

WOMEN UPLIFTS IN INDIAN SCIENCE & TECHNOLOGY**Prof. Miss. Rasika K. Awatade^{*1}, Prof. Gajanan B. Ingle²**

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ABSTRACT

Women in the era of 2023 is very well recognized internationally in every field. She has her own identity as an individual and in a team. Women should be more recognized as an entrepreneur, a leader, officer, researcher engineer etc. Women in research has made a great impact in the society. Her contribution in the field of science and technology has helped to change the world. This paper presents the contribution of women in research in science and technology field [1] Women are required in research, as the gender discrimination has been a challenge and a barrier for women working in science and technology. Though women has leaded and worked in many professions, she holds a lower position [2]. Women needs to contribute more in science and technology and held higher positions than Men. Women and Girls should be empowered not to only participate but also lead in the profession of science and technology [3]. This paper presents the contribution of women in the science and technology field and different schemes available which can empower her especially in science and technology [4].

Keywords: Science and technology, women empowerment, women contribution.

Introduction

The era of globalization and rapid technological development has changed people's lives dramatically. Science and technology play an extremely important role in the contemporary society. Government in developed and developing countries recognize the importance of the development of S&T sphere. The roles of men and women have changed dramatically in the contemporary society. Women have got more freedom to express themselves and take active part in the development of technologies, despite the fact that there are still problems in this sphere. As stated in the report by the United Nations (2011) called *Applying a Gender Lens to Science, Technology and Innovation* "There is also need for recognition of the importance of applying a "gender lens" to STI for development. Indeed, STI policies and programmers will not be effective, equitable and sustainable unless the gender lens is applied so as to reflect the aims, concerns, situation and abilities of both women and men". People realize the gender equality is one of the components of healthy society and true development is impossible without it. Only understanding of contribution women can make to the development of science and technology can bring positive impact on the development of this sphere [5].

Despite the growing temps of technological development and popularity of feminism, women do not still possess equal position in the society. "Although women and girls make up approximately 50 per cent of the global population, they have access to much less than half of the resources in terms of technology, financing, land, training and education, and information". The gender lens would be an essential contribution to the development of STI sphere and would enable people to meet the global changes. "UNESCO figures reveal that in 121 countries with available data, women comprise 29 percent of researchers but there were big disparities among regions [6]. In Asia, women constitute only 18 percent of researchers overall. India and Japan have 13 percent female researchers and South Korea has 15 percent. In Africa women comprised about 33 percent of researchers" (UNESCO 2009). These numbers show that women's participation in STI is very low. Even in the countries with comparatively high rates, women's participation does not make even 50 per cent. These results show that gender inequality still exists in this sphere and it is necessary to pay scrupulous attention to this problem. The history shows a lot of examples of great input made by women to the development of STI. It is hard to overestimate the role of

women in the development of different sphere. Scientific and industrial field, as well as other technological industries are influenced and dominated by men [7].

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. 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.

Women can be empowered only if they are given education and made aware of their rights and hence they themselves prioritize their lives. Surprisingly, the empowerment of women is one of the central issues in the process of development of countries all over the world. In 1975, the first UN Conference of Women and

Development was held at Mexico under the motto, Equality, Development and Peace. The need to integrate women into development was internationally proclaimed in the 1995 Beijing Conference [8].

Women's roles in Computer Science & Technology:

Women have played a crucial role in the development and advancement of computer science throughout history. However, their contributions and representation in the field have often been overlooked or undervalued. Despite facing numerous challenges and barriers, women have made significant contributions to computer science and continue to shape the field in various ways.

Here are some key aspects of women's role in computer science:

- **Pioneering Figures:** Women have been pioneers in computer science since its early

days. Ada Lovelace, often regarded as the world's first computer programmer, wrote the first algorithm for Charles Babbage's Analytical Engine in the 19th century. Grace Hopper, known for her work on the development of programming languages and compiler technology, played a vital role in the early computer industry.

- **Programming and Software Development:** Women have made notable contributions to programming and software development. During World War II, women were involved in programming and operating early computers like the ENIAC. In the 20th century, women like Jean E. Sammet and Frances Allen made significant contributions to programming languages and software development.
- **Human-Computer Interaction (HCI):** Women have played a prominent role in the field of human-computer interaction, which focuses on the design and interaction between humans and computers. Researchers like Susan Kare, who designed icons and graphics for Apple's Macintosh, have greatly influenced the user experience of modern computer systems.
- **Artificial Intelligence (AI):** Women have made significant contributions to the field of AI. Notable figures include Fei-Fei Li, who has made important advancements in computer vision and machine learning, and Cynthia Breazeal, who developed social robots. Their work has helped shape the future of AI technology.
- **Academia and Research:** Women researchers and academics have made important contributions to computer science through their research and teaching. They have advanced various subfields of computer science, such as algorithms, cryptography, artificial intelligence, and data science. Their work has expanded our understanding and application of computer science principles.
- **Bridging the Gender Gap:** Women in computer science have also played a crucial role in advocating for gender diversity and equality. They have worked to address the gender gap in the field, encouraging more women to pursue careers in computer science and providing support and

mentorship to aspiring female technologists[9]

Contribution Women in Science and Technology:

The achievement of males like Abdul kalam Azad, and C.V. Raman is very openly discussed but we very rarely talk about women's exceptions Kalpana Chawla and Sunita Williams.

Some of those names are:

- **Kadambini Ganguly**– She was the first female graduate of the British Empire and the first female physician in south Asia.
- **Anna Mani** – She was a physicist and meteorologist. Her contribution is in the field of ozone, solar radiation, and wind energy.
- **Dr. Indira Hinduja** – She was a gynecologist by profession and developed oocyte donation techniques for menopausal and ovarian failure patients. She was the first woman to deliver a test tube baby.
- **Dr. Aditi Pant** – She is an oceanographer and one of the first Indian women to visit Antarctica. she was part of the third Indian expedition to Antarctica
- **Dr. Suman Sahai** – She is the founder of the Gene Campaign in India. She is the brain of the patent campaign for Azadirachta Indica (Neem) and Turmeric.

Reason for Low Participation:

- Stereotypes – People still have a mindset that boys are better at science than girls.
- Economic concern– Science is quite costlier than arts and commerce.
- Patriarchy – A male-dominated work environment and gender bias hold women back.
- fewer women-specific science institutes- women-specific colleges are only 11% in India and the majority of them offer arts and commerce.
- Lack of Role Models– women's achievement is a very less discussed topic, rural people still believe moving out of home will spoil them and avoid discussing people who left home for higher studies.
- Harassments– Workplace harassment is very common and it scares and keeps women out of work.

Despite these contributions, women continue to be underrepresented in computer science and face various barriers, including gender bias, stereotypes, and lack of representation. Efforts are being made by organizations, educational institutions, and individuals to address these challenges and promote greater gender diversity in the field. Recognizing and celebrating the contributions of women in computer science is essential to inspire future generations of female technologists and create a more inclusive and diverse field.

Initiatives by Government for Increasing Participation:

Knowledge Involvement in Research Advancement through Nurturing (KIRAN) Scheme– It was launched in 2014-15, this was an umbrella scheme under which all women-specific programs were introduced. One program under this was the Woman scientist scheme provided career opportunities to unemployed women scientists and those who had broken and were not able to begin work.

- **Vigyan Jyoti scheme**– It was launched to address the underrepresentation of women in the field of science and technology. It began at the school level where students from classes 9 -12 are encouraged to pursue a career in STEM. It provided exposure to rural girls and assisted them in planning careers in science.
- **Gender Advancement for Transforming Institutions (GATI) program**– It was for developing and assessing a framework for gender equality in STEM.

Department of science technology has established an Artificial intelligence lab in women's universities.

- **Under the Indo- Us fellowship for women**, they can work in research labs in the US.
- **Consolidation of University Research for Innovation And Excellence (CURIE) program**– It was to improve R&D infrastructure and research facilities to create excellence in S&T in women's universities [10].

Conclusion

Science and technology is the field which is growing rapidly and becoming the reason for the development of other sectors. Under-representation of women is a loss of societal

and economic development as well. Policies and strategies need to develop to enhance the representation. There is a need for behavioral changes which can be done by bringing them in front and giving responsibility. Woman's contributions should be openly discussed since primary school. A country's development will never be completed by keeping the major population under-represented in the most dynamic and in field of endless opportunity [10].

Women play an important role in a lot of spheres in the contemporary society. They make great contribution to the development and improvement of life in a lot of spheres. Unfortunately, science and technology are the spheres where women do not have equal possibilities with men. There are a lot of possible explanations of this inequality, but gender bias, prejudices and unequal distribution of resources are among the main ones. Gender inequality in STI is more common in the developing countries. There are different ways to deal with the problem. Proper monitoring, proper informing and creating necessary work conditions should improve the situation in this field. Gender equality and normal work conditions for both, men and women are the characteristics of any normal society and it is necessary to pay attention to the problem of gender inequality in science and technology because this can be beneficial for the development of these spheres.

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 [8].

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THE STUDY ON ISSUES AND CHALLENGES OF WOMEN EMPOWERMENT IN INDIA

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ABSTRACT

This paper seeks to analyse the state of women empowerment in India and sheds light on its problems and challenges. Today women's empowerment has become one of the most important concerns of the 21st century. Since the beginning of the twentieth century their position has gradually and gradually changed. The study found that women in India are relatively underdeveloped and, despite many efforts by the government, are somewhat inferior to men. Gender gaps exist regarding access to education and employment. The power of decision-making at home and the freedom of movement of women vary greatly in their age, education and employment status. It has been found that the acceptance of unequal sex norms by women is still prevalent in the society. Rural women are more likely to experience domestic violence than urban women. The gender gap is also very large in political participation. The study concludes that access to education and employment are the only enabling factors, although the focus on goal attainment depends largely on the attitudes of people towards gender equality.

Keywords: Women, Empowerment, Issues, Challenges, Violence against Women.

Introduction

Women's empowerment is the liberation of women from the ill effects of social, economic, political, caste and gender discrimination. It means giving women the freedom to make life choices. Women's empowerment does not mean 'empowering women', but equality instead of masculinity. There are various aspects of women empowerment in this regard, such as

- **Human rights or personal rights:** A woman has an existence with senses, imagination and thoughts; She should be able to express them freely. Personal empowerment means having confidence in speaking and asserting the power to decide to negotiate.
- **Social Women Empowerment:** An important aspect of women's social empowerment is the promotion of gender equality. Gender equality refers to a society in which women and men enjoy equal opportunities, outcomes, rights and obligations in all walks of life.
- **Educational Women Empowerment:** It means empowering women with the necessary knowledge, skills and confidence to participate fully in the development process. It means making women aware of their rights and developing the confidence to claim them.
- **Economic and Business Empowerment:** It implies better quality of material life through sustainable livelihood owned and managed by women. This means reducing their financial dependence on their male counterparts by making them a significant part of the human resource.
- **Legal Women Empowerment:** It proposes a provision to create an effective legal framework supporting women's empowerment. This means bridging the gap between what the law suggests and what actually happens.
- **Political Women Empowerment:** It means the existence of a political system in favour of women's participation and control in the political decision-making process and governance. The empowerment of women and the promotion of women's rights have emerged as part of a global movement that has been breaking new ground in recent years. Days like International Women's Empowerment Day are also gaining momentum. Empowerment of women is essential for the health and social development of families, communities and countries. When women live a safe, perfect and productive life, they can reach their full potential. Contribute their skills to the staff and nurture happy and healthy children. They help fuel a sustainable economy and, to a large extent,

society and humanity. But despite much progress, women and girls face discrimination and violence in every part of the world.

Objectives of the Study

1. To know the concepts of women empowerment.
2. To study the violence against women in India.
3. To analyse the factors that affect women's empowerment.
4. To identify the challenges in the path of women empowerment.
5. To make useful suggestions in the light of the findings.

Research Methodology

Aims of this study to analyse the different types of Women Empowerment. The study is descriptive and analytical in nature. The data used in this has been taken from purely secondary sources as per the requirement of this study. Secondary data which is collected from various reports of national and international agencies, various authentic websites, magazines and e-content related to Women Empowerment.

Violence against Women in India:

Violence against women in India is physical or sexual violence against women, especially by men. Common forms of violence against women in India include domestic violence, sexual assault and murder. This act must be done purely to consider violence against women because the victim is a woman. Men with gender disparity roles often commit these acts. According to India's National Crime Records Bureau, incidents of crime against women have increased, and a crime is committed against a woman every three minutes.

• Murders

Dowry killing is the killing or suicide of a married woman due to a dowry dispute. In some cases, the husband and father-in-law constantly try to collect more dowries by harassing and harassing, sometimes the wife has committed suicide or there will be an exchange of gifts, money or property at the daughter's wedding in the family. Most of these suicides have been committed by hanging,

poisoning or self-immolation. If the dowry is killed the woman is set on fire, it is called burning the bride. The murder of the bride is often referred to as suicide or accident, sometimes the woman is set on fire in such a way that it looks like she set fire to the kerosene stove while cooking. Dowry is illegal in India, but it is still common to give expensive gifts to the bride and her relatives at weddings organized by the bride's family.

Honor killing is the murder of a family member, which is a matter of disgrace and shame for the family. Honor killings include refusing to enter into a planned marriage, committing adultery, choosing a rejected partner from the family, and being a victim of rape. In some villages in India, caste councils regularly execute people who do not follow the rules on their caste or tribe.

The killing of women accused of **witchcraft** in India continues to this day. Poor women, widows and lower caste women are most at risk of this type of murder.

Sexual feticide is the selective killing of a newborn child or the termination of a female fetus by a sex-selective abortion. Protecting the family in old age in India and being able to perform rituals for deceased parents and ancestors inspired them to have children. Girls, on the other hand, are considered a social and economic burden. Dowryban is an example of this. Fear of not giving dowry and social exclusion can lead to female feticide in poor families. Modern medical technology has determined the sex of the baby given that the baby is still pregnant. Once this modern prenatal diagnostic technology determines the sex of the fetus, families are able to determine whether they want to have an abortion based on gender. One study found that 7,997 out of 8,000 abortions were performed on female fetuses. Fetal sex determination and prenatal abortion by medical professionals is now a Rs 1000 crore industry.

• Sexual crimes:

India is considered to be the most dangerous country in the world in terms of sexual violence against women.

Rape is one of the most common crimes in India. In the Criminal Law (Amendment) Act, 2013, rape is defined as the intrusion of a man

into a woman's physical beauty without the consent of a man or a woman and not being punished. According to the National Crime Records Bureau, one woman is raped every 20 minutes in India.

Marital rape is not a criminal offense in India. India is one of fifty countries that have not yet banned marital rape. 20% of Indian men admit to forcing their wives or partners to have sex.

Human trafficking in India, although illegal under Indian law, is a major problem. People are often smuggled through India for the purpose of commercial sexual exploitation and forced / enslaved labour.

- **Domestic violence**

Domestic violence is when one partner abuses another in an intimate relationship such as dating, marriage, intimacy or family ties. Domestic violence is also known as domestic violence, marital abuse, assault, domestic violence, dating abuse, and intimate partner violence. Domestic violence can be physical, emotional, verbal, financial and sexual abuse. Domestic violence can be subtle, coercive or violent. According to politician Renuka Chaudhary, 70% of women in India are victims of domestic violence.

- **Forced and child marriage**

Girls at risk of being forced into marriage at an early age face a double risk: a child and a woman. Boys and girls often do not understand the meaning and responsibilities of marriage. Because of such marriages, girls are burdened by their parents and are afraid of losing their sanctity before marriage.

- **Acid throwing**

Acid throwing, also known as acid attack, vitriol attack or vitriolage, is a form of violent attack on women in India. Throwing acid means throwing "acid seeds or alternative corrosive substances" on a person's body for the purpose of deforming, maiming, torturing or killing. Acid attacks are usually directed at the victim's face causing skin damage and often exposing or breaking the bone. Acid attacks can cause permanent scarring, blindness as well as social, psychological and economic problems. The Indian legislature has controlled the sale of acid seeds. Women in India have a higher risk of acid attacks than women around

the world. At least 72% of reported acid attacks in India involve women. Acid attacks have been on the rise in India for the past decade.

Need of Women Empowerment:

This is very important for the self-esteem of women and also for the society. To empower women is to empower women. Women can have equal rights to participate in education, society, economy and politics. Women can join the society as they are happy by choosing their religious, language, work and other activities. Women empowerment is the most effective means of development in India these days; Women all over the world are actively working as a leader and surpassing others in all walks of life. As the whole world is holding its breath and praying every single day for an unbelievable escape from the COVID-19 pandemic, it is the women governors and the nation who are driven by these amazing personalities who are taking the responsibility and fighting alone. Women empowerment in India is largely dependent on many different variables including geographical setting, social status, and educational status and age factors. Action on women empowerment exists at the state, local and national level. However, women face discrimination in most areas such as education, economic opportunity, health and medical aid, and political participation, indicating that there is a substantial gap between strategy progress and actual practice at the community level.

Challenges of Women Empowerment:

There are many challenges facing women's rights issues in India. Targeting these issues will directly benefit women's empowerment in India.

- **Education**

The country has taken a leap since independence and is concerned about education. The Gap between women and men is wide. 82.14% of adult males are well educated, while in India only 65.46% of adult females are considered literate. Gender bias is in higher education; specialized vocational training that strongly influences women in employment and achieves top leadership in any field.

• **Poverty**

Poverty is considered to be the biggest threat to world peace and eradication of poverty should be as important a national goal as eradication of illiteracy. This leads to the exploitation of women as domestic helpers.

Health and Safety:

Women's health and safety issues are paramount in the interest of the country and are important factors in the assessment of women's empowerment in the country. However, there are worrying concerns where mothers are concerned.

• **Professional Inequality:**

This inequality is prevalent in employment and promotion. In government offices and private industries, women face a myriad of barriers in a male-dominated and dominated environment.

Household Inequality:

Family relationships around the world, especially in India, are showing gender differences in very small but important ways. Sharing homework, childcare, and trivial workloads from the so-called division of labour.

Unemployment:

It is becoming more and more difficult for women to find the right job for themselves. They become more vulnerable to exploitation and harassment in the workplace.

• **Unbearable Conditions:**

Uneducated women are more likely to divorce and leave their husbands at any stage of life. They will have to live their whole lives for fear of divorce. In some cases they have to end their lives due to unbearable circumstances.

Findings of the Study:

1. Many laws have been made in India but crimes against women have not reduced.
2. There are many barriers to women empowerment in India.
3. Poverty and lack of education are major obstacles to women empowerment.
4. Empowerment is possible only when the economic and social status of women improves. This is possible only by relying on certain social and economic policies for the holistic development of women and realizing that they have the potential to become capable men.

5. Empowerment requires building confidence in the minds of women.
6. We must start by empowering women to create a sustainable world.

Conclusion

When women lead the family, the village progresses and the nation moves forward. This is necessary because their ideas and their value system develop a good family, a good society and ultimately a good nation. The best way to empower women is to include them in the mainstream of development. Women empowerment will be real and effective only when they have income and wealth so that they can stand on their own feet and build their identity in the society. Women's empowerment has become one of the most important concerns of the 21st century, not only nationally but also internationally. Government initiatives alone are not enough to achieve these goals. There should be no gender discrimination and society should take initiative to create such an environment and women should have full opportunity to self-determination to participate in the social, political and economic life of the country with a sense of equality.

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A STUDY ON HEALTH ISSUES FACED BY SERVICES WOMEN**Dr. Sudhakar Bandu Manwar**Assistant Professor in Music
Shri Ganesh Art's College, Kumbhari, Akola MS**ABSTRACT**

India is currently on the path to becoming an economic superpower; however, its performance index concerning the health component of human development, specifically pertaining to women, is not impressive. Unlike in other countries where women have a natural life expectancy advantage, this is not seen in India. Given the new economics of liberalization, its impact on work, human security, and development, it is crucial to understand whether women are in a position to benefit from the economic take-off. This paper aims to analyze the health issues of women in India in connection to their work environment, productivity, and welfare. It focuses on two primary gender-based differences and inequalities, which include the relationship between gender and economic productivity and the development of human capital.

Keywords: Health component, women employees, Health issues of women.

Introduction

India is a leading nation in the adoption of cyber industry among developing countries. The software industry is the fastest growing occupation globally, and it has become one of the primary employers for women. It is estimated that women constitute about 21 percent of the total software workforce, exceeding their participation in the national economy as a whole. Therefore, the software industry contributes to increasing women's work participation in India. With a reduction in physical labor and an increase in skill or knowledge-based work, women can take up jobs that used to be reserved for men. However, the long hours of work and travel required in the software industry push women to take up jobs in testing or quality assurance, which are generally paid less than other roles but have regular working hours. Moreover, they don't have the opportunity to work abroad, which is a significant reason why the proportion of women holding higher positions in the industry remains low. A study by Rothrock et al. found a clustering of women professionals at the lower end of the hierarchy leading to feminization of certain service activities in the Indian software labor market. Another study by Miter conducted in Malaysia and India found that women's workload increased despite the introduction of new information and communication technologies, perpetuating the gender-based division of labor.

Objectives Of The Study

The Primary objectives of this study is to study the health issues faced by women working in private services. The secondary objective is to explore the impact of health issues on working women and emerging trends of work from home.

Review Of Literature

Globalakrishnan and Gandhi (2013) conducted a study on the daily life problems faced by working women in the Tiruvannamalai District in India. The respondents, despite living in joint families, expressed feelings of anxiety, depression, and inferiority complex. The study highlighted that the family members, including the husband, should support the women in household activities to relieve them from their problems and pressure from work and family.

Dashora (2013) explained the challenges faced by working women in India. These challenges include mental and sexual harassment at work, biases in salary and skills, and the unwanted attention of colleagues and bosses leading to sexual favours. The sense of pressure created leads to a situation where women are unable to pursue their job. The traditional idea of men being the breadwinners and women the caretakers creates ongoing hurdles for working women.

Avais, Wassen and Shah (2014) conducted a study to investigate the challenges faced by working women in Sukkar city. They found that women faced problems from morning till night relating to domestic and official matters

alike. Women had to balance caring roles with handling issues of sexual, emotional, and financial abuse outside and inside the home. The study also emphasized the need for the implementation of government legislation to address sexual harassment experienced by working women.

Nawaz, Afzal, & Shehzadi (2013) conducted a study on the problems faced by working women in the informal sector in Bahawalnagar, Pakistan. Their study found that working women faced various social and workplace issues such as long hours, lack of transportation, job insecurity, low allowances, gender discrimination, and low wages. Policewomen were found to face low social status and non-recognition of their job, nurses faced unscheduled working hours and low wages, and school teachers wanted higher wages for their work. On the other hand, Rani (2013) conducted a study on the marital adjustment problems of working and non-working women, which found that non-working wives faced more marital adjustment

problems compared to their partners. Working women have to manage dual responsibilities at home and work, which often leads to overstrain and lack of time for their partners, resulting in marital maladjustment. Both studies highlight the challenges faced by women in the workforce, both professionally and personally.

Research Methodology

Based on my study, the sample size of 149 was drawn from the population using the descriptive sampling techniques with a duration of 3 month. I use questionnaire as a primary data and secondary data from books and websites. This article is prepared by analyzing the research paper. The structure of the question is was designed with the demographic factor questions, multiple choice question for analyze respondent saving behavior.

Analysis

The present study uses the following statistical tools for analyzing the collected data. Percentage, analysis are used for this research.

Table no. 1.1 : Table showing type of Health issues faced by the respondents

Particulars	Always	Mostly	Sometimes	Rarely	Never
Health Issues	97	6	2	1	1
Obesity	40	23	9	1	1
Bachache	100	7	24	2	1
Neckpain	89	14	9	11	1
Arthritis	5	6	8	3	8
High Cholesterol	10	10	11	5	3
Heart Problems	7	10	13	3	2
Kidney Issues	6	10	11	4	1
Hypertension	27	17	20	1	1
Gynaecological Issues	11	14	7	5	1
Stress Related Issues	38	41	19	3	2

From the above table 97% of the respondents feel health issues like 40% in obesity, 100% in backache, 89% in neck pain, 5% in arthritis, 10% in high cholesterol, 7% in heart problems,

6% in kidney issues, 27% in hyper tension, 11% in gynecological issues, 38% in stress related issues. Majority (100%) of the respondents have ranked backache.

Table no. 1.2 : Table Showing Regular Health Checkup

S.NO	Particulars	No of respondents	%
1	Strongly Agree	13	8.8
2	Agree	27	18.4
3	Neutral	26	17.7
4	Disagree	33	22.4
5	Strongly disagree	48	32.7
	Total	146	100

From the above table the respondents have ranked for 13% for strongly agree, 27% agree, 26% are neutral, 33% disagree and 48% strongly disagree. Majority (32.7%) strongly disagree with regular health checkups.

Conclusion

The researcher has reviewed multiple studies that have focused on the challenges faced by working women in balancing paid work and family responsibilities. Women are employed in various manufacturing and service sectors worldwide. However, in numerous developed countries, women encounter issues such as sexual and mental harassment in the workplace, safety concerns while traveling via various modes of transportation after office hours, flexible working times, child care facilities, non-cooperation from family members, and gender biasness in promotional policies and decision making. Despite these challenges, many working women effectively balance a dual role (work and family) and tackle day-to-day problems in both work and family life. With support from family members, organizations, and government policies, working women can address their issues and

strike a balance between work and life, leading to a peaceful life and paving the way for hyper-growth and development of the country.

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EMPOWERMENT' THROUGH RACIAL IDENTITY IN *SURVIVING THE WHITE GAZE* BY REBECCA CARROLL

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ABSTRACT

American writer, editor Rebecca Anne Carroll Surviving the White Gaze is a telling of Carroll's experience growing up as the only Black person and adoptive daughter of loving, white artist parents in the hamlet of New Hampshire. In the beginning, Carroll could feel lonely, yet eventually her life changed when she met her white birth mother, who underestimated Carroll's confidence and identity as a Black. The book deals with the tensions between the desire for acceptance of love for her adoptive parents, and her own identity. A powerful memoir from black woman writer, Rebecca Carroll expresses how she struggles to overcome white childhood to forge her identity as a black woman in America. The novel is an analysis of racism and racial identity in America today, and a moving portrait of resilience.

Keywords: Rebecca Carroll, American writer, black experience, identity, memoir, love, racism

WOMEN UPLIFTS IN INDIAN SCIENCE & TECHNOLOGY**Prof. Miss. Rasika K. Awatade^{*1} and Prof. Gajanan B. Ingle²**

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ABSTRACT

Women in the era of 2023 is very well recognized internationally in every field. She has her own identity as an individual and in a team. Women should be more recognized as an entrepreneur, a leader, officer, researcher engineer etc. Women in research has made a great impact in the society. Her contribution in the field of science and technology has helped to change the world. This paper presents the contribution of women in research in science and technology field [1] Women are required in research, as the gender discrimination has been a challenge and a barrier for women working in science and technology. Though women has leaded and worked in many professions, she holds a lower position [2]. Women needs to contribute more in science and technology and held higher positions than Men. Women and Girls should be empowered not to only participate but also lead in the profession of science and technology [3]. This paper presents the contribution of women in the science and technology field and different schemes available which can empower her especially in science and technology [4].

Keywords: Science and technology, women empowerment, women contribution

Introduction:

The era of globalization and rapid technological development has changed people's lives dramatically. Science and technology play an extremely important role in the contemporary society. Government in developed and developing countries recognize the importance of the development of S & T sphere. The roles of men and women have changed dramatically in the contemporary society. Women have got more freedom to express themselves and take active part in the development of technologies, despite the fact that there are still problems in this sphere. As stated in the report by the United Nations (2011) called *Applying a Gender Lens to Science, Technology and Innovation* "There is also need for recognition of the importance of applying a "gender lens" to STI for development. Indeed, STI policies and programmers will not be effective, equitable and sustainable unless the gender lens is applied so as to reflect the aims, concerns, situation and abilities of both women and men". People realize the gender equality is one of the components of healthy society and true development is impossible without it. Only understanding of contribution women can make to the development of science and technology can bring positive impact on the development of this sphere [5].

Despite the growing temps of technological development and popularity of feminism, women do not still possess equal position in the society. "Although women and girls make up approximately 50 percent of the global population, they have access to much less than half of the resources in terms of technology, financing, land, training and education, and information". The gender lens would be an essential contribution to the development of the STI sphere and would enable people to meet the global changes. "UNESCO figures reveal that in 121 countries with available data, women comprise 29 percent of researchers but there were big disparities among regions [6].

In Asia, women constitute only 18 percent of researchers overall. India and Japan have 13 percent female researchers and South Korea has 15 percent. In Africa women comprised about 33 percent of researchers" (UNESCO 2009). These numbers show that women's participation in STI is very low. Even in the countries with comparatively high rates, women's participation does not make even 50 per cent. These results show that gender inequality still exists in this sphere and it is necessary to pay scrupulous attention to this problem.

The history shows a lot of examples of great input made by man to the development of STI. It is hard to overestimate the role of women in

the development of different sphere. Scientific and industrial field, as well as other technological industries are influenced and dominated by men [7].

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. 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.

Women can be empowered only if they are given education and made aware of their rights and hence they themselves prioritize their lives. Surprisingly, the empowerment of women is one of the central issues in the process of development countries all over the world. In 1975, the first Conference of Women and Development was held at Mexico under the motto, Equality, Development and Peace. The need to integrate women into development was internationally proclaimed in the 1995 Beijing Conference [8].

Women's roles in Computer Science & Technology:

Women have played a crucial role in the development and advancement of computer science throughout history. However, their contributions and representation in the field have often been overlooked or undervalued. Despite facing numerous challenges and barriers, women have made significant contributions to computer science and continue to shape the field in various ways.

Here are some key aspects of women's role in computer science:

1. **Pioneering Figures:** Women have been pioneers in computer science since its early days. Ada Lovelace, often regarded as the world's first computer programmer, wrote the first algorithm for Charles Babbage's Analytical Engine in the 19th century. Grace Hopper, known for her work on the development of programming languages and compiler technology, played a vital role in the early computer industry.
2. **Programming and Software Development:** Women have made notable contributions to programming and software development. During World War II, women were involved in programming and operating early computers like the ENIAC. In the 20th century, women like Jean E. Sammet and Frances Allen made significant contributions to programming languages and software development.
3. **Human-Computer Interaction (HCI):** Women have played a prominent role in the field of human-computer interaction, which focuses on the design and interaction between humans and computers. Researchers like Susan Kare, who designed icons and graphics for Apple's Macintosh, have greatly influenced the user experience of modern computer systems.
4. **Artificial Intelligence (AI):** Women have made significant contributions to the field of AI. Notable figures include Fei-Fei Li, who has made important advancements in computer vision and machine learning, and Cynthia Breazeal, who developed social robots. Their work has helped shape the future of AI technology.
5. **Academia and Research:** Women researchers and academics have made important contributions to computer science through their research and teaching. They have advanced various subfields of computer science, such as algorithms, cryptography, artificial intelligence, and data science. Their work has expanded our understanding and application of computer science principles.
6. **Bridging the Gender Gap:** Women in computer science have also played a crucial role in advocating for gender diversity and equality. They have worked to address the

gender gap in the field, encouraging more women to pursue careers in computer science and providing support and mentorship to aspiring female technologists [9]

Contribution Women in Science and Technology:

The achievement of males like Abdul kalam Azad, and C.V. Raman is very openly discussed but we very rarely talk about women's exceptions Kalpana Chawla and Sunita Williams.

Some of those names are:

- **Kadambini Ganguly**– She was the first female graduate of the British Empire and the first female physician in south Asia.
- **Anna Mani** – She was a physicist and meteorologist. Her contribution is in the field of ozone, solar radiation, and wind energy.
- **Dr. Indira Hinduja** – She was a gynecologist by profession and developed oocyte donation techniques for menopausal and ovarian failure patients. She was the first woman to deliver a test tube baby.
- **Dr. Aditi Pant** – She is an oceanographer and one of the first Indian women to visit Antarctica. she was part of the third Indian expedition to Antarctica
- **Dr. Suman Sahai** – She is the founder of the Gene Campaign in India. She is the brain of the patent campaign for Azadirachta Indica (Neem) and Turmeric.

Reason for Low Participation:

- Stereotypes – People still have a mindset that boys are better at science than girls.
- Economic concern– Science is quite costlier than arts and commerce.
- Patriarchy – A male-dominated work environment and gender bias hold women back.
- fewer women-specific science institutes- women-specific colleges are only 11% in India and the majority of them offer arts and commerce.
- Lack of Role Models– women's achievement is a very less discussed topic, rural people still believe moving out of

home will spoil them and avoid discussing people who left home for higher studies.

- **Harassments**– Workplace harassment is very common and it scares and keeps women out of work.

Despite these contributions, women continue to be underrepresented in computer science and face various barriers, including gender bias, stereotypes, and lack of representation. Efforts are being made by organizations, educational institutions, and individuals to address these challenges and promote greater gender diversity in the field. Recognizing and celebrating the contributions of women in computer science is essential to inspire future generations of female technologists and create a more inclusive and diverse field.

Initiatives by Government for Increasing Participation:

Knowledge Involvement in Research Advancement through Nurturing (KIRAN) Scheme– It was launched in 2014-15, this was an umbrella scheme under which all women-specific programs were introduced. One program under this was the Woman scientist scheme provided career opportunities to unemployed women scientists and those who had broken and were not able to begin work.

- **VigyanJyoti scheme**– It was launched to address the underrepresentation of women in the field of science and technology. It began at the school level where students from classes 9 -12 are encouraged to pursue a career in STEM. It provided exposure to rural girls and assisted them in planning careers in science.

- **Gender Advancement for Transforming Institutions (GATI) program**– It was for developing and assessing a framework for gender equality in STEM.

The Department of Science and Technology has established an Artificial intelligence lab in women's universities.

- **Under the Indo- Us fellowship for women**, they can work in research labs in the US.
- **Consolidation of University Research for Innovation And Excellence (CURIE) program**– It was to improve R&D infrastructure and research facilities to

create excellence in S&T in women's universities [10].

Conclusion

Science and technology is the field which is growing rapidly and becoming the reason for the development of other sectors. Under-representation of women is a loss of societal and economic development as well. Policies and strategies need to develop to enhance the representation. There is a need for behavioral changes which can be done by bringing them in front and giving responsibility. Woman's contributions should be openly discussed since primary school. A country's development will never be completed by keeping the major population under-represented in the most dynamic and in field of endless opportunity [10].

Women play an important role in a lot of spheres in the contemporary society. They make great contribution to the development and improvement of life in a lot of spheres. Unfortunately, science and technology are the spheres where women do not have equal possibilities with men. There are a lot of possible explanations of this inequality, but gender bias, prejudices and unequal distribution of resources are among the main ones. Gender inequality in STI is more common in the developing countries. There are different ways to deal with the problem. Proper monitoring, proper informing and creating necessary work conditions should improve the situation in this field. Gender equality and normal work conditions for both, men and women are the characteristics of any normal society and it is necessary to pay attention to the problem of gender inequality in science and technology because this can be beneficial for the development of these spheres.

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 [8].

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ROLE OF WOMENS IN INDIAN FREEDOM STRUGGLE**Dr. Viipiin Rathod**

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ABSTRACT

The history of Indian Freedom Struggle would be unfinished without mentioning the offerings of women. The sacrifice made by the women of India will occupy the foremost place. They fought with true spirit and undaunted tortures, exploitation. Courage and faced various and hardships to earn us freedom. When most of the men freedom fighters were in prison the women came forward and took charge of the struggle. The list of great women whose names have gone down in history for their dedication and undying devotion to the service of India is a long one.

Introduction

Woman participation in India freedom struggle began as early as in 1817. Bhima Bai Holkar fought bravely against the British colonel Malcolm and defeated him in guerilla warfare. Many women including Rani Channama of Kittur, Rani Begam Hazrat Mahal of Avadh fought against British East India company in the 19th century; 30 years before the First War of Independence 1857. The role played by women in the War of Independence (the Great Revolt) of 1857 was creditable and invited the admiration even leaders of the Revolt. Rani of Ramgarh, Rani Jindan Kaur, Rani Tara Bai, Baiza Bai, Chauhan Rani, Tapasvini Maharani daringly led their troops into the battlefield.

Ramabai

After Madhvi death (1882), Ramabai moved to Pune where she founded Arya Mahila Samaj (Arya Society). Influenced by the ideals of the Brahmo Samaj and Hindu reformers, the purpose of the society was to promote the cause of women education and deliverance from the oppression of child marriage. Government of India to look into education, Ramabai gave evidence before it. If they observe the slightest fault, they magnify the grain of mustard-seed into a mountain, and try to ruin the character of a woman. She suggested that teachers be trained and women school inspectors be appointed. Further, she said that as the situation in India was that women conditions were such that women could

only medically treat them, Indian women should be admitted to medical colleges. Ramabai evidence created a great sensation and reached Queen Victoria. It bore fruit later in starting of the Women Medical Movement by Lord Dufferin. In Maharashtra, Ramabai made contact with Christian organizations also involved in women education and medical missionary work.

Avantibai

When the revolt of 1857 broke out, Avantibai raised and led an army of 4000. Citation needed Her first battle with the British took place in the village of Kheri near Mandla, where she and her army were able to defeat the British forces. However, stung by the defeat the British came back with vengeance and launched an attack on Ramgarh. Avantibai moved to the hills of Devharigarh for safety. The British army set fire to Ramgarh, and turned to Devhargarh to attack the queen. Avantibai resorted to guerilla warfare to fend off the British army. She took the sword from guards sword and pierced it into herself and thus committing suicide on 20 March 1858 when facing almost certain defeat in battle.

Rani chennama

Rani chennama husband died in 1824, leaving her with a son and a state full of volatility. This was followed by her son death in 1824. Rani Chennamma was left with the state of Kittur and an uphill task to maintain its independence from the British. Following the death of her

husband and son, Rani Chennama adopted Shivalingappa in the year 1824 and made him heir to the throne. This irked the East India Company, who ordered Shivalingappa's expulsion, on the pretext of the Doctrine of Lapse introduced by Lord Dalhousie, the then Governor General, to annex independent Indian States in 1848. This doctrine was based on the idea that in case the ruler of an independent state died childless, the right of ruling the State reverted or 'lapsed' to the sovereign. The state of Kittur came under the administration of Dharwad collectorate in charge of St John Thackeray of which Mr. Chaplin was the commissioner, both of whom did not recognize the new ruler and regent and notified Kittur to accept the British regime. Rani Chennama sent a letter to Mount Stuart Elphinstone, Lieutenant-Governor of the Bombay Presidency pleading her cause, but the request was turned down, and war broke out.

Rani Laxmibai

On 10 May 1857, the Indian Rebellion started in Meerut. When news of the rebellion reached Jhansi, the Rani asked the British political officer, Captain Alexander Skene, for permission to raise a body of armed men for her own protection; Skene agreed to this. The city was relatively calm in the midst of the regional unrest in the summer of 1857, but the Rani conducted a Haldi Kumkum ceremony with pomp in front of all the women of Jhansi to provide assurance to her subjects, and to convince them that the British were cowards and not to be afraid of them. Until this point, Laxmi Bai was reluctant to rebel against the British. In June 1857, rebels of the 12th Bengal Native Infantry seized the Star Fort of Jhansi, containing the treasure and magazine, and after persuading the British to lay down their arms by promising them no harm, broke their word and massacred 40 to 60 European officers of the garrison along with their wives and children. The Rani's involvement in this massacre is still a subject of debate. An army

doctor, Thomas Lowe, wrote after the rebellion characterising her as the Jezebel of India the young Rani upon whose head rested the blood of the slain. Four days after the massacre the Sepoys left Jhansi, having obtained a large sum of money from the Rani, and having threatened to blow up the palace where she lived. Following this, as the only source of authority in the city the Rani felt obliged to assume the administration and wrote to Major Erskine, commise set up a foundry to cast cannon to be used on the walls of the fort and assembled forces including some from former feudatories of Jhansi and elements of the mutineers which were able to defeat the invaders in August 1857.

Pritilata Waddadar

Pritilata decided to join the Indian independence movement. Surjo Sen had heard about her and wanted her to join their revolutionary group. On 13 June 1932, Pritilata met Surjo Sen and Nirmal Sen in their Dhalghat camp. A contemporary revolutionary, Binod Bihari Chowdhury, objected that they did not allow women to join their group. However, Pritilata was allowed to join the group because the revolutionaries reasoned that women transporting weapons would not attract as much suspicion as men. Inspiration from Ramkrishna Biswas Edit Surjo Sen and his revolutionary group decided to kill Mr. Craig, inspector General of Chittagong. Ramkrishna Biswas and Kalipada Chakravarty were assigned for this task. But they mistakenly killed SP of Chandpur and Tarini Mukherjee instead of Craig. Ramkrishna Biswas and Kalipada Chakravarty were arrested on 2 December 1930. After the trial Biswas was ordered to be hanged till death and Chakravarty to be exiled to Cellular Jail. The family and friends lacked the amount of money required to travel to Chittagong to Alipore Jail of Calcutta. Since at that time Pritilata was staying in Kolkata, she was asked to go to Alipore Jail and meet Ramkrishna Biswas. Kalpana data

The Chittagong armory raid was carried out on 18 April 1930. Kalpana joined the Indian Republican Army, Chhattagram branch, the armed resistance group led by Surya.

Kasturba Gandhi

Kasturba Gandhi first involved herself with politics in South Africa in 1904 when, with her husband and others, she established the Phoenix Settlement near Durban. In 1913 she took part in protests against the ill-treatment of Indian immigrants in South Africa, for which she was arrested and on September 23, 1913 was sentenced to hard labour. While in prison, she led other women in prayer and encouraged educated women to teach the uneducated women how to read and write. Gandhi and Mohandas left South Africa in July 1914 and returned to live in India. In spite of Kasturba's chronic bronchitis she continued to take part in civil actions and protests across India and often took her husband spot when he was in prison. In 1917, Gandhi worked on the welfare of women in Champaran, Bihar where Mohandas was working with indigo farmers. She taught women hygiene, discipline, health, reading and writing. citation needed In 1922, she participated in a Satyagraha (nonviolent resistance) movement in Borsad, Gujarat even though she was in poor health.

Aruna Asaf Ali

Aruna Asaf Ali had a major role in Indian Independence Movement. She became a member of Indian National Congress after marrying Asaf Ali and participated in public processions during the Salt Satyagraha. She was arrested on the charge that she was a vagrant and hence not released in 1931 under the Gandhi–Irwin Pact which stipulated release of all political prisoners. Other women co-prisoners refused to leave the premises unless she was also released and gave in only after Mahatma Gandhi intervened. A public agitation secured her release. In 1932, she was held prisoner at the Tihar Jail where she

protested the indifferent treatment of political prisoners by launching a hunger strike. Her efforts resulted in an improvement of conditions in the Tihar Jail but she was moved to Ambala and was subjected to solitary confinement. She was politically not very active after her release, but at the ending of 1942, she took part in the underground movement. Clarification needed She was active in it. Rise to prominence during the Quit India movement Edit On 8 August 1942, the All India Congress Committee passed the Quit India resolution at the Bombay session. The government responded by arresting the major leaders and all members of the Congress Working Committee and thus tried to pre-empt the movement from success.

Laxmi Sehgal

Laxmi Sehgal was a revolutionary of the Indian Independence movement, an officer of the Indian National army, and minister of women's affairs in the Azad Hind government. Laxmi is commonly referred to in India as caption Lakshmi a reference to her rank when taken prisoner in Burma during the Second World War.

Sarojini Naidu

Sarojini Naidu was an Indian political activist and poet : A proponent of civil rights, women's emancipation and anti-imperialistic ideas. She was an important figure in Indian struggle for independence from colonial rule.

The span of the women who took part in Indian national struggle is wide, and it is unable to cover all the women in one essay. There are some Major and minor role also. There are some dalit women who took active part in Indian freedom struggle. They are Jayabai Sidhalinga and Bhaghrati Tambat they threw tar on the statue of Lord Wilson.

Conclusion

To Sum up, the role of women in Indian freedom struggle is wider, during those era lot of women come under this stream and they

started to take part directly and indirectly in this freedom struggle. Rani Laxmibai, Rani Chennama, Avantibai, Begam Hajrat Mahal, Tara bai, Pritilata Vadedar, Binadas, Sunita Chaudhari, Shantidas, Sarojini Naidu, dalit women and many women who took active part in background but their name is not mentioned in the Indian history who fought bravely with the Britisher.

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WOMEN EMPOWERMENT IN INDIA: AN ANALYTICAL OVERVIEW**Dr. Vina J. Warade**

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ABSTRACT

This paper attempts to analyze the status of Women Empowerment in India 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

Women empowerment is the process of empowering women. The word empowerment can be defined in various ways; empowerment means accepting and including the people who are not empowering, make them empowering in various fields, outside in decision-making process into it. Women empowerment is one of the most important concepts for overall development of the nation 1. Empowerment is the process that enables the power of the individuals over their own lives, communities and society. People could empower if they have an equal access to opportunities without any restrictions or limitations such as in education, business or profession or in their way of life.

Conceptual Meaning Of Women's Empowerment

The conceptual meaning of women empowerment is the ability or capacity to participate as equal partners in social, economic, political and cultural systems in the society. Now the world is becoming more developed in various fields like world economy, science and technology. World economy has changed into global economy, in spite of that in world both the developed and

developing countries the status of women needs to improve in various fields and they have suppressed in all walks of life for generations.

"In the field of economic development women empowerment is defined as the process through which women acquire the ability to make strategic life choices in a context where this ability was previously denied to them.

Objectives of The Study

The present study is an attempt to examine the women empowerment in India.

The following are the objectives of the study:

1. To examine the conceptual meaning and ways of women empowerment.
2. To examine the various schemes launched by the Government for upliftment of women status.
3. To examine the goals and objectives of Government Schemes for upliftment of women empowerment.

Reasons For The Empowerment Of Women

Today we have noticed different Acts and Schemes of the central government as well as state government to empower the women of India. But in India women are discriminated and marginalized at every level of the society whether it is social participation, political

participation, economic participation, access to education, and also reproductive healthcare. Women are found to be economically very poor all over the India. A few women are engaged in services and other activities. So, they need economic power to stand on their own legs on par with men. Other hand, Dhruba Hazarika observed that women are found to be less literate than men.

According to 2001 census, rate of literacy among men in India is found to be 76% whereas it is only 54% among women. Thus, increasing education among women is of very important in empowering them. It has also noticed that some of women are too weak to work. They consume less food but work more. Therefore, from the health point of view, women folk who are to be weaker are to be made stronger. Another problems is that workplace harassment of women. There are so many cases of rape, kidnapping of girl, dowry harassment, and so on. For these reasons, they require empowerment of all kinds in order to protect themselves and to secure their purity and dignity. To sum up, women empowerment can't be possible unless women come with and help to self-empower themselves. There is a need to formulate reducing feminized poverty, promoting education of women, and prevention and elimination of violence against women.

Ways To Empower Women

1. Boost her self-esteem

You will see the magic happening when you encourage women/ girls to put forth their opinions instead of telling them to shut up. From their childhood, girls are given a picture of a so-called 'perfect girl'. They are told to be quiet, calm, modest, and whatnot, in short, we can say that women are supposed to be people-pleasers. And growing up, they know these are wrong but they are afraid to express themselves because there is a picture of the perfect girl in her subconscious mind.

2. Shut down the negativity

Lift women by taking a stand against negative comments online, at the office, in school, and wherever you go. Combat negativity by promoting body positivity, intelligence, and authenticity. Don't be afraid to shut down negativity directly and honestly. Appreciate them for the talents they have got, accept them the way they are. Don't try to change them by bullying or trolling for their skin color, weight, height, or anything. Everyone is beautiful in their way, and it is very disgusting to use the word 'ugly' to define someone's appearance.

3. Support Women-Run Businesses

We are well aware of the challenges faced by women entrepreneurs. Financing female entrepreneurs often lack access to financial and human capital, which impedes business growth. Not only that, many women with sufficient skills to start a business give up on their dreams because of the obstacles they face. The role of women as business owners is gradually increasing all over the world. The number of women entrepreneurs is increasing. However, their power in use and control over the household and business-related resources are still limited.

4. By giving proper education

It is so fascinating to say that we are in the 21st Century, yet the right to girl's education has been denied in many parts of the world. And there are various reasons for that like safety, unavailability of schools nearby or just because people think it's not so important.

According to UNICEF, around the world, 132 million girls are out of school, including 34.3 million of primary school age, 30 million of lower-secondary school age, and 67.4 million of upper-secondary school age.

5. Giving job opportunities

Studies have reported that raising female employment to male levels can directly impact GDP growth rates, increasing it by 34% in some countries. Countries' productivity can

increase by as much as 25 % if discriminatory barriers against women are removed. The lack of safe working conditions, social security benefits, and a fair wage induce women to opt-out of employment—unless critical for their basic sustenance.

Government Schemes For Women Empowerment In India

To enable the status of women, the government and various NGO's and organisation plays an important role to empower to women. The Central and various State Government initiatives the many schemes for the upliftment of women empowerment, such as:

1. Beti Bachao, Beti Padhao

Beti Bachao Beti Padhao scheme was launched by Prime Minister Narendra Modi on 22nd, January 2015 at Panipat, Haryana. Beti Bachao, Beti Padhao acknowledges the declining of Child Sex ratio and issues which is related to women empowerment 26. The main motives of Beti Bachao, Beti Padhao is (Save the daughter and educate the daughter) which was initiated by jointly the Ministry of Women and Child Development, the Ministry of Health and Family welfare and the Ministry of Human Resources Development Government of India, that is focusing on spreading awareness and increase the efficiency of welfare activities for girls in the country.

2. Sukanya Samridhi Yojana (SSY)

Sukanya Samridhi Yojana (SSY) is a small deposit saving scheme for the girl child. It was launched by Prime Minister Narendra Modi on 22nd January 2015 in Panipat, Haryana; this scheme is a part of the 'Beti Bachao Beti Padhao' campaign. The bank accounts can be opened at any authorised commercial banks or any India Post office, the rate of interest was set at 9.1% but later it was revised to 9.2% in late March 2015 for FY2015-16 and again rate of Interest have been revised for FY 2016-17 to 8.6% 28. Currently it provides 8.1 per cent and

income-tax benefit under section 80 (C) of the Income Tax Act, 1961.

3. Support to Training and Employment Programme (STEP)

The Support to Training & Employment Programme for Women (STEP) was launched by Central Scheme in 1986-87. The aims of the STEP programme were to make a great impact on women by upgrading skills for self and wage employment 36. The activities is envisaged to mobilizing women in improving their skills, arranging for productive assets, creating backward and forward linkage, access to wage employment, providing access to credit, improving/arranging for support services, awareness generation, sensitization of project functionaries, gender sensitization, nutrition education, etc 37. The STEP pilot was established to supply qualifications for women so that they could take productive employment. It also gives the right qualifications and prepares women to do business. Open to every woman over 16 years of age, it is run directly through an NGO given to an institution / organization.

4. Mahila Shakti Kendra:

The Government of India has approved Mahila Shakti Kendra scheme for the period of 2017-18 up to 2019-20 to empower the rural women through community participation 31. The government encourages the Mahila Shakti Kendra scheme for improvement in business activities, efficiency, wellbeing and nutrition for women. It will work through community mobilization and harmonized volunteers within 115 people in each district. This scheme will provide for rural to get privileges through preparation and capacity building. It works at local, regional, state and national levels.

Goal And Objectives Of Government Schemes For Women Empowerment:

The Central and many State governments initiatives the various programs/Schemes for the upliftment of women empowerment in

India. The main goals and objectives of all these schemes are as follows:

1. To create a good environment for women through financial independent and well social order for the advancement, to empower and to make them to realize their full potential power.
2. To aware about their rights, equality, duties and responsibility which is the basic norms and values of the society, and to develop their scientific temper and humanism.
3. To achieve their goals and to live unity and cooperation with each other in social, political and financial independent life in the society.
4. Care for women, quality works at all levels, career and professional direction, occupation, increased compensation, break-even with women for term related goodness and safety, social security, office, and more.
5. To strengthen the legitimate framework indicated against the settlement of all sizes of segregation against women.
6. Changing the social and community environments with the dynamic cooperation and unity for both men and women in the society.
7. Main streaming a sex approach within advancement preparation.
8. To settle and eliminate all forms of social evils against women and girls child which is existing in the society; And.
9. To build up strong organizations in the society, especially in all women's organizations.

Conclusion

The concept of women empowerment has become one of the important concerns in the 21st century, not only at national level but also at the international level. It plays a significant role which leads to the positive change and transformation of the existing society. The

Central and many state governments have done various program and schemes to enable for women empowerment in India. They ensuring gender equality and women participation in every field, but the Government initiatives alone would not be sufficient to achieve this goal. The Individuals and society must take initiatives to create a space in the equality and against gender discrimination. Women have the full rights and opportunities of self-dependent and to participate in politics and decision-making process.

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