

Research Paper



## Issues and challenges associated with women empowerment in present-day society

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### ABSTRACT

Women empowerment is a critical aspect of societal progress, yet women continue to face numerous challenges hindering their advancement. This article explores the present-day issues and obstacles that impede women's empowerment, encompassing economic disparities, limited access to education and healthcare, gender-based violence, and political underrepresentation. The article also examines the impact of cultural norms, online harassment, unpaid care work, and intersectionality on women's empowerment. By recognizing and addressing these challenges, society can work towards fostering gender equality and creating an inclusive environment that empowers women to realize their full potential.

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## 1. INTRODUCTION

Women empowerment is a crucial aspect of societal progress and sustainable development. Over the years, significant strides have been made towards gender equality and women's rights. However, despite these advancements, women still face numerous issues and challenges in various spheres of life.

This article examines the present-day challenges that hinder women's empowerment, focusing on societal, economic, political, and cultural factors. By understanding these challenges, we can work towards creating a more inclusive and equal society that promotes the empowerment of women.

## 2. RELATED WORKS

Women's empowerment is a multidimensional concept that encompasses social, economic, and political aspects, aiming to uplift women's status and enhance their participation in various spheres of society. This literature review explores key insights and perspectives from five scholarly articles focused on women's empowerment in the context of India.

[1] - "Concept and Types of Women Empowerment":

Mandal discusses the conceptual framework of women's empowerment, highlighting its multifaceted nature. The author introduces various dimensions of empowerment, including economic, social, and political empowerment. This foundational article serves as a theoretical guide for understanding the different facets of women's empowerment.

[2] - "Women's Rights in India: Problems and Prospects": Saryal's article delves into the challenges and prospects of women's rights in India. The author outlines various issues such as gender-based violence, unequal access to education and healthcare, and limited participation in decision-making. The article underscores the need for policy interventions to address these challenges and promote women's empowerment.

[3] - "Antinomies of Empowerment: Observations on Civil Society, Politics, and Urban Governance in India": Harriss explores the complex relationship between civil society, politics, and urban governance in the context of women's empowerment. The author highlights the contradictions and challenges within empowerment initiatives, discussing how power dynamics and socio-political factors can hinder effective empowerment outcomes. The article provides a critical perspective on the nuanced nature of women's empowerment efforts.

[4] - "Issues and Challenges of Women Empowerment in Kashmir: A Study": Ahmad's study focuses on women's empowerment in the specific context of Kashmir, shedding light on region-specific challenges. The article identifies socio-cultural factors, conflict-related issues, and limited access to resources as barriers to women's empowerment in Kashmir. Ahmad emphasizes the importance of context-sensitive approaches to empowerment interventions.

[5] - "NGOs in India: The Challenges of Women's Empowerment and Accountability": Kilby's work delves into the role of non-governmental organizations (NGOs) in promoting women's empowerment in India. The author examines the challenges faced by NGOs in effectively advancing women's rights and empowerment, including issues related to accountability, sustainability, and the cultural sensitivity of interventions. The article offers insights into the practical challenges of implementing empowerment programs.

The literature review underscores the need for holistic approaches that address socio-cultural, economic, and political factors to foster meaningful and sustainable women's empowerment in India.

### Gender Pay Gap and Economic Disparities

One of the most persistent challenges in women empowerment is the gender pay gap and economic disparities. Women, on average, earn less than their male counterparts for the same work. This wage disparity not only hinders women's financial independence but also perpetuates gender inequality in the workplace. Additionally, women are often overrepresented in low-paying jobs and underrepresented in leadership and executive positions.

The gender pay gap is a complex issue influenced by various factors, including occupational segregation, discrimination, and work-life balance challenges. Women tend to be overrepresented in industries such as education, healthcare, and hospitality, which often have lower wages compared to male-dominated fields like engineering or technology. Moreover, the "motherhood penalty" phenomenon can lead to reduced earnings and career progression for women who take time off to care for children.

To bridge the gender, pay gap, governments and organizations need to implement policies and practices that promote pay equity, flexible work arrangements, and unbiased hiring and promotion processes. Additionally, providing women with opportunities for skills development and career advancement can empower them to negotiate fair wages and break through the glass ceiling.

### **Lack of Access to Quality Education**

Education is a powerful tool for empowering women, but many still face barriers to access quality education. Factors such as poverty, early marriage, cultural norms, and inadequate infrastructure disproportionately affect girls' education in certain regions.

In some parts of the world, girls are discouraged from pursuing education due to traditional gender roles that prioritize domestic responsibilities over schooling. Early marriage and childbearing also interrupt girls' education, perpetuating cycles of poverty and limited opportunities for women.

Ensuring access to quality education for girls requires addressing root causes such as poverty, cultural norms, and gender stereotypes. Investing in educational infrastructure, providing scholarships, and implementing awareness campaigns can help increase girls' enrollment and retention in schools.

### **Gender-Based Violence and Discrimination**

Gender-based violence remains a significant challenge for women worldwide. Physical, emotional, and sexual violence affect women's safety, mental health, and self-esteem. Discrimination based on gender perpetuates social norms that undermine women's autonomy and perpetuate gender inequality.

Various forms of gender-based violence, such as domestic violence, sexual harassment, human trafficking, and female genital mutilation, violate women's rights and hinder their empowerment. The fear of violence and discrimination can restrict women's mobility, participation in public life, and access to education and employment opportunities.

Addressing gender-based violence requires a multi-faceted approach, including legal reforms, public awareness campaigns, and support services for survivors. Communities must actively challenge harmful gender norms and promote gender equality from an early age to prevent violence and discrimination against women.

### **Limited Political Representation:**

Women's representation in politics and decision-making roles remains inadequate. Despite progress, women are still underrepresented in parliaments, governments, and leadership positions globally. This lack of political representation hinders policies that address women's issues and concerns effectively.

The underrepresentation of women in politics can be attributed to various factors, including societal expectations, stereotypes about women's leadership capabilities, and structural barriers. Electoral systems and political party dynamics can also influence the likelihood of women securing leadership positions.

To promote women's political empowerment, affirmative action measures such as quotas can be implemented to increase the number of women in political offices. Moreover, empowering women to engage in community organizing, leadership training, and political advocacy can help break down gender barriers in politics.

### **Unpaid Care Work**

Women often bear a disproportionate burden of unpaid care work, including household chores, caring for children, the elderly, and the sick. This invisible workload can hinder women's participation in the labor force, limiting their economic independence and career advancement opportunities.

Societal expectations and traditional gender roles often lead to the assumption that women are primarily responsible for caregiving. As a result, women may face difficulties balancing family responsibilities with professional aspirations, leading to reduced work hours or career interruptions.

Recognizing and valuing unpaid care work is essential for women's empowerment. Governments and employers can implement family-friendly policies such as parental leave, affordable childcare, and flexible work arrangements to support working parents, especially mothers.

### **Lack of Access to Healthcare**

In many parts of the world, women face limited access to quality healthcare, including reproductive health services, maternal care, and family planning. This lack of access can negatively impact women's overall well-being, leading to preventable health issues.

Issues such as maternal mortality, lack of access to contraceptives, and inadequate sexual and reproductive health education continue to challenge women's health and well-being. In some regions, cultural and religious norms can restrict women's autonomy in making decisions about their bodies and reproductive choices.

Improving women's access to healthcare requires comprehensive health policies that prioritize women's needs and address cultural and economic barriers to healthcare access. Investments in maternal and reproductive health services, education, and community awareness campaigns can promote women's health and empowerment.

### **Intersectionality and Multiple Marginalizations**

Women from marginalized communities face compounded challenges due to intersectionality – the intersection of gender with other social identities, such as race, ethnicity, religion, or disability. The unique experiences of these women often go unnoticed, leading to a lack of tailored policies and support systems.

Intersectional discrimination can exacerbate existing inequalities faced by marginalized women. For example, women of color may experience racial discrimination, while LGBTQ+ women may face discrimination based on their sexual orientation or gender identity.

Empowering marginalized women requires an inclusive approach that considers the intersectionality of their identities. Policymakers and organizations must work to address the specific needs and challenges faced by women from diverse backgrounds, ensuring that empowerment efforts are inclusive and intersectional.

### **Cultural Norms and Traditional Practices**

Deep-rooted cultural norms and traditional practices can perpetuate gender stereotypes and inequalities. Practices like child marriage, female genital mutilation, and dowry systems hinder women's empowerment and limit their agency.

Cultural norms that enforce gender roles and restrict women's freedoms can impede progress towards gender equality. These norms can also influence family and community attitudes towards women's education, work, and decision-making power.

Addressing harmful cultural norms requires engaging with communities and promoting dialogue about gender equality, human rights, and the benefits of women's empowerment. Supporting community-led initiatives that challenge harmful practices can lead to transformative change.

### **Online Harassment and Cyberbullying**

The rise of technology and social media has exposed women to new forms of harassment and cyberbullying. Online platforms have become breeding grounds for misogyny, trolling, and non-consensual sharing of intimate content, negatively impacting women's mental well-being and participation in public discourse.

Online harassment can have severe consequences, silencing women's voices and discouraging them from expressing their opinions freely. Cyberbullying can also lead to reputational damage, fear, and anxiety among victims.

Addressing online harassment requires concerted efforts from social media platforms, law enforcement, and society as a whole. Online platforms should enforce policies against harassment and

take steps to create safer online spaces. Promoting digital literacy and educating users about online safety can empower women to navigate the digital world confidently.

### Lack of Female Role Models

The absence of visible female role models in various fields can hinder young women's aspirations and confidence. Encouraging diverse and visible female role models can inspire the next generation and challenge stereotypes about women's capabilities.

The underrepresentation of women in leadership positions and media portrayals can limit young women's exposure to diverse role models. As a result, some may perceive certain professions or industries as not suitable for women, limiting their career choices.

Promoting female role models across various fields can inspire young women to pursue their aspirations without limitations. Mentoring programs, networking opportunities, and media representation can play a crucial role in elevating female voices and showcasing diverse role models.

## 3. CONCLUSION

Women empowerment is a multifaceted and ongoing journey, and while progress has been made, there are still significant issues and challenges that need to be addressed. Achieving gender equality requires collective efforts from governments, civil society, private sectors, and individuals. To promote women's empowerment in present-day society, we must address gender disparities in education, employment, healthcare, and politics. We must challenge and change cultural norms that perpetuate gender stereotypes and discrimination. By promoting gender equality and supporting women's rights, we can build a more inclusive, just, and empowered society for all. Efforts towards women empowerment will lead to a more equitable world where women can thrive and contribute to the betterment of society.

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### Conflict of Interest Statement

#### Manuscript Title

The author whose name is listed immediately below certifies that he has no affiliations with or involvement in any organization or entity with any financial interest (such as honoraria; educational grants; participation in speakers' bureaus; membership, employment, consultancies, stock ownership, or other equity interest; and expert testimony or patent-licensing arrangements), or non-financial interest (such as personal or professional relationships, affiliations, knowledge or beliefs) in the subject matter or materials discussed in this manuscript.

### Author Contributions Statement

The Corresponding Author of the paper is Dr. S. Ramesh, he is solely responsible for all correspondence related to the paper and ensure that the communication regarding submission, revision, and publication processes.

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C : Conceptualization

M : Methodology

So : Software

Va : Validation

Fo : Formal analysis

I : Investigation

R : Resources

D : Data Curation

O : Writing - Original Draft

E : Writing - Review & Editing

Vi : Visualization

Su : Supervision

P : Project administration

Fu : Funding acquisition

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