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Women Empowerment in India: A Case Study among Salaried Employees

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ABSTRACT

Empowerment of women is a major social process which requires multi-dimensional influence. Gender equality is enshrined in order to provide equality for women in every field of life. The challenge is to provide a proper balance between both the genders and empower them with their rights.

Greater access to education, opportunities, health and skill building for decision making should be made available to women in order to help them in coping up with the current biased approach. Not only government intervention but also the determination of women towards self-reliance is necessary for the change. The absence of women from workforce is a wider issue the country is facing when it comes to employment and job growth. Men are not the only reason why women not join workforce, there are many more reasons for the same.

I. INTRODUCTION

Empowerment is a set of measures which helps one in gaining increased degree of autonomy and power. It is a process of becoming more confident which enables them to know their worth and also to have the courage to ask for their rights. Empowerment means self-empowerment as well as support to people.

Women empowerment is an action of empowering women through education, training and self-awareness. It enables women to stand equal to men and ensure equality in every field.

Many people think that women now have equal rights as men but when we take the view of our whole economy not even half of the population of females are working, so there is a need to provide ample amount of opportunities available to them

(A) Need of the Study

Women empowerment is the one of the most important topic in order to sustain the importance of equality in economy and contribution of women among the salaried workers is as necessary

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as men in order to boost the working capacity in different sectors.

The gap between men and women participation remain still large. It is very important for women to start engaging themselves and start preferring work as their foremost activity. if every woman. It is supported by varies studies that men and women bring various perspectives and skills to the workplace.

It is also important to increase the employment of women as it can boost the employment level of the economy up to 48%.

(B) Relevance of the study

Understanding the various concepts of women empowerment has become very important. Women do have equal skills and capabilities as men have. It is the need of an hour to know the various aspects and positive impacts of empowerment. As through providing opportunities to women, we can help them in tackling the social issues like harassment, sexual abuse, dowry, etc. The absence of women from workforce is a wider issue the country is facing when it comes to employment and job growth. Men are not the only reason why women not join workforce, there are many more reasons for the same.

Now in this patriarchal society, we need to lift up women for advancement and betterment of the society. Women and men need to stand equal to ensure gender equality and upliftment of weaker section of the society.

(C) Objectives

- show the impact of women empowerment on economy
- know about the number of male and female workers
- highlight the need of equality
- to be aware of the laws and schemes for the same

(D) Scope of the Study

Empowerment of women is crucial for enhancing growth and creating competitiveness in the workplace. Employed women should take some relevant steps for developing skills and hence employment of women. This would increase the level of GDP as unemployed rural and urban women would contribute their efforts for the betterment of themselves along with the economy. By providing them opportunities we can empower them and help them in attaining self-reliance and create a sense of confidence in them. Lack of job opportunities, friendly environment, less educated women are some of the reasons among so many. Both cultural and economic reasons explain the absence. the latest survey suggests that the no. of jobs is on the decline. This is the

main problem for youth.

Some sectors have adopted the best practices to ensure the advancement of society and growth of women by undertaking several programs on sexual harassment, gender issues and decent working conditions.

(E) Literature Riview

- ***Can I be paid less for doing the same job? Male female wage gaps among salaried workers in India.***

Many people say that we need to trust karma and our destiny. But is it ok to rely entirely on destiny? People in earlier times used to believe that if a particular thing is ours, we will get it no matter how. But there is a need to tell them that we have to struggle in order to get the right we deserve.

This paper analyse the issue of gender parity in wages by focusing on evolution of wage gaps for a growing economy. It also raises an issue that females are not paid according to their worth and hard work. Gender gap in wages is still a major issue.

In the year 2009 -2010, the percentage of women in higher education category and job is much higher than before in comparison to men but the average wages are much less than that of their male counterpart in the same kind of occupation.

Based on Employment and unemployment survey (EUS) and of the National Sample Survey Office (NSSO), the report estimates that wage inequality is a serious challenge. In 2011-2012 the average wage n India was 247 rupees per day. Wage rate of casual female workers was lowest among all worker groups i.e. (INR 104 per day).

Women in India are paid 19% less than a man, according to the report of Monster Salary Index Survey where men earned Rs 46.23 more as compared to women.

The gap has narrowed only by 1% in 2018. the latest data shows gap increases with higher skill level. Around 60% of women in India feel discrimination and about one third feel that they are not allowed to fill top management seat.

An analysis of gender pay-gap(GPG) showed wage inequalities in favour of men are there in almost all sectors, including IT/ITES sector (26%); healthcare, social work (21%), manufacturing (24%).

This raises another issues that women's participation in productive activities should also be measured because most of the economic activities done by women goes unmeasured. By using the data, they tried to figure supply function for the stagnation of female participation rates.

This study shows some of the reasons causing gender based wage discrimination, which are education, religion, caste, etc.

In India people follows the discriminatory employment pattern that keeps women at the lowest job scale.

According to the old rituals and believes, women are placed with unwanted and inappropriate burden as they are destined to do the homework. Due to this man are considered more appropriate and responsible for such high profile jobs. Another reason is early marriage and childbearing which obstructs women to take part in activity which is far away from home.

Kingdon and Unni analysed the NSS data and suggested that contribution of education to work participation and relative contribution of education to labour market is discriminatory.

this study confirmed the u shaped relation between workforce participation of women and schooling.

- ***Why are so many women absent from India's workforce?***

Despite attaining higher education, what is obstructing women from entering workplace?

India's rapid economic growth has been accompanied by higher education attainment and better quality of living among women. These changes and advancement could lead to an increase in females entering workplace but that is not a true scenario. Where 80% of men are working in their 40's, not even 30% of working age women are in work.

The absence of women from workforce is a wider issue the country is facing when it comes to employment and job growth. Men are not the only reason why women not join workforce, there are many more reasons for the same.

Lack of job opportunities, friendly environment, less educated women are some of the reasons among so many. Both cultural and economic reasons explain the absence. the latest survey suggests that the no. of jobs is on the decline. This is the main problem for youth. India is struggling to create any labour intensive jobs which could favour less educated people.

Across India, people believes that married women should not work and that they should maintain the home work and take care of the family. A survey found that around 60% of people believe that women should not work if husband earns well.

Another reason is early marriage and childbearing. Keeping women out of jobs and workforce is a main reason of violence against women. sexual violence and unsafe workplace is the other reason which stops them from seeking paid work outside homes.

- ***What explains gender disparities in India?***

Despite economic growth, self-help groups and microcredit programs, gender disparities have remained deep in India.

The World Economic Forum in Global Gender Gap Index lays stress not only on women empowerment but also on gap between men and women in 4 categories -education attainment, health and survival, economic participation and political empowerment.

The UN Gender Inequality Index has ranked our country India below several Sub-Saharan African countries. According to one of its report was on 113 number on the Gender Gap Index (GGI) amongst 135 countries. India's rate of women indulgence for women participation and opportunities is worse than 80% of all countries.

A study in Journal of Commerce showed that around 50 % of the population was if women yet less than 5% of enterprises were owned by women.

In a recent survey, economists examined the gender disparities by focusing at female entrepreneurship.

The highest rate of women participation is in Karnataka, Kerala, Andhra Pradesh and Tamil Nadu and with lowest participation are Uttar Pradesh, Rajasthan, Madhya Pradesh.

Concentration of female participation was generally in tobacco, paper, textile and leather industry.

Among district level characters, quality of infrastructure female to male ratio, working age population appear important.

The relation between female entry share and infrastructure is most important. Inappropriate infrastructure affects more to women than men because of change in level of efforts required and responsibilities of household work. We also find the transport issues as women face greater problems due to safety concerns.

There is multiple factor that may contribute to the barriers and discrimination that women face in different fields. Many companies asked female applicants why they are applying for a job rather than being a home care taker and how they would balance their family along with the job.

- ***How can we empower women?***

There is a need to know the ways through which we all can help in empowerment. So following are some of the ways.

Boost her confidence

Encourage girls and women around you and make them feel happy and strong. Encourage your friends to take part in public speaking which would help them to know the value of diversity of opinions so that they never get scared to speak up.

Appreciate every girl and woman around you without judging them on the basis of colour, shape and religion. Tell them about the value of unique personality and positive attitude.

Importance of positivity

Women are constantly exposed to negative environment as they are raised with the unrealistic standards of beauty. The true meaning of beauty is not in expensive clothes and heavy makeup but in kind heart and nice soul.

Sometimes other women pass negative comments about women's appearance and make them feel guilty. We should avoid such environment and remain positive. Don't be afraid to shut down negative thoughts and you will automatically feel satisfied.

Become a guide and mentor

Gather a group of women and encourage them to take part in encouragement process. Inspire them to increase the size of the group and add on more women to the group if possible.

Women should work together to empower one another and help them to differ between right and wrong.

Support women run organisations

Invest in women run business and show your support and trust in the calibre of women.

Always encourage young girls to become an entrepreneur and help them in achieving it.

Know your own worth

Know your own worth and make sure the women around you know theirs. Never settle with your negative thoughts and be brave enough to ask for your rights. Set example for other women around you and make them believe in their capabilities.

Fight against inequality and injustice

Invite the inspiring and courageous men and women to join the fight against inequality. Stand up and speak up to have what you deserve. Get ready to take down negativity and injustice against any human.

- ***Why do we need women in workplace?***

Best available talent

Women can prove to be the best available talent when given an opportunity. They can occupy the higher positions to cover vacancies. We all know that most of the women occupy education and skill development trainings but they have to leave the workforce in order to serve their family needs. Inspire best education, they remain away from workplace which wastes their innovative skills.

Improvement in innovation and productivity

There are so many evidences that proves the pros of co-existence of men and women in the same environment. The diversity of opinions, experiences and ideas lead to better productivity and innovative without incurring higher cost and wastage.

Reduce staff turnover and long term benefits

In comparison to men, the majority of women can multi task and multi focus. Company can thus increase their productivity and skill level through training and this further can decrease their employee turnover for long term benefits.

A culture of gender balance in offices

Women are required for gender balance in the society and within the offices. We need role models if there are no women, we would not be able to know the true meaning of equality.

50% of the world needs higher representation

Women make around 50 % of the population. By providing opportunities to women we can increase our current workforce nearly to double.

(F) Research Methodology

To analyse my data I have taken the data from the census report and calculated data in percentage form to draw out the conclusions. Based on data analysed and the literature review I have drawn out the causes and for the low rate of participation of women among salaried workers in India.

II. DATA ANALYSIS

This chapter holds the statistical data about employment and talent scenario in India, trend in workforce participation, state wise workforce participation rates and bulk of female population who opt for household duties despite taking higher education.

(A) The employment and talent scenario in India: 2015-2016.

Image 1: Employment scenario of India



Image courtesy: IMA India, 2017

In 2015-2016, 462.5 million people above 14 years of age were employed – 9 million more than a decade ago while 18 million were finding the jobs.

10 states (Uttar Pradesh, Maharashtra, West Bengal, Tamil Nadu, Bihar, Karnataka, Rajasthan, Andhra Pradesh, Madhya Pradesh and Gujarat) account for about 73% of pop. above 14 yrs. also account for 75% of employment.

(B) State wise workforce participation: 2011

Table 1 State wise participation

	Rural			Urban			Combined		
	Female	male	Total	Female	Male	Total	Female	Male	Total
Andaman and Nicobar sland	17.9	59.1	39.8	17.7	60.35	40.47	17.81	59.59	40.08
Andhra Pradesh	44.6	58.4	51.5	19.1	54.14	36.75	36.16	56.98	46.61
Arunachal Pradesh	39.5	48.4	44.1	23.1	50.09	36.97	35.54	49.6	42.8

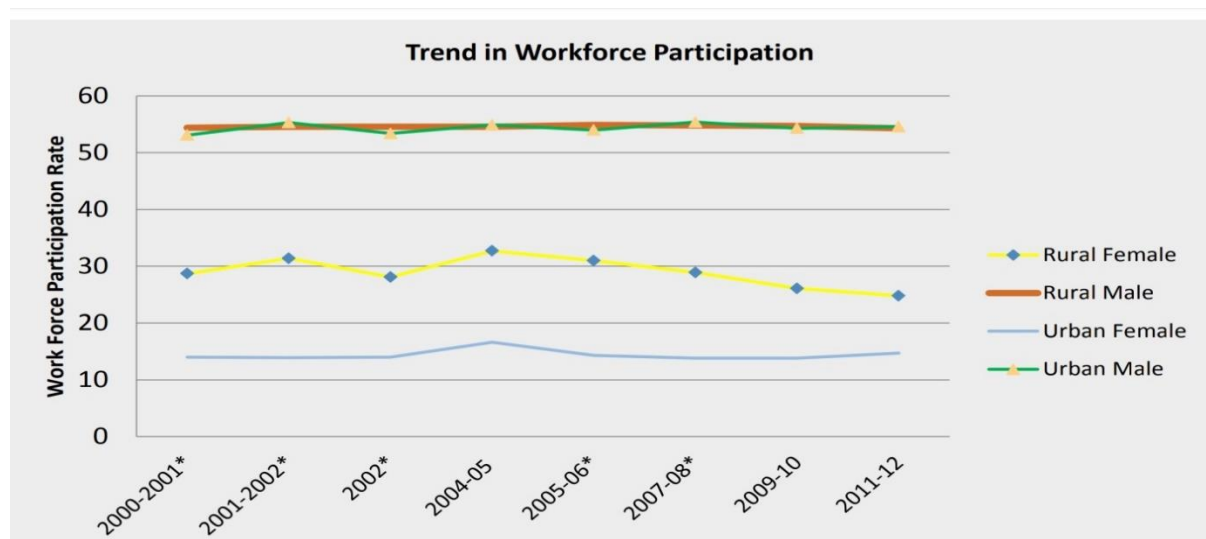
Assam	23.7	53.1	38.7	14.9	56.7	36.4	22.4	53.59	38.36
Bihar	20.2	46.7	34.5	10.4	44.9	28.62	19.07	46.47	33.36
Chandigarh	14.2	62.2	34	16	56.3	8.17	16	56.51	38.29
Chhattisgarh	46.3	56.4	42.6	17.4	53.09	35.16	39	55.59	47.68
Dadra and Nagar Haveli	33.4	56.8	51.3	14.7	66.05	44.48	25.25	61.57	45.73
Daman and Diu	15.9	58.2	45.2	14.5	77.5	53.8	14.89	71.6	49.86
Delhi	9.7	49.3	38.6	10.6	53.08	33.34	10.58	52.99	33.28
Goa	22.6	55.5	31.1	21.5	57.04	39.89	22.92	56	29.58
Gujarat	32.0	57.1.	39.1	11.4	57.47	35.73	23.38	76.76	40.98
Haryana	20.8	50.1	44.9	12.1	51.15	32.9	17.79	57.16	35.17
Himachal Pradesh	47.4	59.0	36.4	19.9	55.72	39.22	44.82	50.44	55.18
Jammu and Kashmir	20.8	46.3	53.3	14.5	56.5	35.2	19.11	58.69	34.47
Jharkhand	35.0	50.8	34.2	10.1	46.	29.2	29.10	48.11	39.71
Karnataka	38.8	59.8	43	20.8	57.7	39.66	31.87	49.76	45.62
Kerala	20.2	53.6	49.4	16.0	51.76	33.12	18.23	59	34.78
Lakshadweep	12.6	52.3	36.3	10.5	44.56	28.01	10.96	52.73	29.09
Madhya Pradesh	39.3	54.3	32.9	15.1	51.66	34.08	32.64	46.5	43.47
Maharashtra	42.2	56.7	47	16.8	55.16	36.59	31.06	55.56	43.49
Manipur	41.2	52.4	49.8	33.2	49.87	34.41	38.56	51.58	45.09
Meghalaya	35	47	46.9	23.6	47.68	35.63	32.67	47.14	39.96

Mizoram	41.9	53.9	41.	31.1	50.89	40.98	31.36	52.25	44.36
Nagaland	52.3	55.7	48	29.5	47.95	37.44	44.74	53.42	49.24
Odisha	29.7	56.5	54	14.1	54.08	34.88	27.16	56.11	41.79
Puducherry	21.1	54.2	43.2	16.1	54.41	34.84	17.63	54.36	35.66
Punjab	14.3	54.9	37.4	13.2	55.51	35.75	13.9	55.15	35.67
Rajasthan	42.7	51.7	35.6	12	50.75	32.27	35.12	51.47	43.60
Sikkim	44.6	61	47.3	24.8	57.2	34.44	39.57	60.16	50.47
Tamil Nadu	41.2	60	54.3	21.8	5.54	40.16	31.80	59.1	45.58
Tripura	26.3	66	50.7	46	56.9	36.76	23.57	55.77	40
Uttar Pradesh	18.3	47.4	41.1	11.13	48.94	31.16	15.67	47.71	32.94
Uttarakhand	32.9	41.1	33.1	11.3	50.9	32.33	26.68	49.67	38.39
West Bengal	19.4	57.2	41	15.4	56.8	36.69	18.8	57.07	38.08

Source: Census report 2011

(C) Trend in workforce participation in rural and urban area...

Image 2: Trend in workforce participation



Source: Census report 2011.

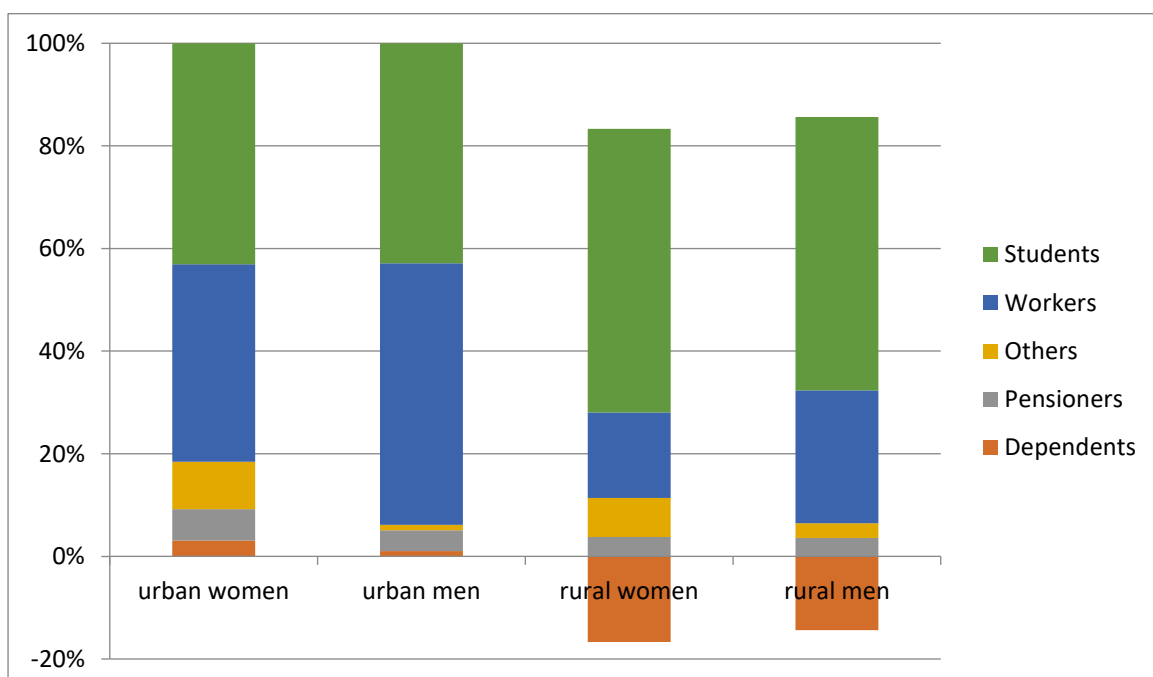
Table 2 Trend in workforce participation

Year	Rural		Urban	
	Female	Male	Female	Male
2000-2001	28.7	54.4	14.0	53.1
2001-2002	31.4	54.6	13.9	55.3
2002	28.1	54.6	14.0	53.4
2004-2005	32.7	54.6	16.6	54.9
2005-2006	31.0	54.9	14.3	54.0
2007-2008	28.9	54.8	13.8	55.4
2009-2010	26.1	54.7	13.8	54.3
2011-2012	24.8	54.3	14.7	54.6

Source: Census report 2011

(D) The bulk of the incremental female population opted for household duties despite late marriage and higher education

Occupation of ncremental population between 2001 and 2011(MN.)

Fig 1 Occupation between 2001 and 2011

Source: Census report 2011

About 36% of incremental urban women pop. took up household duties and only about 26% join workforce.

The figures for rural India was 21% and 23%. The number of dependent female in rural area fall by 17 MN., even after an increase in women's education.

III. CAUSES AND STEPS TAKEN BY GOVERNMENT

(A) Causes

Based on above analysis we can say that there are less female workers as compared to male workers in every state. /The reason behind is wage discrimination and lack of proper job opportunities for women.

Reasons behind low level of participation of women.

According to social norms, women are burdened with unwanted and inappropriate things, due to this reason man are considered more reliable and appropriate for high profile jobs.

Early marriage, pregnancy and child care also hinders women to take part in any economic activities. Women also finds it difficult to work at places far away from their home as they have so much burden and responsibilities like child bearing and rearing to take care of.

Women are paid less as compared to men for the same set of work. This makes them to develop negative feelings and discourage them to participate in any economic activity.

Men are considered more capable and reliable because of their physical strength and power and women are considered weak, they are ineffectively paid. They are given jobs at lower level which affects their self-esteem.

(B) Steps Taken by Government

Here are some of the steps which are taken by government for improving the lives of women and motivating them to improve their standard of living.

- **BETI BACHAO BETI PADHAO YOJANA**

This scheme was launched on 22 January, 2015, in PANIPAT, Haryana, this was a joint initiative of Ministry of Human Resource, Ministry of Health and Family, and Ministry of Women and Child Development.

It aims to make people aware About importance of education and to help them in improving their basic services. It also aims to make people aware of female foeticides, protection of girl

child, etc.

- **MAHILA-E-HAAT**

It was launched by government under the purview of Ministry of Women and Child Development.

It was an online platform that leverages technology to encourage aspiring women entrepreneurs, SHG's, and NGO's to show their product.

With the help of this platform everything could be handled on a mobile phone.

- **MAHILA SHAKTI KENDRA**

This was launched by government to empower and encourage rural women with the employment and healthcare opportunities. This enabled woman to approach government to have training and capacity building programs.

- **SUKANYA SAMRIDHI YOJANA**

Under this scheme the account can be taken at any Indian Post office between the time of birth, till the age of 10 by any of their guardian or parent. The girl can operate that account after turning 10 and can withdraw 50% of the money for the education after 18 year of age.

IV. CONCLUSION

This whole research has shown the inequalities faced by women in every sphere of life because they considered physically and mentally weak. Role of Social norms and old believes that obstructs women to take participation in economic activities.

Factors like lack of job opportunities, pregnancy, early marriage are the main reasons why women find it difficult to have jobs and become self-reliant. People's misconceptions and wrong believes are bashing the lives of women from a long time.

Lack of viable tools to know and compare women' productivity with that of their male counterpart without any bias. Inadequate information and lack of proper statistics hinder proper comparison between the two.

Discriminatory activities like low wages, low profile jobs and inefficiency of policies regarding their safety forces them to quit their job and take up those activities which largely get unaccounted.

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