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## An Initiative of Women Empowerment for Sustainable Economic Development

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**Dr. Seema Girdhar<sup>1</sup>, Ms. Kiran Girdhar<sup>2</sup>**

<sup>1</sup>Associate Professor GNIM, New Delhi, India.

<sup>2</sup>Researcher – DIPSAR, India.

Email: <sup>1</sup>Seemagirdhar05@gmail.com, <sup>2</sup>kirandipsar@gmail.com

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**Abstract:** *Women, comprises of half of the world's inhabitants who can be a powerful tool for social change, where effective involvement of women in the growth of the world is the need of a time. Participation of women in leadership is completely related to large number of advantages for the society as a whole.*

*The reason behind this study is to reveal the function of empowering women and getting sexual category equal opportunity for the sustainable progress of the society as a whole. Women are extremely affected due to social problems, and less importance is specified to their career growth. To attain this purpose, the investigator has employed qualitative method, with secondary source of data as an instruments of data gathering. It is being understood that unless and until women are empowered and gender fairness is achieved in the society sustainable development is not possible. Today women can contribute in social, economic, political, and environmental areas provided they are necessarily being supported through the initiatives of the government. Our country will not attain sustainable progress only through the selection and participation of men's in different areas. It is a reality that women represent around half of entire population of the country and empowering this section to become an active partner of all developmental strategies in the country is of utmost importance. Hence, this paper focuses on the strong pledge of our government to authorize women and make use of the available potential of the country and to get about sustainable growth of the society at large. Broad objective of this research is to understand how Government initiative can help in Environmental sustainability through women leadership.*

**Keywords:** *Women's Empowerment, Gender Equality, Sustainable Development, Social Development.*



## **1. INTRODUCTION**

Overall development plays a significant role in growth of the country. Hot topic discussed today internationally is Sustainable growth for economic progress. Sustainable growth is printed as “development that meets the desires of current without compromising the flexibility of future generations to satisfy their own needs.”(Brundtland Report 1987) The thought of needs goes prior to of basic material needs and include many aspects like ideals, relations, autonomy to think, perform, and take part, all amounting to sustainable livelihood, morally, and spiritually. The term sustainable development was first used by the ‘World Conservation strategy’ accessible by the international union for the protection of nature and natural wealth in 1980. Up gradation of the world’s feminine people may boost up economic process, decrease poverty, improve societies well-being, and assist guaranteed sustainable development of a country. removing the gender gap depends on progressive government initiatives that take gender magnitude into consideration.

## **2. RESEARCH METHODOLOGY**

Research is an important tool which could help in contributing to the accessible stock of knowledge. Research methodology is the methodology to analytically resolve the research trouble. Research is an art and a science of learning how a research can be done. The author with in the paper has examined the strategy and also the process adopted for reaching the aim of the study and arriving at a consequential conclusion. The descriptive Research Design has been selected by emphasizing Government proposal for environmental sustainability through women leadership. Records are the base offering information which help in the research for study. Basically there are two types of data one is primary and another is secondary source of data. With in the study, Data collection comprises of secondary source of knowledge. The secondary data is gathered through associated journals, publication and from web-sites and few popular search engines.

### **OBJECTIVES**

- To understand the holistic approach Of sustainable development.
- To empower women as leaders.
- Government initiative for women empowerment.

### **LITERATURE REVIEW**

- Dr. Nirzar Kulkarni & Dr. Ruchi Bakhare (2011) Women Leadership in Indian Corporate : Analyzing Social Perception, In India ladies, have progressed with a long way during the last 50 years. It is a way back when the headship position was captured by males. Today in maximum number of fields women are equally at the front The author has conducted the research with the aim to highlight the inconsistency in societies approach with regard to women as a leader. In the paper the evaluation between the men and women leaders have been made with regard to Leadership traits, performance, strategy issue etc. was made.



- Endalcachew Bayeh, (2011) The role of empowering women and achieving gender equality to the sustainable development of Ethiopia, this paper has approach for the well-built assurance of the government in order to authorize female and make use of the capabilities of a country to originate growth.
- Ms. Manisha Singh & Dr.Ch.S Durga Prasad,(2013) The Leadership challenges amongst women managers: An Investigation, Women need to survive up to combined potential of what makes her a head, while at the same time being true to definite gender potential. — since last number of centuries, femaleness has been stereotyped as reliant, passive and in compliance due to this women have been seen as lacking in leadership qualities. This paper focuses on Leadership Challenges amid Women Managers offer an approach to understanding the constant absence of women from leadership roles. This study in fact additionally creates an attempt to recommend that ladies talent are often used as a cutthroat frame to handle the worlds challenge that corporates can face in the coming times.
- Ashok, Manjulika & Rajinder ( 2014) Women managers in India : Challenges & Opportunities, Focus of the paper is on the opportunity and challenge faced by women managers in India in the corporate world, against the backdrop of a worldwide (albeit theoretical) trend aimed towards reducing the gender gap. Evaluating issues including - inter alia - perceptions concerning company recruiting practice and salary fairness; the apparent capabilities of women in management; the approach of male towards female managers and organisations efforts towards reducing the gender gap, establish that the bulk of manager think that the job in the organization is perceived on advantage and not gender. The result identifies that a whole mass of less hopeful attitude that along specify that there is a long way to go prior to sex unfairness is removed.
- George Kassinis, Alexia Panayiotou, Andreas Dimou and Georgia Katsifaraki (2016), Gender and Environmental Sustainability : A Longitudinal Analysis, they tried to examine the relationship between sexual category and environmental sustainability. They concluded that ‘demographic’ and ‘structural’ gender variety both are important prediction of a firm’s ecological survival initiative.
- R. Bala Subramanian (2016), Women Leadership in Organization, The investigator focal point was on the male aspect ('great man theory of leadership'.) Women leaders were uncharted by research scholars till 60s. The author in this paper reviewed that the studies done on women leadership with regard to Full Range Theory of leadership. The paper explored the leadership designs presented by men and women. The core difference in the control styles of men and women is studied and reason for differences are discussed followed by directions for future research.
- The term ‘**sustainability**’ is often associated with trees and the environment. When we study the Earth as a whole, it can be observed that there is a strong link between **economic stability, social stability, and ecological stability**. Living beings cannot be divided from environment, in fact – they play a vast role in the health of ecological systems. Three parameters are dependent on one another, and essentially for a **holistic and sustainable** approach to a **flourishing planet**. Women are an important element in development of society at large.

### Objective and Concept of Sustainable development

Sustainable development will solely be attained from end to end lasting investments in, human, financial and environmental assets. At the present time, half of the world's personage being an assets are underutilized undervalued and the world over. Enhanced use of the global feminine class may boost economic growth, decrease poverty, augment social welfare, and make possible sustainable growth in every countries. Minimizing the gender space rely on progressive government strategies that take gender proportions into account. Globally, concept of gender equality is given due importance as every segment of population working unanimously can help in overall development.

**Pillars of sustainable development are categorized into economic Sustainability, ecological stewardship, and social insertion.**

Figure 1.1



([https://www.researchgate.net/figure/Holistic-approach-to-sustainable-development-and-sustainability-marketing\\_fig1\\_278622879](https://www.researchgate.net/figure/Holistic-approach-to-sustainable-development-and-sustainability-marketing_fig1_278622879))



<https://transportgeography.org/contents/chapter4/transportation-sustainability-decarbonization/three-e-development/>

Sustainable growth and development consists of three parameter i.e., Economic, Social, and Environmental. In case any of the parameter is not strong then whole of the arrangement as



a full is weak. Above flow chart depicts that there are two popular ways to visualise and three pillars to strengthen the sustainable development.

### **Social Sustainability**

Social Sustainability is that the capability of a societal arrangement, such as like a family, country, or association, to perform at a particular stage for the social well-being and synchronization of the society on a never ending basis. Troubles like warfare, widespread poverty, pervasive injustice, and low education rate are the indications of an arrangement that's socially unsound.

### **Environmental Sustainability**

Environmental Sustainability is the capability of the environment to sustain a top level view of ecological excellence and extraction of natural resources for ever. This is often the world's major and alarming real problem. World is facing a matter of worldwide warming. Everybody is worried about environmental issues creating problem to human lives.

### **Economic Sustainability**

Economic Sustainability is that the capability of connected economy in order to support a planned level of economic manufacturing for the foreseeable future. In view of the fact that the good Recession of 2008 this is often the world's major noticeable problem. Economic sustainability could be achieved by all the people involved in work without any gender biasness.

Gender equality could be right and also the base for sustainable development. Fulfilling this right is that the base for sustainable development. Female don't seem to be suffering from problems like lack of health care, climatic change, family and professional violence on woman etc. The 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs) followed by world leaders in 2015, represent a format for development which is sustainable and leaves nobody at the back. Attaining gender fairness and ladies management is an integral part of all the listed 17 goals.

Research from the planet over suggests that the ladies contribute to economic growth of country. The socio-political system in a lot of developing countries doesn't present a positive situation for ladies to figure out their fullest capacity. On an mean feminine within the society still earns less than men globally. India is amongst the low rate of woman working class participation with in the world compared to several other countries. As per 2013 study conducted by the World Economic Forum acknowledged out that a country capacity to compete in the long run depends considerably on how much and how ladies are educated and capacity to contact the identical privileges, duties and opportunity as male.

As our country aim to alter on the track of sustainable growth and development, this plan focuses on the green economy to provide a remarkable opportunity. A great deal would depend upon policymakers switch from considering women as a underprivileged group to commanding decision-makers with insight to drive ways for an improved future. Most priority behind making this can be extremely transformative plan for ladies who might indulge in improving their part privately and public management; attractive capacity to finance; coaching and capability structure on technology; and capture gender imbalanced statistics for higher policy intervention.





The model of stable development is “development which meets the wants of this without compromising the power of future generations to satisfy their own needs”. “Sustainable development” “meets the needs of the present without compromising the ability of future generations to meet their own needs”. In order to aim to capitalize on the well-being of today’s age band development is predicted on three interconnected pillars: economic development, social development and environmental protection. Adding to one more pillar which is associated with the fourth pillar related to the preservation of cultural variety has been planned. Women empowerment is also the method of Stable development encompasses socio-cultural, economic and environmental aspects and thus capture an extremely large area. As far as gender problems are primarily prescribed as a social issue. In 2012, the United Nations Conference on Sustainable Development (UNCSD), also called as Rio+20, was held as a 20-year follow up to UNCED. Outcome of the said document projected 17 development goals and related targets. In the run-up to Rio+20 there was much discussion about the thought of the **Sustainable development goals**. At the Rio+20 Conference, a declaration known as "The Future We Want" was reached by member states. Common themes focused there have been poverty removal, energy, water and hygiene, health, human being settlement. Gender fairness and give power to all women and girls in the society etc.

The goals and targets put together economic, social and environmental aspects and identify their inter linkages in attaining sustainable growth and development in all its dimensions.

### **Sustainable Development Goals**

<b>Goal 1</b>	End poverty altogether in its form everywhere
<b>Goal 2</b>	End hunger, achieve food safety and better nourishment and endorse sustainable agriculture
<b>Goal 3</b>	Ensure fit lives and encourage welfare for all at all ages
<b>Goal 4</b>	Ensure all-encompassing and reasonable quality education and encourage permanent learning opportunity for all
<b>Goal 5</b>	Achieve gender equal opportunity and give permission to all women and girls
<b>Goal 6</b>	Ensure ease of use and sustainable management of water and sanitation for all
<b>Goal 7</b>	Ensure access to reasonably priced, dependable, sustainable and modern energy for all
<b>Goal 8</b>	Promote constant, all-encompassing and sustainable economic growth, full and fruitful employment and well-mannered work for all
<b>Goal 9</b>	Build flexible infrastructure, encourage inclusive and sustainable industrialization and encourage novelty
<b>Goal 10</b>	Reduce disparity within and among countries
<b>Goal 11</b>	Make cities and human settlements comprehensive, safe, durable and sustainable
<b>Goal 12</b>	Ensure sustainable utilization and construction patterns
<b>Goal 13</b>	Take urgent action to fight climate alteration and its impact
<b>Goal 14</b>	preserve and sustainably use the oceans, seas and marine property for sustainable development



<b>Goal 15</b>	Protect, restore and endorse sustainable use of worldly ecosystems, sustainably manage forests, combat desertification, and halt and reverse land dreadful conditions and arrest biodiversity loss
<b>Goal 16</b>	Promote passive and comprehensive societies for sustainable development, provide entrance to justice for all and build useful, responsible and inclusive institutions at all level.
<b>Goal 17</b>	reinforce the means of execution and refresh the global partnership for sustainable development

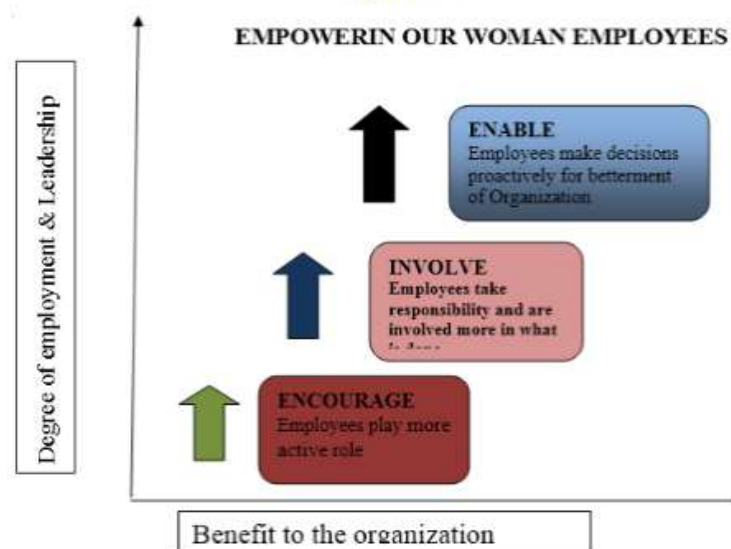
\* Acknowledging that the United Nations Framework Convention on Climate Change is the primary international, intergovernmental forum for negotiating the global response to climate change

Above stated goals here are interrelated and the contribution to accomplishment on one will engage tackling issue more normally connected with one another. By and large development goals employ in the strength of partnership and common sense to create the proper selections currently to enhance life, in a stable way, for coming generation. They have provided obvious guiding principle and target for all countries to approve with regard to their own priorities and the situation at large. "The equal development goals offer with a regular plan and schedule to deal with number of the urgent challenges which our world is facing such as conflict, poverty and climate change. It is chiefly important not to recognize gender fairness as a socio-cultural matter only but to give it appropriate concern in the economic and ecological issues as well considering gender equality as a basic purpose to achieve stable growth and development at large. "Country needs women at all level, including the top, to make a change and this could not be over looked and ignored."

### **WOMEN EMPOWERMENT**

Women empowerment can be looked as a significant process in the attainment of gender fairness, this is to mean that the "rights, responsibilities and opportunities for individuals should not depend on whether they are born male or female". Empowered ladies have a sense of self-respect, a women can decide her own expectation, and can have an entrée to opportunity available to her. In our country female should be "empowered" in a way to thin the "gender gap" and to generate and provide equivalent performance field for both the gender.

Figure 1.2



Women empowerment is attaining boost at a quick rate. Nothing has been discovered to this point that a woman cannot accomplish. From being an ideal woman of the house to running immense businesses, ladies have the ability to beat each challenge. In order to overcome challenges and become a successful leader it is essential to encourage women in taking challenging roles, involve women in decision making and holding responsibilities. Once they involve in decision making they become and enable leader who can think of taking challenging roles and simultaneously along with their personal growth they can grow the organization and at large develop the nation. The Indian Government has conjointly taken many initiatives in order to empower woman. The introduction of range of policies and actions has certainly supported women greatly to show cause their capacities and put up their personality. Women leaders well understand the concept of work life balance

It is way back when ladies looked-for consent even to move out of their dwelling. In 21st century women are multidimensional to excel and can easily balance their work-life. Honorable Prime Minister Narendra Modi once upon a time stated, "No country can progress if its women are not full partners in the development process."

#### GOVERNMENT SCHEMES FOR WOMEN EMPOWERMENT:

Indian government has taken many initiatives to make women powerful in India, women today are seen differently at each stage of the society whether it's societal involvement, political contribution, economic sharing, access to education etc. Women in India are found to be economically very poor. Today also less number of women are engaged in services and other actions. Women look for a equal economic control to situate along with men. growing education with women is very significant in order to empower them. A huge section of female in the rural part of India are physically weak consuming very little food. In order to reduce discrimination among gender it is very important to empower weaker section of the society in order to make them powerful and respectful. One of the burning problem is





harassment of women at workplace. Women empowerment couldn't be possible unless and until they come forward with the support of their self-empowerment.

The Indian government has taken number of initiatives for women empowerment and safety. Schemes like Beti Bachao, Beti Padhao, Stand Up India, Mission Indradhanush and many more have supplemented towards wellbeing of the female population in India.

Indian Government implemented a range of poverty improvement and rural development initiatives. These schemes have unusual mechanism for women empowerment. Today, the Indian government carries more than 37 initiatives for women functioning by different department and ministries. The execution of these schemes are checked specifically with regard to women. Few of them are listed as below:-

1. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)
2. Mahila Samakhya being implemented in about 9000 villages.
3. (Aajeevika) and the Indira Awaas Yojana (IAY).
4. Scheme for Gender Budgeting (XI Plan).
5. SIDBI's Mahila Udyam Nidhi Mahila Vikas Nidhi.
6. NGO's Credit Schemes.
7. Crèches/ Day care centre for the children of working and ailing mother.
8. National Mission for Empowerment of Women.
9. Rastriya Mahila Kosh (RMK) 1992-1993
10. Rajiv Gandhi Scheme for Empowerment of Adolescence Girls (RGSEAG) (2010).
11. Swalamban.
12. Support to Training and Employment Programme for Women(STEP).
13. Integrated Child Protection scheme (ICPS) (2009-2010).
14. Swadhar.
15. Swayasjdha.
16. National Banks for Agriculture and Rural Development's Schemes
17. Khadi and Village Industries Commission.
18. Hostels for working women.
19. Ujjawala (2007).
20. Working Women's Forum
21. Mahila Samridhi Yojana (MSY) October,1993.
22. Integrated Rural Development Programme (IRDP).
23. Swa Shakti Group.
24. Rajiv Gandhi National Crèche Scheme for Children of Working Mothers.
25. Short Stay Homes.
26. Women's Development Corporation Scheme (WDCS).
27. Indira Mahila Yojana (IMY) 199517.
28. Dhanalakahmi (2008).
29. Women Entrepreneur Development programme given top priority in 1997-98.
30. Mahila Samiti Yojana.
31. SBI's Sree Shakti Scheme.
32. Indira Mahila Yojana (IMY) 199517.
33. Indira Mahila Kendra.
34. Training of Rural Youth for Self Employment (TRYSEM).
35. Indira Priyadarahini Yojana.



36. Prime Minister's Rojgar Yojana (PMRY).

37. Beti padao beti bacho yojana.

### **3. CONCLUSION**

The social order must provide equal prospect to both the sexes for the growth and development of the country and for the betterment of the society as a whole. Women stand for half of the world's population and gender discrimination is a serious matter and need to be taken care at the earliest. Until women are given the same opportunities overall capacity could not be used to fullest extent. The best way of empowerment is through connecting women in the main stream of society's growth & development. Government programmes/schemes alone would not be enough to achieve the goals of women empowerment and sustainable development of the society but women herself in the nation need to put their feet ahead and build up their confidence in order to lead to sustainable development. Overall society must also take serious initiative to create a climate in which they can get the proper benefit from the schemes made by Government for the women development.

Thus, sustainable development recognizes that growth must be both inclusive and environmentally sound to reduce poverty and build shared growth and prosperity for the country and continue to meet the future generation requirements.

From the study we concluded that in the present scenario the condition of the Indian women is not as good as it should be. There is a need to accomplish such strategies which will help to accommodate the rights and the basic needs of women in the country. With the empowerment of women, the elimination of gender discrimination and the creation of a balance of power between men and women will not only be beneficial to women, but society as a whole could be benefited politically, economically and culturally. The greatest need of an hour is change to change the social attitude towards women and move towards sustainability through women leadership.

"When women grow the family grow, the society grow and the nation moves".. The Empowerment of Women and sustainable development has become need of the time and one of the most important issue of 21st century not solely at national level however additionally at the international level.

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