

## Women & Career

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**Abstract:** “You educate a man; you educate a man. You educate a woman; you educate a generation.”By Brigham Young

The status of women in India has been subject to many great changes over the past few millennia. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful. In modern India, women have adorned high offices in India including that of the President, Prime minister, Speaker of the Lok Sabha and Leader of the Opposition. As of 2011, the Speaker of the Lok Sabha and the Leader of the Opposition in Lok Sabha (Lower House of the parliament) both are women. However, women in India continue to face discrimination and other social challenges and are often victims of abuse and violent crimes and, according to a global poll conducted by Thomson Reuters, India is the “fourth most dangerous country” in the world for women, and the worst country for women among the G20 countries. India is the second largest country in the world so far as population is concerned. But so far as education is concerned it is a backward country. In past, women did not receive any education at all. They were not allowed to come out of the four walls of their houses. Domestic works were their only education. Today women with their smartness, grace and elegance have conquered the whole world. They with their hard work and sincerity have excelled in each and every profession. Women are considered to be more honest, meticulous, and efficient and hence more and more companies prefer hiring women for better performance and result.

Purpose of research:

- 1) To discuss about the Women & there growth.
- 2) To highlight the importance of women in the various career.
- 3) To discuss the role women in the economic growth.

Methodology:

The study developed exploratory research design, desk & text research based on the reviews of qualitative & quantitative information published either in records/reports or journals magazines.

**Keywords:** *Women, Profession, Education & Economic Growth.*

### 1. INTRODUCTION

Women in India now participate in all activities such as education, sports, politics, media, art and culture, service sectors, science and technology, etc. Indira Gandhi, who served as Prime Minister of India for an aggregate period of fifteen years is the world’s

longest serving woman Prime Minister. The Constitution of India guarantees to all Indian women equality (Article 14), no discrimination by the State (Article 15(1)), equality of opportunity (Article 16), equal pay for equal work (Article 39(d)). In addition, it allows special provisions to be made by the State in favour of women and children (Article 15(3)), renounces practices derogatory to the dignity of women (Article 51(A) (e)), and also allows for provisions to be made by the State for securing just and humane conditions of work and for maternity relief. (Article 42).

## **2. REVIEW OF LITERATURE WOMEN & EDUCATION**

India is the second largest country in the world so far as population is concerned. But so far as education is concerned it is a backward country. In past, women did not receive any education at all. They were not allowed to come out of the four walls of their houses. Domestic works were their only education. During the British rule in India some noble social thinkers of the time paid their attention to the education of woman in our country. Raja Ram Mohan Ray, Iswara Chandra Vidyasagar was famous reformers who gave emphasis on the education of women. They put forth a very strong argument. Man and woman are like the two sides of a coin. Without one, the other cannot exist. They help each other in every sphere. So education should be given to both man and woman. Further, women are the mothers of the future generation. If women are uneducated, the future generations will be uneducated. For this reason the Greek warrior Napoleon once said, "Give me a few educated mothers; I shall give you a heroic race."

## **3. WOMEN & CAREER:**

Today women with their smartness, grace and elegance have conquered the whole world. They with their hard work and sincerity have excelled in each and every profession. Women are considered to be more honest, meticulous, and efficient and hence more and more companies prefer hiring women for better performance and result. Women prefer all types of job but a few favorites are listed below. In rural India, agriculture and allied industrial sectors employ as much as 89.5% of the total female labour. In overall farm production, women's average contribution is estimated at 55% to 66% of the total labour. According to a 1991 World Bank report, women accounted for 94% of total employment in dairy production in India. Women constitute 51% of the total employed in forest-based small-scale enterprises.

## **4. WOMEN'S PARTICIPATION MUST FOR ECONOMIC GROWTH:**

In our service area, most of the disadvantaged women work as domestic workers, agricultural labors, sweepers & cleaners in schools, hospitals, shops and establishments. They do not have permanent, dignified, sustainable livelihoods. They work at the mercy of landlords and owners of shops and establishments. They have uncertain and seasonal wage employment in agriculture fields. Unfortunately, agriculture has become gambling in this area due to persistent drought conditions. Due to lack of skills and regular income

generation activities, they are below the poverty line. While Indian economy has grown up since 1991, the participation of women in this economic growth has been negligible and lots needs to be done, says a study by the US-based think-tank Centre for Strategic and International Studies (CSIS). It said that India will touch a double digit growth if women get adequate presence in professional life. Citing a UN document, the study mentioned India's growth would be increased by 4.2 percent if women are not neglected in the economic growth. "That would push India's current growth rate of about 7.5 percent closer to 11 percent, making it, once again, one of the world's fastest accelerating economies," said the study. "India's economic growth is remarkable in its reach and impressive for pulling millions out of poverty, but women are still missing at virtually every level of professional life," wrote Karl Inderfurth, former assistant secretary of state, US and Persis Khambatta, a fellow at CSIS, who are the authors of the study. "The loss in GDP that India incurs as a side effect of low female economic participation is a major drag on its overall economic performance," it said. "As its economy develops to encompass new knowledge-based industries, and as its population moves from rural to urban areas, the pivotal issue should be given greater scrutiny: Are India's women poised to take part in the rapidly expanding economy? And what will the consequences be for India's economic development?"

## 5. FINDINGS

A woman as airhostess requires lot of hard work, commitment, smartness, courage and total dedication. All private airlines namely Sahara, Jet Airways, British Airways etc. and government owned air services like Air India and Indian Airlines. The popularity of advertising in the promotion of a product and its importance is growing day by day. With the increase of channels, radio stations and FM stations all over the country, the need for good professionals in this field is increasing by the day. The salary, terms and conditions vary from organization to organization. A woman has successfully achieved their growth in this field. For a woman, the job of an advocate gives her respect, recognition and an esteemed social status. As of late the presence of Indian women in the court of law is immensely increasing and is quite impressive. Electronic engineers are the brain behind these inventions. They are the ones who have created these electronic gadgets for us to enjoy and design these electronic equipments for the use in various fields and areas. Thus electronic engineers play an important role and the profession in thus in great demand. A woman has slightly achieved their growth in this field. Though it needs lots of efforts to achieve the high growth rate in this field. For today's modern Indian woman who is smart, career-minded, professional, independent and successful fashion is an important part and parcel of life. Fashion designing is hard and serious work. Our society pays a high regard to the profession of teaching. The area of teaching has become more advanced and sophisticated with the inclusion of computers and other information technologies in the syllabus. Teaching, Beautician, Doctor are the profession where a woman has successfully achieved their growth.

## 6. CONCLUSION

Large and complex organizations in modern societies are generally managed by professionals. In India, although women play a major role in the labour force, they are largely underrepresented in professional organizations. This is because of the social cultural basis of gender differences, the socialization pattern and the patriarchal ideology. Behaviors associated with the exercise of power, the structure of interpersonal relationships and culture in professional organizations differ from what women learn as a result of their primary socialization. The trend is likely to intensify. In 2010-11, according to the University Grants Commission, education was the only stream of study to have more girls than boys: 3.24 lakh girls as opposed to 2.64 lakh boys had signed up to take up teaching as a vocation. "At AzimPremji University, we have more female students. But I would say gender has no bearing on the goodness or badness of a teacher," said DileepRanjekar, CEO, AzimPremji Foundation. For corporations in India looking to advance on their journey towards gender inclusion and to fully leverage India's female professional talent, the demographic trends are clear, the business case is irrefutable, and the means are already largely available. Global corporations — both MNCs and Indian corporations — can be significant enablers of the historic change in gender relations that is so clearly underway in India. Many have already embarked on this journey; others will join in as the business imperative increases.

But while pursuing gender inclusion and the development of India's copious female talent does indeed make good business sense, it is something even more important: it is a key element of good corporate global citizenship — being "part of the solution rather than part of the problem" of overcoming old gender inequities and moving towards a future in which the economic participation of Indian women is equal to their numbers and their abilities.

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