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## WOMENS EMPOWERMENT AND INCLUSIVE GROWTH STRATEGY

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**Abstract :** The status of women is an ongoing and dynamic process which enhances women's abilities to change the structure and ideologies into this interrelated dimensions concerning economic, social and political activities while, the economic aspects include increasing women access and command over tangible and intangible resources such as, wealth, property, employment, knowledge and information, social aspects are associated with changing dimensions of the existing discriminatory ideology or culture for making an environment for women's existence. On the other side political process influences the status of women in the power structure to bring about changes in their legal status and to get access to positions.

**Keywords :** . liberalisation, harassment

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**Introduction :** Inclusive empowerment of women with respect to their status for participation in the work, and the economic opportunities for independent decision making and capability creation in face of a highly segregated society with deep rooted social malice practiced in Indian in many forms since thousand of year's.

With the process globalization, liberalisation and privatization of the Indian economy, new challenges for the realization of the goal of inclusive economic status have given birth to the issues of women's equality and its negative impact on deteriorating working conditions unsafe working environment especially in the informal sector and rural area.

Hence, one of the challenges before the government would have to design new policies and to revamp the old policies particularly from the point of view of the poor women at village level so that they can maintain their minimum standard of living and sustain their capacities to meet the negative social and economic impact of globalization process.

Following are the strategies for empowering women

**(1) Need for an Inclusive Outlook for Evaluating the ground level Plan of Action :** We have to accept the fact the things are not going to change overnight but because of this we can't stop taking action either at this juncture, the most important step is to initiate ground level action whatever small it might seem. The ground level action should be focused towards changing the social attitude and practices prevalent in the society which are highly biased against women. This can be initiated by working with the women at the grassroot level and focusing on increasing women's access and control over resources and increasing their control over decision making. Further, working on the aspect of enhanced mobility and social interaction of women in the society would have positive influence for all round development and the inclusive economic empowerment to women in India.

**(2) Need for Reality Check on the specific Points Before the Implementation of Policies.:** Today, there are lot of things that is

happening in the name of women empowerment in India and lot of resources are spent in direction. Keeping in this mind, it is crucial to have reality check on what is happening in the paper and what is actual ground situation. It is worthwhile to ponder on the fact that we are one of the worst in terms of worldwide gender equality rankings. In India women are discriminated marginalized at every level of the society whether it is social participation, economic opportunity and economic participation or political participation, access to education or access to nutrition and reproductive health care. A significant few in the society still consider woman as sex objects. Gender disparity is high crimes against woman is all time high in the most cases

go unreported. Dowry related problems death is increasing and is profoundly manifesting in the urban population. Work place harassment of woman is another phenomenon which is rapidly increasing as more women join the work force. Early age marriages are still taking place in large numbers and the number of girls going to school is abysmally low. Moreover majority of the girls who join the school drop out by the age of puberty to get married and live life of drudgery. All this is happening fact that their are number of programmes and policy initiatives that are being and other bodies. The year 2001 declared as the national policy for empowerment of woman. So it is time ask the quotations whether we are moving in the right direction and where are we in terms of the paper action without having the actual ground realities

**(3) Needs for creativity Towards positive Attitude Among the Women to Exercise Full Control Over their Circumstances or Action:** One of the major aspects of women empowerment in India is to change the attitude of society towards women. The problem in India is that the society never worked on the premise of gender equality form a long-long time. Atrocities and discrimination against

women is a way of daily life in India society. There is an attitude which still prevails in India where women

are considered to be only worthwhile of household activities and managing the children. The veil system, child marriage and dowry are testimonies to this truth. Women have never been part of the mainstream of society in India and they are still considered as a great liability if we just look at the sex ratio it we show the plight of woman in india. It is the lowest at around 933. Female literacy just 65.5 per cent as per 2011 census. In Indian parliament and assemblies women have never represented more than 10 per cent most of the women workers in India are outside the organised sector. Administrators, managers, Professionals combined together and technical workers on the other hand are the lowest at 2.3 per cent respectively. Now these figures give the real truth of the women and discriminated against them quite openly. Can we achieve the goal of inclusive women empowerment in India with these alarming and dismal realities.

**(4) Need for Steamlining the Existing Women Empowerment Programmes to be more Inclusive:**

As we know that the Government had declared 2001 as the women's empowerment year but nothing much as happened even after that. Women even today are not able to exercise full control over their circumstances or actions. From a welfare society at the inception, India moved on to embrace the developmental model and now the latest fad is the empowerment model. But with all these initiatives however genuine they might have been or they are nothing substantial has happened on the grassroot ground. Majority of women in India are poor, uneducated and insufficiently trained. They often end up the daily struggle of managing an ill-equipped family and are not in a position to propel out themselves of the oppressive and regressive social and economic conditions. Female infanticide is one of the biggest crimes against humanity that is being carried out in India. The patriarchal system encourages a male child and considers girls and women as a property are liability from the day of their birth. We need accept the truth that there is a great discrepancy in the ideology and actual practice of empowerment policy in India. Everything is happening at a very superficial level and the time has come to find out an action oriented path at ground level for the real and measurable change. Women makeup 52 per cent of country's population for their living conditions are very tough torturous. To initiate measurable actions at ground level, education of women should be given top priority and female literacy programme need to be enforced across the country. Further to improve the socio-conditions, women need to be trained better equipped for taking informed decisions. The real change will be only visible when social attitudes and norms change. Here inclusive programmes

involving the men are the need of the hour this will be helpful for working out adjustments and sharing of gender-based specific performance or tasks which are currently overburdening then women to no end. Unless we improve the ground level living standards of women in India we might not be able to influence their inclusive empowerment in any other possible way. Various issues that need to be addressed for improving overall economic conditions of the women in India.

**(5) Unification of Inclusive Women Force for Ending Gender Inequality and Bias:**

It has to be understood that unless we change the basic social attitude which cultivates gender inequality and gender bias we would not be able to achieve much in terms of inclusive women empowerment in India. There are many laws and there have been many amendments that have been carried out to end the discrimination against women and empower women in all aspects of life. Gender equality is enshrined in Indian constitution empowers the state to end the gender based discrimination against women. There is reservation of seats to local bodies municipalities and another law is being envisioned for reservation in the lower house of the parliament but the sad part is that all this laws and amendments have become truth as the fundamental problems lies in the attitude society which is highly biased against women. The only solution women is come together unifying force and initiate self empowering actions at the ground level.

**(6) More Stringent Legislations are Required for Ending Violence Against Women:**

When we talk about women empowerment in India the most important aspect that comes in to the mind is that the attitude of the society towards women. Women are still considered as burden and liabilities they are also considered as properties. These kinds of attitude give birth to the evil of violence against women. Women empowerment in India is not possible unless violence against women is eradicated from the society. National Commission of women was created 1992 and convention of elimination of all forms of discrimination against women was ratified in 1993. Apart from the laws and policy formulations, the violence against women can be only tackled through attitudinal change that need to take place in the family, in the society and the female members of the society as well.

**(7) Need of Enthusiasm and Whole Hearted Inclusive Cooperation Among Women:**

To reemphasize once again, women's empowerment cannot take place unless women come together and decide to self-empower themselves, self-empowerment should be all around in nature. Once this happens then we can think about galvanizing the system towards the direction of better health facilities, nutrition and educational facilities for

women at a very large scale, self-empowerment can begin by addressing day-to-day issues faced by individual women and trackling them with a mindset of improving the overall living conditions of women at every level and strata of the society. A movement has to be built up for awakening each and every woman for creative and generative action. In this regard progressive and resourceful women in the society need to come forward to help their less privileged sisters in as many ways as possible. This shall help us to transplant the seed for real women empowerment in Indian soil.

**(8) All Forms of Inclusive Positive Measures Required to Protect The Right of the Girl Child:**All forms of discrimination against the girl child and violation of their rights are prevalent in India. All sort of such forms of discrimination are to be eliminated by undertaking strong measures both preventive and punitive within and outside the family. All through National Policy for the empowering of women (2001) had stressed much on these aspects of discrimination against the girl, yet in practical sense. They are existing at an alarming rate particularly in rural sector of the Indian economy. Still, there is a strong preference for sons results in the neglect of girl and female infants. The Child Mortality Rate Among Female (CMRF) and infant Mortality Rate Among Female (IMRF) are indeplorablte situation in states like M.P., Orissa, U.P., Rajasthan, Bihar and Gujarat. It is found by the National Family Health Suvey 2001-02 that as high as 619 of girls are married by the time they are 18. All such forms of exploitation and descrimination and right of the girl child needs possitive action not on paper but to a realistic ways of implementing possitive majors on the part of the Central and State

Government. Hence, there is urgent need for special emphasis earmarking, substantial investment for eliminating exploitation of girl child relating to food and nutrition, health and education.

**(9) A Time Bond Action Plans are Required at Central and State Levels for Translating Policies into a Set of Concrete Actions:**All Central and State Ministries must draw up time bond action plans with respect to the measurement of goals relating to policies, identification of commitment of resources involved into the plan, responsibilities and accountabilities for implementation of action points, structuring of the plan for efficient monitoring, review of the impact of action point and policies on women and on introduction of a gender prespectives from the angle of the gender budgeting process.

**(10) Role of Mass Media to Built up Realistic Guidelines for Protecting the Women Dignity and Images:**Media has a very special role to portray the images of women consistent with their dignity specially strive to remove demeaning, degrading and negative conventional stereotypical images of women and violence against them. Private sector partners and media network must involve themselves inclusively at all such to ensure equal opportunities for women particularly for the to develop codes of conduct, professional guidelines and other self-regulatory mechanism for promoting balance portayals of women and men.

**Conclusion :** Inclusive to the Vast Majority of Women in India not only Calls for Well Planed efforts either on the part of Central and State Governments or NGO's and Organisation for women, a necessity for transforming the mind sets of society for inclusively empowering the Indian women need not to create any progressive and grass root.

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