

## Hurdles in Achieving Women Empowerment

### Preeti Dhuppar (Darak)

Asst. Professor,  
SUN College of Management & Science  
(SCMS), Udaipur (Raj.)  
Research Scholar, Faculty of Commerce,  
UCCMS, MLSU, Udaipur

### Prof. K. C. Sodani

Professor,  
UCCMS, MLSU, Udaipur

### Abstract

Generally speaking the women of India are relatively disempowered and they enjoy somewhat lower status than that of men. In spite of so many efforts undertaken by government and NGOs the picture at present is not satisfactory. Mere access to education and employment can only help in the process of empowerment. These are the tools or the enabling factors through which the process gets speeded up. However, achievement towards this goal depends more on attitude. Unless the attitude towards the acceptance of unequal gender role by the society and even the women themselves changed women cannot grab the opportunity provided to them through constitutional provision, law etc. Till then we cannot say that women are empowered in India in its real sense.

The present paper is an attempt to analyze the status of women empowerment in Udaipur City using various indicators based on data from primary sources. The study reveals that women of Udaipur city are relatively disempowered and they enjoy somewhat lower status than that of men in spite of many efforts undertaken by the government. Gender gap exists regarding access to education and employment. Household decision making power and freedom of movement of women vary considerably with their age, education and employment status. 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 and employment are only the enabling factors to empowerment, achievement towards the goal, however, depends largely on the attitude of the people towards gender equality. Various indicators of women empowerment are analyzed using the data from various sources while discussing women's present status in India. The main emphasis is given to the indicators like women's household decision making power, financial autonomy, freedom of movement, women's acceptance of unequal gender roles, and exposure to media, and access to education, women's experience of hurdles in achieving women empowerment.

While studying women's access to education and employment it is found that gender gap exist in both the situations. Women's exposure to media is also less relative to men. This is because most of the women lack desired level of financial autonomy, literacy, strong personality, own decision making capacity, family support etc. Thus we see that these mutually interdependent factors reinforce each other and put women in a disadvantageous position relative to men. Various constraints in achieving the desired level of empowerment are also identified. Important among them are poverty, social norms and family structure, lack of awareness about legal and constitutional provision etc.

This research paper is based on hurdles in achieving the women empowerment. My paper is focused on hurdles in the empowerment of housewives (sample size of 100 housewives) i.e. who are not busy with any profession. There are some hurdles in empowerment for working women also but I took up the sample of 100 housewives to emphasis only on the above mentioned matter.

During the interaction I found that there are many hurdles in women empowerment like education, family members support, lack of knowledge and lack of awareness and self confidence etc .I also came to notice that most of the women are not considering hurdles as a permanent in real life .Their views are that if mutual consents are in agreeable conditions the hurdle can be removed and this compromising can make them very empowered. During the interaction with women I came to know that they are having successful story of the following in their mind like Aishwarya Rai Bacchan ,Kiran Bedi, Indira Gandhi,Mother Taresa, Indira Nui , Chandra Kochar etc and they want to become like them.The facts and figures of this paper shall be presented in the seminar.

### Keywords:

Women Empowerment, Hurdles, Udaipur.

### Introduction

The status of **women in India** has been subject to many great changes over the past few decades. From equal status with men in ancient times through the low points of the medieval period, to the promotion of equal rights by many reformers, the history of women in India has been eventful. In modern India, women have adorned high offices in India including that of the President, Prime minister, Speaker of the Lok Sabha and Leader of the Opposition. As of 2011, the President of India, the Speaker of the Lok Sabha and the Leader of the Opposition in Lok Sabha (Lower House of the parliament) are all women.

Women empowerment is a new phrase in the vocabulary in the gender literature . The phrase is used in two broad sense i.e. general and specific. In a general sense, it refers to empowering women to be self dependent by providing them access to all the freedoms and opportunities, which they were denied in the past only because of their being 'women'. In as specific sense women empowerment refers to enhancing their position in the power structure of the society.

It is a well known phrase

*Educate a man, you educate an individual but educate a woman you educate a family.*

### Women Empowerment

The concept of women empowerment is related to gender equality but it is slight distinct from it. The core of empowerment is lies in the ability of a woman to control her own destiny., this implies that to be empowered woman must not only have equal capabilities and equal access to resources and opportunities , they must also have power to use those rights , capabilities , resources and opportunities to make strategic choice and decisions.

I have made my focus on housewives for my research on hurdles in achieving women empowerment.

It is justified for several reasons because gender inequalities exist among the working women and house wives but they tend to be greater among housewives especially inequalities in capabilities and opportunities.

Like race and ethnicity, gender is a social construct. It defines and differentiates the roles and responsibilities and obligations of men

and women. Women are less empowered in terms of social, ethical and political terms.

### Hurdles in women empowerment

- Less career orientation
- Lack of awareness
- Lack of social and economic empowerment
- Lack of political will
- Lack of gender culture
- Less self confidence
- Lack of Education and Employment
- Lack of family members support
- Socioculture environment

### Research Methodology

Research Methodology states how the research study is undertaken. It includes specification of research design.

### Problem Definition

What are the hurdles lying in achieving women empowerment.

### Research Objective

- To know the hurdles in archiving women empowerment.
- To find out the gender related challenges that women face.
- To find out the critical gaps that Government and other welfare organisations can address.
- To get the knowledge that equal access to participation and decision making of women in society.

### Data Collection Method

**Primary Data:** These data are in the form of raw material. The data consist of respondents views towards women empowerment. In this research primary data are collected by the face to face interview of the respondents by filling up questionnaire.

**Secondary Data:** The secondary source for research is internet and books , articles on women empowerment.

### Sampling

**Sample Size:** the survey of 100 housewives of different areas of Udaipur are taken to get the hurdles in achieving women empowerment.

### Convenience Sampling

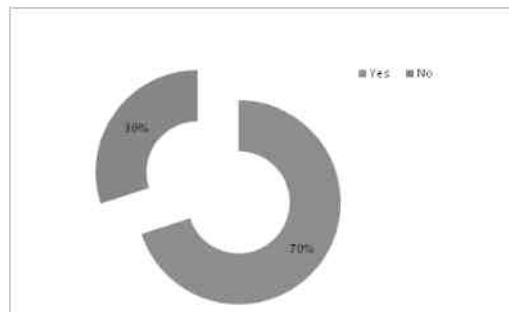
The questionnaire is filled up through the respondents according to the convenience.

### Limitation of the research:

- Small sample size
- Time constraint
- Respondent resistance and biasness

## Data Analysis and Interpretation

### 1) Idea about Women Empowerment

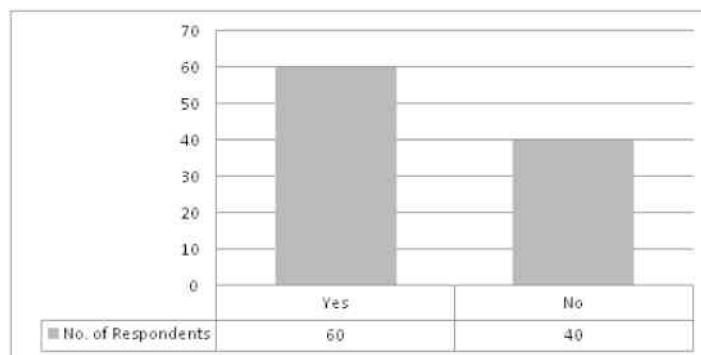


#### Interpretation

Only 70 % women have an idea about Women Empowerment,

Others do not have any idea about it, So there is a need to create awareness among the women for their rights.

### 2) Willingness to start any occupation

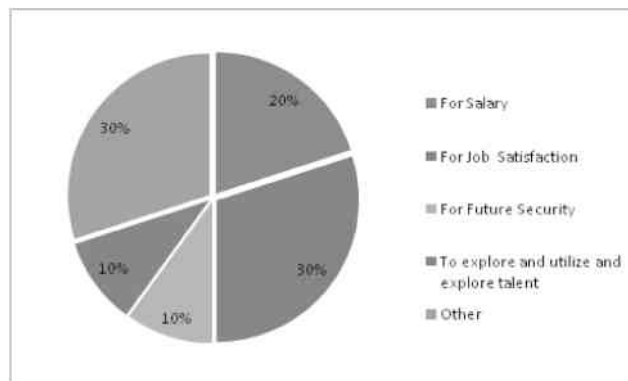


#### Interpretation

60% of women respondents want to do a job or to start their own

business and they are trying for it and 40 % of women do not want to do any thing because of various reasons(discussed later).

### 3) Reasons to start any profession or occupation

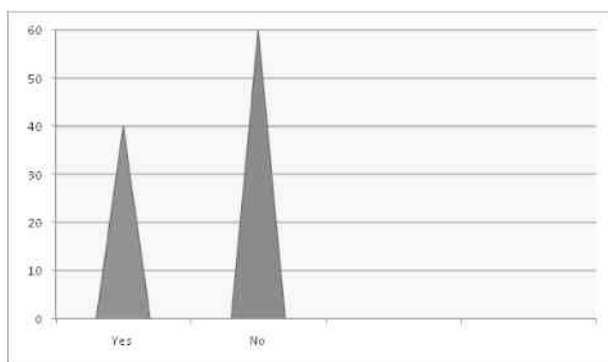


Reasons to start the occupation	No. of Respondents
For Salary	20
For Job Satisfaction	30
For Future Security	10
To explore and utilize and explore talent	10
Other	30

### Interpretation

As the graph shows that women wants to increase their in -dependability with respect to monetary and non monetary terms.

#### 4) Support of Family Members for future planning



### Interpretation

40 % of women says that they are getting the support of their family members for their future growth and 60 % of women says that their family members are not supporting them for their planning because of lack of finance and traditional environment of family.

#### 5) Satisfaction related to present existence/role in family and society

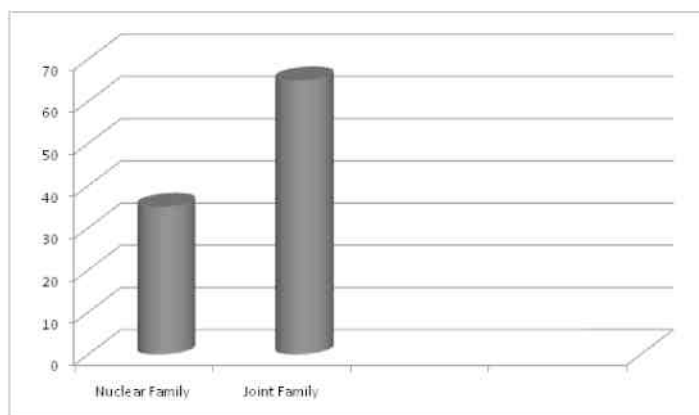
### Interpretation

According to my research some women are satisfied and other are

not satisfied with their present role in the society. They are feeling the lower status then man

#### 6) Family Configuration

Most of the women to whom I interacted were living in joint family it become hurdle for them because other family members are not supporting them. Some who are living in nuclear family are also facing the problem of spouse responsibilities which is an obstacle for achieving their dream career goal.



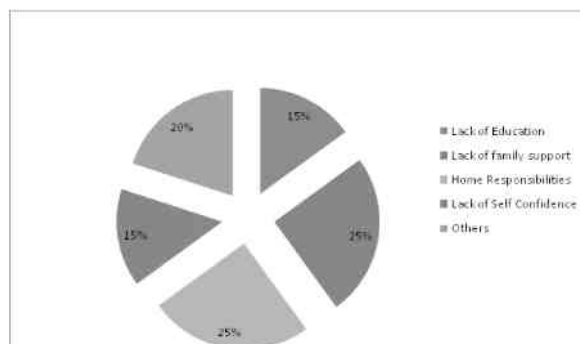
## 7) Cooperation of family members for career growth

### Interpretation

In this context there were mix reactions of women because

sometimes husband and sometimes in laws become non cooperative. Most of them are frustrated from the surrounding environment.

## 8) Hurdles in career growth (Personal Factors)

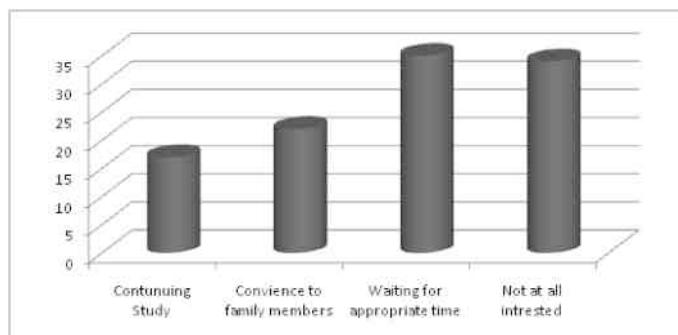


### Interpretation

Respondents are facing various obstacle sin their growth like some of them are not able to do anything because of less education or

illiteracy , some are facing the problem of home responsibilities and traditional family environment. In other reasons they feel that they are not having good communication and technical skills so they are not able to be empowered.

## 9) Efforts to overcome the hurdles



### Interpretation

Most of the women are not at all interested in doing anything; they want to be a good homemaker. Some of them are waiting for appropriate time to make their dream come true. Some of them are planning to rejoin the study like coaching for English etc. Personality Development workshops are helping them to overcome some problems upto certain extent, but they are hesitate to join it

## 10) Participation in Decision Making

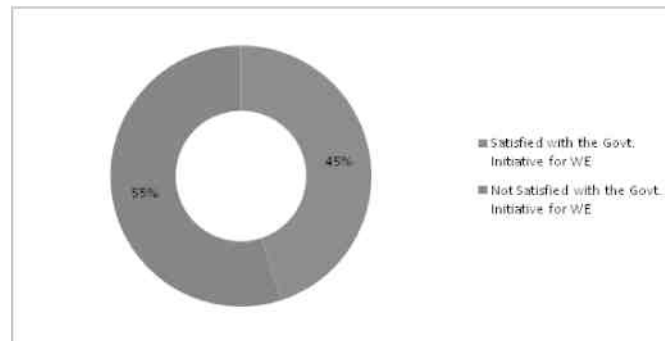
Women accept this fact that in certain cases they are equally

participating in decision making but in some case they are not the part of decision making process.

## 11) Role Model/Ideal of women

According to the women their role models are well known women personalities like Lata Mangeshkar, Aishvarya Rai Baccan, Mother Taresa, Indira Nui, Chandra Kochar, Kiran Bedi, . Some of them made their role model like anna Hazare, Mahatma Gandhi etc. Most of the respondents says accept that their ideals are their parents.

### 12) Govt. Initiative for Women Empowerment

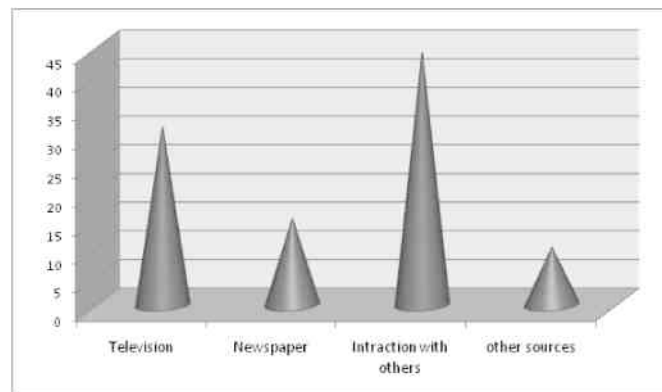


#### Interpretation

55% of women are satisfied with the govt efforts women empowerment like Reservation for women in various sectors,

Manila Smaradhi Abhiyan, Jajanani Suraksha Abhiyan etc Some of them are not satisfied with the govt efforts because of various reasons and Govt. should do something for that.

### 13) Sources of information for women

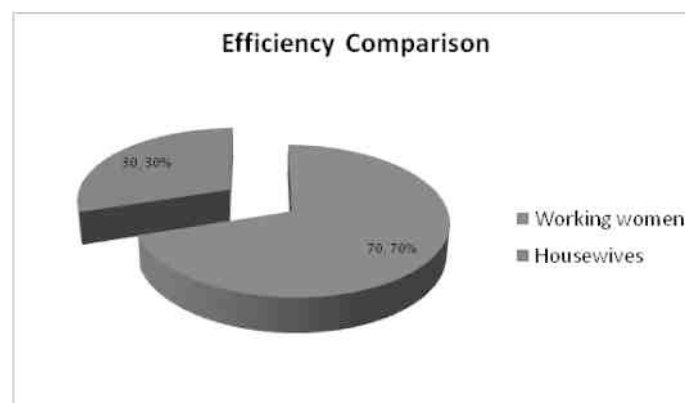


#### Interpretation

Most of the respondents update themselves by interacting with others, So mouth publicity can be a medium to create awareness among the women. The other source they find are as TV, Internet, Newspaper and magazines etc.

### 14) Efficiency comparison between Working Women and Housewives.

Most of the respondents are agree with this phenomena that working women are more empowered than housewives because of access to education and employment make women effective and efficient.



### 15) Suggestions for Women Empowerment

Women respondents suggest various ways to empower the women in India. They said that Govt. should take various steps to strengthen the position of women like awareness camp, vocational training programs, educational institutes only for women, funding facility etc.

#### Recommendations

##### For Government

- A) Government should promote access of women to entrepreneurship and vocational training.
- B) Government should direct investment to sectors with higher impact of creation of decent employment for women
- C) Government should establish and strengthen women entrepreneurship fund and equip women entrepreneur the skills to add values and increase productivity.
- D) Government together with partners should promote disability –friendly working environments through increasing access to the work place, tackling discrimination and implementing quota for employment of women with disabilities.
- E) In these days of scam ridden politics the increasing role of money and mafia in election keep most off the women away from [politics.
- F) Increasing violence and d vulgarity against then intimates women and consequently they prefer stay out from politics.
- G) The difference in constitutional rights and the rights enjoyed by the women in reality by women, this discrimination should be eliminated.
- H) The state must pass and enforce legislation so that the status of women in society is brought to a respectable level through the long arms of law.

##### General Recommendations

- I) Women must become literate, as education is beneficial for them as well as their families.
- J) There is a need for change of values and behaviour in the society, a need for positives socio cultural and economic empowerment and above all the will power and strong determination of women to join politics
- K) Education can play a vital role in bringing about the desirable behavioural change among the women and make them well equipped in terms of knowledge, competence and capacity to deal with different problems.

L) Workshops should be organised for overall development of women to improve their communication, technical, conceptual skills etc..

M) There should be strict rules for violence against women.

The discussion brings the major conclusion to light the status of women could be improved by women themselves and nobody else.

#### Conclusion

Women play a central role in the family unit. They do and contribute to all the functions of the family and society.

Much of what is said in this research paper has been known for several decades but it is difficult to translate that knowledge in to development policy and practise at the scale required to ring about fundamental transformation in the discrimination of power opportunity and outcome for both men and women.

The next 10 years provide the new window of opportunity to take action on a national scale to achieve gender equality and empower women which are critical for meeting all the development goals. Government, National and International organisations can provide an enabling environment to make this possible. Women Organisations need space and resources to bring about the social transformation that removes the constraints, fulfil the potential and guarantee through rights of women India the recommendations made in this report can pave the way towards that future.

#### References

- Sahay Sushma, Women Empowerment (Approaches and Strategies) ,Discovery Publication, New Delhi,1998 (ISBN 81-7141-412-5)
- Mukharjee Debarshee ,Women Education and Empowerment: A global Perspective ,ICFAI (EAN 9788131415689)
- Nayak Purshottam, Mahanta Bidisha Article on Women Empowerment in India
- Research abstract on @women's Empoerment@ 1998 - 2008, Documentation Centre for Women and Children.
- Anand Sudhir, Sen Amartya ,1995 ,Gender enequality in Human development (theories and Measurement)
- [www.google.com](http://www.google.com)
- [www.thinkchangeindia.org](http://www.thinkchangeindia.org)
- [www.amazon.com8](http://www.amazon.com8).