations. Due to increasing diversity and the greater engagement of women in workforce, there is evidence of ongoing discrimination and inequality.

It is governed by a body of National Legislation which leads with

- * Family Leave Entitlement
- * Equality of pay for work of equal value
- * Protection of women during pregnancy.

AFFIRMATIVE ACTION :-

There is a need for policy initiatives to empower women as gender disparities against the backdrop of economic growth. One unique policy experiment in Village Level governance that mandated one third representation for women in position of local leadership has shown

promising results.

Evaluations of this affirmative action policy have found that in villages led by women, the preferences of female residents are better represented, and women are more confident in reporting crimes that earlier they may have considered too stigmatizing to bring attention.

Female leaders also serve as role models and raise educational and career aspirations for adolescent girls and their parents.

Improvements in labour market prospects also have the potential to empower women. an influential randomization study found that job securities visits to villages to provide information to young women.

Recent initiatives on training and recruiting young women from rural areas for factory based jobs in cities provide economic independence and social autonomy that they were unaccustomed in their parental homes.

CONCLUSION:-

Educating our children from an early age about the importance of gender equality could be a meaningful start in that direction.

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