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ROLE OF EDUCATION AND EMPLOYMENT IN WOMEN EMPOWERMENT IN INDIA

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ABSTRACT

Education and employment are crucial for women's empowerment and play a vital role, providing knowledge, skills, and financial independence to challenge discrimination, make informed decisions and break cycles of poverty, ultimately fostering gender equality and driving overall societal development. Education builds confidence and awareness of rights, while employment offers economic self-reliance, allowing women to achieve greater autonomy in personal, family and public lives, transforming their status. Knowledge and better awareness teach them critical thinking, realisation of their proper rights, and provide health information, enabling better life choices and active participation in development. skill development equips women for diverse professions, increasing employability and earning potential. economic independence provides income, reduces dependence and enhances their bargaining power within the household and the society. status and dignity offer social recognition, self-esteem and ability to contribute meaningfully, improving their own overall status. financial stability strengthens family finances, leading to better living standards, more savings, and investments for a better future. Entrepreneurship enables women to start new businesses creating jobs and fostering self-reliance. Education is the foundation for better employment; skilled, educated women are more likely to enter and succeed in higher-paying fields. Employment validates the skills gained through education, providing practical avenues for empowerment. Together, they create a powerful cycle. Education leads to better jobs, which provide financial freedom, allowing women to further invest in their education and advocate for broader change, benefiting families as well as the communities. The main objectives of this paper are to analyse deeply the role of education and employment in women empowerment in India.

Key Words: Education, Economic independence, Employment, empowerment, Financial, Equality

1.0. INTRODUCTION

Education and employment are two of the most powerful tools for empowering women and ensuring gender equality in the society. Women's education not only broadens individual knowledge and skills but also contributes to social progress, economic growth, and sustainable

development. Historically, women in many societies were denied equal access to education and formal employment due to patriarchal traditions, cultural biases and structural inequalities. However, with the spread of democratic values, social reform movements and global awareness about gender rights, the importance of educating women and ensuring their participation in the workforce has gained universal recognition.

In India, the journey of women's education and employment has been marked by remarkable progress as well as persistent challenges. From the pioneering efforts of reformers like Raja Ram Mohan Roy and Savitribai Phule, to the implementation of contemporary initiatives such as 'Beti Bachao Beti Padhao' and National Educational Policy 2020, women's education has gradually expanded in scope and quality. Education enables women to enter diverse fields such as science, administration, healthcare, technology, and entrepreneurship, fostering both personal empowerment and thereby the national development. Furthermore, women's employment not only supports family income but also enhances the social fabric by promoting inclusivity, innovation and equality.¹

Women's education is one of the most vital pillars of social, economic and cultural developments in any nation. It empowers women with knowledge, confidence and the ability to make informed choices about their lives and communities. An educated woman is not only aware of her rights and responsibilities but also contributes meaningfully to the progress of her family as well as the society. The saying, "If you educate a man, you educate an individual; but if you educate a woman, you educate a family," highlights the far-reaching impact of women's education.

Education plays a transformative role in breaking the cycle of poverty and social inequality. When women receive education, they gain access to better employment opportunities and improved health outcomes. Educated mothers are more likely to send their children especially daughters to school, thereby fostering intergenerational learning. Also women's education enhances awareness about nutrition, sanitation, and child care, leading to healthier families and communities.²

2.0. WOMEN EMPOWERMENT

Women empowerment is a process of enabling women to have access and make productive contributions to their economic independence, political participation and social development. Empowerment enables the individuals to realise their identity and potentialities in all spheres of life. It consists of greater access to knowledge and resources, greater autonomy in making decisions or gives freedom from the shackles imposed on them by the customs beliefs and practices in the society. As per the latest Census of India. Women constitute 48.49% of the country's population and about 90 per cent of the informal sector. Women are mostly venerated and found valuable. Yet they remain often invisible in the development scenario. It is said that between the

rhetoric of women's empowerment and the reality of decreasing fund allocation for schemes related to women's health and education.

Women empowerment in India is the most effective tool for development as these days women across the world are actively working as leaders surpassing their male counterparts in all the spheres of life. For inskaner as the entire world was clasping its breath and praying every single day for an incredible escape from the COVID-19 Pandemic, it was the women governors and nations steered by these amazing personalities, who had taken over the responsibility and munched marching ahead alone in the battle wherever required.³

3.0. IMPORTANCE OF WOMEN EDUCATION

“If you educate a man, you educate an individual, however, if you educate a woman, you educate a whole family. Women empowered means mother India empowered”. Stated PT. Jawaharlal Nehru long ago, Women education in India plays a very important role in the overall development of the country. It not only helps in the development of half of the human resources, but in improving the quality of life at home and outside. If it is said that education is the key to all problems, then it won't be improper. Thinkers have given a number of definitions of education but out of these definitions, the most important definition is that which was put forth by M. Phule.

According to M. Phule, "Education is that which demonstrates the difference between what is good and what is evil". Considering the fact in the above definition, it is quite obvious that whatever revolutions that have taken place in human history, education is undoubtedly at the base of them. Education means modification of behaviour in every aspect, such as mentality, outlook, attitude etc. Educated women not only tend to promote education of their girl children, but also can provide better guidance to all their children. Moreover, educated women can also help in the reduction of infant mortality rate and growth of the population. **Obstacles:** Gender discrimination still persists in India and a lot more needs to be done in the field of women's education in India. The gap in the male-female literacy rate is just a simple indicator. While the male literary rate is more than 82.14 per cent the female literacy rate is just 65.46%. consequently in many families, women still remain housewife's and are totally continued to their household works.⁴

Women empowerment through education: Women empowerment plays a pivotal part in any society, state or country. It is a woman who plays a dominant role in the early life of a child. Women are an important section of any society. Education, as means of empowerment of women, can bring about a positive attitudinal change. It is therefore, crucial for the socio-economic and political progress of India too. The Constitution of India empowers the state to adopt affirmative measures for prompting ways and means to empower women. Education makes a significance difference in the lives of women.

Women Empowerment is a global issue and discussions on women's political rights are at the forefront of many formal and informal campaigns worldwide. The concept of women empowerment was first introduced at the international women conference at NAROI in 1985. Education is milestone of women empowerment because it enables them to respond to the challenges, to confront their traditional role and there by change their life style. So, one can't neglect the importance of education in the context of women empowerment just because of its priority given to women's education. India is now supposed to be an upcoming super power in the world in recent years. The increasing change in women education and the empowerment of women have been recognised as the central issue in determining the status of women⁵

Status of Women Education

The constitutional directive to provide free and compulsory education for all children upto the age of 14 years has remained unfulfilled till now. Educational experts admit that this failure is mainly due to the slow progress of education among girls. Literacy and educational levels are increasing among Indian women and still there is gap between male and female literacy rates as shown in the following Table.1.

Table 1: Literacy Rate in India

Year	Persons	Male	Female
1901	5.3	9.8	0.7
1911	5.9	10.6	1.1
1921	7.2	12.2	1.8
1931	9.5	15.6	2.9
1941	16.1	24.9	7.3
1951	16.7	24.9	7.3
1961	24.0	34.4	13.0
1972	29.5	39.5	18.7
1981	36.2	46.9	24.8
1991	52.1	63.9	39.2
2001	65.38	76.0	54.0
2011	74.04	82.14	65.46
Mean	28.49	36.74	19.69
SD	23.79	25.58	22.03
CV	83.51	69.62	111.91
LGR	21.93	18.62	28.41
t-value	9.2038**	11.369**	7.134**

Source: Census of India (2011)

In 2011 the percentage of educated persons increased to 74.04 per cent of which percentage of males was 82.14 per cent and that of females was 65.46 per cent. Literacy rate among rural women was only 58.8 percentage as per 2011 census.

Female literacy at the national average was 65.46 per cent whereas the male literacy was 82.14 per cent. Within the Indian states, Kerala has shown the highest literacy rates of 90.02 per cent whereas Bihar averaged lower than 50 per cent literacy, the lowest in India.

India is the world's largest democracy where billions of people live and of course almost half of these are women. So how does women education effect India's development? If girls are not educated, families suffer too. Educated mothers use their knowledge to improve the health of their children and other family members. Their knowledge about health risk protects their families against illness. Child mortality rate is much higher in families where mothers lack education than in the families where mothers are educated. Girls' education thus emerging as one of the top priorities of Indian society where it is realised that is "Educating girls is not an option, it is a necessity". Hence there is need to eliminate gender disparities in education.

Regarding the Literacy Rate in India for the period 1901 to 2011 with a break up of male and female persons, in terms of proportion the male literacy population in India has been consistently above 82.14 per cent as compared to less than 20 percent share of female literacy rate. The mean literacy rates in India were 28.49, 36.74 and 19.69 during the period from 1901 to 2011 among all the people men and women respectively. CV values which show inter-year variations in literacy rate were of higher magnitude at 83.51, 69.62 and 111.91 respectively for the aforesaid there categories. Based on the preceding analysis it can be concluded that concluded that the LGR was highest among the women. There had been marked inter-year variations in female literacy in India. During the stated period which was statistically significant at 0.01 level ($P < 0.01$).

4.0. ROLE OF EDUCATION IN WOMEN EMPOWERMENT

It is said that education increases women's self-confidence levels, enables them to find better jobs and can make them work shoulder to shoulder with men. They can engage themselves in public debate and make demands on government for healthcare, social security and other entitlements. In particular, education empowers women to make choices that improve their children's health, their well-being and chances of young children's survival. Without education, after early marry girls are tend to have children at a younger age, forced to work in unpaid or low paying jobs, and rely on their husbands and families for economic support. Hence educating women benefits the whole society. It has a more significant impact on poverty and development than men's education. It is also one of the most influential factors improving child health and reducing infant mortality rate. Educated women's responsibility is tremendous. Women have a significant role in shaping the behaviour and mental makeup of the younger generation. She has

the primary duty of nurturing and shaping the children, in to better individuals of tomorrow. Educated women are always cautious about the importance of healthcare and know how to seek it for themselves and their children. Education makes them comprehend better their rights and gain more confidence. Educated parents can have good plans about their children's educational attainments. Mother's education will influence more in children's life than fathers. Empowered women can compete with men. They are not inferior to men and hence they can do most of the skilful works men can do, some times better than men.⁶

5.0. OBJECTIVES

The main objectives on the role of education and employment in women empowerment in India are as follows.

1. To examine how education empowers women and changes society by promoting social equality, economic independence, and political engagement.
2. The importance of emphasising the necessity of inclusive educational policies that guarantee women's equal chances, promoting gender equality and sustainable development.

5.1. Social Empowerment

In order to provide equal opportunities, rights, and freedom in the society, social empowerment between a critical component of women's growth. It entails dismantling prejudice, defying gender conventions, and creating an atmosphere in which women may actively engage in social, cultural and family decision-making. Since education gives women information, self-assurance and the ability to think critically, it is essential for social empowerment.

5.2. Economic Empowerment

Women who are economically empowered can raise their standard of living, become financially independent, and support the expansion of the national economy. It gives women the ability to take charge of their financial destinies by providing them with access to financial resources, work opportunities, education and skill development. Women with higher education and expertise can have better chances of landing in steady employment, making more money, and starting their own businesses. Women who are financially independent became able to make decisions for their families and themselves, which enhances their household well-being and lowers poverty. Additionally, women's participation in the economy boosts industry productivity and innovation, which benefits national economies.⁷

5.3. Changing Social Perspectives through Education

By encouraging gender equality, dispelling prejudices and cultivating progressive attitudes, education may significantly alter cultural viewpoints. Women may overcome

conventional restraints by becoming more aware of their rights, duties and obligations through education. Since education promotes tolerance, inclusion and respect for differences, a society with a high level of education is more likely to support women's empowerment. By educating people of the value of gender parity, schools, colleges, and universities can help to dispel long-standing prejudices that impede women's advancement. Additionally, education exposes both men and women to a variety of perspectives, which aid in their understanding of the need of equal opportunities in India.⁸

5.4. Impact on Family and Community

Women with good education can actively engage in social and economic activities at the local level, advancing society on the whole. They drive programs that advance social welfare and economic progress through their involvement in business, community leadership and policymaking. Self-help organizations and microfinance institutions have grown in popularity in rural regions as a result of women's education, enabling them to start their own enterprises and provide support to their families. In order to lessen social evils like underage marriages, domestic abuse, and dowry customs, education is essential. Women with higher levels of education are less likely to face restrictive traditions or violent relationships because they become more conscious of their rights. Additionally, they act as role models, encouraging the next generation to seek education and overcome conventional constraints. Despite these benefits, poverty, cultural barriers and lack of infrastructure continue to prevent many women from obtaining good education. A more progressive and inclusive society will eventually result from sustained investment in women's education.⁹

Women's Employment by Type of Employment

Currently married women are more likely to be working for the other family members than women who are not currently married.¹⁰ (Table 2) Married women are very few employed likely to be working for other family members women in India enjoy financial freedom irrespective of their marital status. The vast majority of employed women work away from home.

Table 2 Percentage of employed women by type of employment, according to marital status

Type of Employment	Marital status				
	Married	Divorced/ separated/ deserted	Widowed	Never married	Total
For whom work is done					
Works for a family member	46.8	26.4	31.9	40.5	44.4
Works for someone else	38.7	59.8	50.9	43.6	40.7
Self-employed	14.5	13.9	16.9	15.8	14.8
Where work is done					

Home	19.7	17.1	16.7	16.7	20.8
Away from home	80.2	82.9	83.0	72.3	79.0
Work throughout the year	58.5	72.4	70.1	58.5	59.5
Work seasonally/part of the year	37.0	24.8	26.5	32.5	35.4
Work only once in a while	4.4	2.8	3.2	8.9	5.1
Type of payment received					
Cash only	51.0	77.5	68.9	62.6	54.6
Cash and in kind	13.2	11.9	15.7	7.4	12.3
In kind only	11.7	3.1	5.8	8.6	10.6
Not paid	24.1	7.5	9.5	21.2	22.4
Total	100	100	100	100	100

Note: Percentages may not add to 100 due to rounding and missing values.

Source: Ministry of Health and Family Welfare Government of India, National Family Health Survey (NFHS-3) India 2020-21

For most women who work, employment is not intermittent but continuous and throughout the year. Only about one-third of women who report being employed at any time in the past 12 months say that they are seasonally employed or that they work only part of the year.

While the majority of employed women earn cash for the work they do, about one in ten is paid only in kind and more than two in ten receive no payment at all. Overall, almost one in three employed women in the age-group of 15-49 years do not receive any payment for the work they do or receive payment only in kind. The proportion receiving no payment for their work is highest for currently married women, followed by never married women.

Table 3 Crime against Women in India 2020-2024

S.No	Crime Head	2020	2021	2022	2023	2024
1	Rape	21,395	22,170	24,205	24,900	33,700
2	Kidnapping	25,740	29,790	35,760	38,260	51,880
3	Dowry Death	8,380	8960	8,640	8,300	7,940
4	Cruelty by In-Laws	89,500	94,100	99,130	10,6525	1,18,860
5	Assault on Women	38,710	40,610	42,960	45,350	60,760
6	Immoral Traffic	2,474	2490	2,430	2,560	2,580
Mean		31033.17	33020.00	35520.83	37649.17	45953.33
SD		31391.11	32946.91	34776.87	37573.18	42535.04
CV		101.15	99.78	97.91	99.80	92.56
LGR		2.34	1.66	0.26	0.59	-1.12
t-value		0.087@	0.062@	0.010@	0.022@	0.045@

Source: International Journal of Novel Research and Development (www.ijnrd.org)

Crime against women in India 2020- 2024. Table-3 reflects that the crime against women is increasing year by year in every respect. The data pertaining to incidents of kidnapping almost doubled and recorded a significant increase from 25,740 in 2020 to 51,880 women in 2024. The cases of cruelty by in-laws increased continuously from 89,500 in 2020 to 1,18,860 in 2024. There were 38,710 cases of assault on women in 2020 which increased up to 60,760 in 2024. The cases of rape, dowry deaths and immoral trafficking also increased during these years.

The increasing crime rate reflects the cruel mindset of certain people which is hampering the progress of the society as well as of the nation. Though, there are strict laws to protect the rights of women in our country, due to the sick mentality of the male dominated society, the situation is turning bad to worse every year. The data related to total crime against women out of all the crimes recorded under Bharatiya Nyaya Sanhita (BNS) indicates that it is an alarming situation in India. Crime against women has a significant share of all other crimes and shows that women in India are unsafe and insecure as far as her life is concerned. Though, there are laws to protect the rights of women, women have to suffer a lot during the course of their day-to-day life in the country.

Data on crime against women like rape, kidnapping, dowry deaths, cruelty by in laws etc., are presented in table 3 for a 5-year period from 2020 to 2024. The average annual incremental flow of crime in 2024 was highest in 45953.3 and lowest at 31033.17 in 2020. As can be seen from 2020 of the table, there has been an annually increasing crime rate from year-on-year. The CV of crime rate in women 101.15 per cent in 2020 and 92.56 per cent in 2024 indicate the substantially inter-year variation in crime rate from 2020 to 2024 with LGR 2.34 to -1.12 which is not statistically significant.

The following table-4 furnishes the data pertaining to crime against women recorded under Bharatiya Nyaya Sanhita (BNS) during 2020 to 2024.

Table 4 Crime against Women recorded under Bharatiya Nyaya Sanhita (BNS)

Sr. No.	Year	Total Crime	Crime Against Women	%of Total Crime
1.	2020	21,21,340	2,03,804	9.61
2.	2021	22,24,830	2,13,580	9.60
3.	2022	23,25,570	2,28,645	9.83
4.	2023	23,87,180	2,44,270	10.23
5.	2024	26,47,720	3,09,540	11.70
Mean		2341328.00	239967.80	
SD		198867.60	41806.53	
CV		8.49	17.42	
LGR		-5.19	-10.09	
t-value		6.481**	3.951*	

Source: International Journal of Novel Research and Development (www.ijnrd.org)

A total of 2,44,270 incidents of Crime against Women (under BNS) were reported in the country during the year 2023 as compared to 2,28,645 in the year 2022. These crimes continuously increased and recorded an increase up to 3,09,540 in 2024. The proportion of IPC crimes committed against women towards total BNS crimes has increased during the last 5 years from 9.61 per cent in the year 2020 to 11.70 per cent during the year 2024.

The above analysis of data indicates that despite the stringent laws to protect crime, the crime against women has been increasing year by year under BNS out of all other crimes in India. Hence, it is absolutely necessary to have women empowerment in country not only to reduce crime against women but also the total crime rate to a great extent.

During 2020 to 2024, the annual increase in crime against women was highest at 11.70 percentages in 2024 and lowest at 9.60 in 2021. The average yearly total crime rate was 23.99 lakhs with LGR of -10.09 which is significant at 5 per cent level with a very high magnitude of CV 17.42 per cent which indicates wide inter-year variations in crime against women.

6.0. FINDINGS

With regard to the Literacy Rate in India for the period from 1901 to 2011 with a break up of male and female persons in terms of proportion the male literacy population in India have been consistently achieving above 82.14 per cent literacy rate as compared to less than 20 per cent share of female literacy rate. The average CV literacy rates in India 28.49, 36.74 and 19.69 during 1901 to 2011 respectively.

The data on crime against women like rape, kidnapping, dowry deaths, cruelty by in laws etc. are presented in table 3 for 5-year period from 2020 to 2024. The average annual occurrences of crime in 2024 was highest in 45953.3 and lowest at 31033.17 in 2020, recording annually increasing crime rate from year-on-year.

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7.0. SUGGESTIONS

The term women 'empowerment' is all about authority or the power embarked on women sharing indistinguishable rights. The main suggestions are as follows.

1. Consciousness of education is essential whether the girls are from rural or urban area.
2. Change the existing system towards women-based sex discrimination.
3. Removal of gender inequality.
4. 4. Encourage the women actively participate in social and political issues.
5. Spread the message that education of women is to make strong women to create an incredible country.

6. Awareness to know that women are effectively good contributors of the socio-economic development of the nation.
7. Education plays a vital role to enhance the quality of women and increase their quality of knowledge that use in various fields where she survives.
8. Education plays a vital role to enhance the quality of women and increase knowledge to use in various fields where she works and live.
9. To encourage all the girls and women belonging to rural areas and to provide training to polish their creativity.
10. Women should become aware of their rights and furnish in every field of life.

8.0. CONCLUSION

Women play an imperative role in making a nation progressive and guide it towards development. They are essential possessions of a lively humanity required for national improvement, so for a bright future of women in the country, giving education to them shall become compulsory. Empowerment means moving from a weak position to execute a power. The education of women is the most powerful tool to change the position of society. Education also brings a reduction in the inequalities and functions as a means of improving their status within the family. To encourage the education of women at all levels and for dilution of gender bias in providing knowledge and education, there is need to establish schools, colleges and universities exclusively for women in the state. Education develops the idea of participation in government, panchayats, public matters etc., for elimination of gender discrimination. Apart from these seven reasons listed above, there is a much deeper reason that women must be educated, and they must be encouraged to learn as much as they need. It can be reiterated that, educate a man and you will educate one person, educate a woman and you will educate a whole family. “Women empowerment in India is required to overcome situations of such types and to provide them with their independent role in Indian society. Empowering women is a necessary right of women”. They should have proportional rights to contribute to society, economics, education and politics. They must be entailed to gain higher education and receive a similar treatment as men are receiving.

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