A STUDY OF WOMEN'S EMPOWERMENT AND LEADERSHIP IN INDIA

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Abstract:

The women education in India is highly necessary for the future of the country as women are the first teachers of their children means future of the nation. If education of the women is getting ignored, it would be the ignorant of bright future of the nation. Uneducated women cannot actively participate in handling the family, proper care of the children and thus weak future generation. We cannot count all the advantages of the women education. Educated women may easily handle her family, make each family member responsible, infuse good qualities in children, participate in the social works and all would lead her towards the socially and economically healthy nation. By educating a man, only a man can be educated however educating a woman, whole country can be educated. Lack of women education weakens the powerful part of the society. Women empowerment will be genuine and successful just when they are enriched pay and property with the goal that they may remain on their feet and develop their personality in the general public. The Empowerment of Women has gotten to be a standout amongst the most essential worries of 21st century at Status of Women Education in India with Particular Reference to Women Empowerment national level as well as at the global level.

Key-Words: Women Education, Empowerment, Bright Future, Powerful Part, Development

Introduction:

Women education is very important for the proper social and economic growth of the country. Both men and women are like two sides of the coin and run equally like two wheels of the society. So both are important element of the growth and developments in the country thus require equal opportunity in the education. If anyone of both goes downside, social progress is not possible. The women education in India is highly necessary for the future of the country as women are the first teachers of their children means future of the nation. If education of the women is getting ignored, it would be the ignorant of bright future of the nation. Uneducated women cannot actively participate in handling the family, proper care of the children and thus weak future generation. We cannot count all the advantages of the women education. Educated women may

easily handle her family, make each family member responsible, infuse good qualities in children, participate in the social works and all would lead her towards the socially and economically healthy nation. By educating a man, only a man can be educated however educating a woman, whole country can be educated. Lack of women education weakens the powerful part of the society. So, women should have full rights for the education. The present-day women's organizations have been spawned to a great extent from their tradition and so it upholds the value of the unity and together they are moving forward. This particular study aims to understand the working of these organizations and the nature of change brought in terms the range of activities engaged in by women and to see how leadership is emerging among women. The study further aims to see how these women organizations are affecting the empowerment of women as individuals; and their attitudes towards the girl child. The researcher wants to blend the concepts and theories in group dynamics (structure and process of the group), leadership and social work methods to understand the multi-dimensions related to organizational culture and women leadership leading to an empowered society as social work plays an important role in directing leadership and capabilities towards long-lasting enhanced social change.

Statement of the problem:

Women have been deprived of an equal share of rights because of the age-old system of gender discrimination, economic oppression, and social stratification. In the time of globalization, the challenges women face for their development is to ensure economic empowerment and self-reliance. But Indian women are traditionally more engaged with socio-economic and cultural activities than their counterpart. There are a number of organizations governed by only women members. But it is not explored whether these women's groups or organizations are empowered. It is also not known whether their engagements with economic activities are uplifting their position in the family or society at large. A close study of these organizations will give an understanding of whether or not these organizations are playing a role in terms of engendering leadership in particular and realization of their rights in general.

Key terms of the research:

Women's in India, Empowerment of Women through membership and their changing social status in family and society, and Engendering leadership and playing leadership roles.

Review of Literature:

While reviewing literature in order to frame the research questions and to gain knowledge on the topic the researcher focused on historical accounts of the state and its ethnic composition; historical accounts of women's movements with the focus on critical events; accounts of women's responses in India; and stories of individual women perceived as leaders, important change agents and as role models. The researcher also looked into theories related to group dynamics and leadership and aspects of empowerment.

Objectives of the research:

With a rich history and tradition of women's movements and women's involvement in economic activities as well as from time to time emerging as strong voices within the State against atrocity right from the British time and recently against the measures of the Government of India, the researcher's intention is to understand the following objectives:

➢ To do a profiling of the operating traditional and contemporary women's in the selected districts with a view to understanding the differences and similarities in their mechanisms of empowerment and leadership.

➢ To estimate the women's presence in the socio-economic, political and cultural life of India as indicators of empowerment.

➢ To identify and to understand the nature of their empowerment in terms of their perception.

➢ To inquire into the characteristics, roles, and styles of leadership as perceived and articulated by women leaders and members.

➢ To explore Social Work intervention through casework, group work and advocacy which can be designed to sustain the cultural legacy of women's participation in the public sphere in more contributory and enhanced ways especially in engendering leadership for collective goals.

Research Questions:

➢ What is the extent of the role of traditional and contemporary women's organizations in shaping women's lives?

➢ What is the extent of Indian women's presence in various public sectors-political, cultural, social etc?

➢ What are the dimensions indicating empowerment which are felt and articulated by the members of women's organizations?

➢ What are the status of the members within organizations and their families viz a viz interaction pattern, sharing responsibility, decision making, and power dynamics?

➢ Will a comparison of similarities and differences between traditional and contemporary women's organizations contribute to furthering Social Work interventions in empowerment and engendering leadership among women?

Research Design:

Exploratory qualitative research design based on casework, group work and advocacy will be applied as the main methods of research.

An exploratory research is done when there are few or no earlier studies to refer for the research problem. The focus is on gaining insights and familiarity for later investigation or undertaken when problems are in a preliminary stage of an investigation.

Pilot study: A pilot study will be conducted first to get an estimation of the feasibly of the study.

Brief profile of the respondents:

Primary Target Group: The primary focus of the work will be the women of traditional and contemporary women's organizations: their members, their leaders and the family members of such women. Children of the age group from 12-16 of these women will also be included. Children in the early adolescent stage are included as they are included as they would be mature to understand their mother's qualities of leadership, organizational capabilities and what all these mean for them in their growing up years. Their aspirations to follow the examples of their mothers will be a valuable insight.

Secondary Target Group: To enhance the findings of the research, the researcher has taken into consideration the family members, whose responses will provide a stronghold on the outcome. As the study intends to find the empowerment status and change in family roles in regards to leadership and empowerment.

Methods, Tools, and Techniques for Data Collection:

Focus Group Discussion: A focus group can be recognized as a group of individuals who have some common background and experience bought together by the facilitator to be involved in an interaction with each other with the aim of expressing their opinion about a specific subject matter. In this research study focus group, discussions will be carried out with the members of women's organizations and the family members of their leaders. A series of FGDs will be carried out on 7-10 participants. FGDs will be carried out per organization and family members of that organization's leader. It will look for their views, behaviour, and practice among them. A guideline for discussions will be predetermined.

Semi-structured Interview: In this study, semi-structured interviews will be carried out with the leaders of the organizations. The interview will also be carried out with the members of these organizations in the two districts. The interviewer will have a predetermined framework or themes to be explored but the researcher will be open enough to allow new ideas which will be bought up during the interview.

Case Study: A case study is detailed information about a person, group or situation. Case studies allow a researcher to investigate a topic in far more detail than might be possible. If the researcher comes across some unique incidents or instances which have affected the behaviour of the organizations, then the situation will be explored in detail in the form of case studies. These case studies may be of individuals, groups or the organization following unique practice. In this study tentatively 20 case studies will be formulated to intensify the research findings.

Observation: Observation is a complex research method. It entails a systematic noting and recording of events and behaviour of the informants as they occur in a specific situation. Observation usually helps the researcher to study nonverbal expressions of feeling, behaviour attitude etc. The researcher will observe the behaviour, attitude, and body language during focus group discussion to unearth several untold and unexpressed information. The researcher will use this tool during the whole process of data collection, which will strengthen the data and will help in scooping out the unrevealed details.

Document Review: the researcher will use the previously existing and reliable documents and other sources of secondary information. This will help the study in getting a glimpse of the subject under study and provide perspectives and viewpoints comparison and contrast to be made. Newspaper and magazine stories of women's success; women's enterprise etc., radio and television programmers will be collected between April 2018 and March 2019. Women in public spaces like politics, medicine, law, teaching, administration, cultural activities including films will also form part of the information for this research.

Sampling: The total number of registered traditional and contemporary women's in India. And as for other women run bodies or institutions are concerned, the exact number can't be traced, but according to there are about 40 organizations and associations which are governed solely by women.

Sample Size: The sample size will be decided after the pilot study.

Sampling Technique: Purposive Sampling will be used.

The process of data collection:

The researcher will contact the organizations first and build up a rapport and then data will be collected. The data will be collected from the members, leaders and the family members of leaders. The researcher will collect the information from one organization and then move to another.

Data analysis:

The data collected will be clustered and categorized into concepts and themes, and it will be interpreted along with defining the relationship between the concepts. The data will be reported in a narrative form.

Women Education in India:

The government has taken numerous strategies to improve women education in India:

➢ Beti bachao, beti padhao (Save daughters, educate daughters) was conceived in 2015, which addresses the issue of the declining Child Sex Ratio (number of females per thousand males aged zero to six) across the country. It is a joint initiative by the Ministry of Women and Child Development, the Ministry of Health and Family Welfare and the Ministry of Human Resources. This strategy works to stop female foeticide, increase the number of girls attending schools, decrease school dropouts, implement rules regarding the right to education and increase the construction of toilets for girls.

➢ Progress has been made in the northwestern part of India, especially in Rajasthan. New literacy efforts have been made to boost the number of girls attending school and a summer coding camp aims to introduce computers to girls. Michael Daube, an American artist and founder of a New York-based nonprofit, is raising money for an all girls' school. Furthermore, Manhattan Architect Diana Kellogg is building an exhibition hall where female artists can display and sell their products, thus increasing employment.

➢ Jharkhand has taken a big initiative toward female education upliftment. The Jharkhand School of Education has decided on distributing free textbooks, uniforms and notebooks to all girl students from grades nine through 12.

- Gurgaon, located in the Indian state of Haryana, aims to provide free education to girls in grades nine through 12.

- The Uttar Pradesh government plans to provide a monetary incentive of 30,000 rupees to female students who have an outstanding performance in intermediate or equivalent state examinations.

- UNICEF is also working with the Indian government to provide quality education for all girls. As a result, Bihar has now made girls' education a priority. A new program has been initiated in Bihar which includes education for daughters and thousands of girls are now attending school.

The situation in India may seem daunting but it is steadily progressing with time. With hope, in the coming years, girls' education in India will achieve new heights.

Women's Role in Education in India:

Education is considered as the most important tool for empowering women in society. It is not only limited to developing the personality of an individual, but also plays an important role in economic, social and cultural development. The UNESCO put its effort in order to achieve the equal opportunity of education regardless of age, gender, race or any other difference in social and economic status.

The History of Women's Education in India:

Women's 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. 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. Although in the Vedic period women had access to education in India, they had gradually lost this right. However, in the British period there was revival of interest in women's education in India. During this period, various socio religious movements led by eminent persons like Raja Ram Mohan Roy, Iswar Chandra Vidyasagar emphasized on women's education in India. Mahatma Jyotiba Phule, Periyar and Baba Saheb Ambedkar were leaders of the lower castes in India who took various initiatives to make education available to the women of India. However women's education got a fillip after the country got independence in 1947 and the government has taken various measures to provide education to all Indian women.

(i) Educating the women will empower them to seek gender equality in the society.

(ii) Women will be able to earn that would raise their economic condition and their status in the society.

(iii) They will be aware about the advantages of small and planned family and this will be a big step towards achieving stabilized population goals.

(iv) It has been reported that the single most important factor affecting high total fertility rates is the low status of women in many societies. Women education will help increase the age of marriage of women and they would tend to have fewer, healthier children who would live longer.

(v) Women on being educated would be able to rear their children in a better way, leading to their good health and provide them with better facilities.

(vi) Women are also the victim of capitalism and development. Due to some development activity like dam building or mining, they get rehabilitated. The men folk get some compensation and migrate to towns in search of some job while women are left behind to look after the family with little resources. They are compelled to take up some marginalized work, which is highly unorganized and often socially humiliating. Women education can greatly help restore their settlement and dignity.

(vii) Education of women would mean narrowing down of social disparities and inequities. This would automatically lead to sustainable development.

Conclusion:

India is now a leading country in the field of women education. History of India is never blank of brave women however it is full of women philosophers like Gargi, Viswabara, Maritreyi, Apala, Mamata (of Vedic age), and other famous women are like Mirabai, Durgabati, Ahalyabi, Laxmibai, etc. All the famous historical women in India are inspiration for the women of this age. We never forget their contributions to the society and country.

The women education in ancient India was quite good but in the middle age it was deteriorated because of many restrictions against women. However, again it is getting better and better day by day as modern people in India understand that without the growth and development of women, the development of country is not possible. It is very true that equal growth of both sex will increase the economic and social development in every areas of the country. "At the point when women push ahead the family moves, the town moves and the country moves". It is basic as their idea and their esteem frameworks lead the advancement of a decent family, great society and at last a decent country. The most ideal method for empowering is maybe through drafting women in the standard of advancement. Women empowerment will be genuine and successful just when they are enriched pay and property with the goal that they may remain on their feet and develop their personality in the general public. The Empowerment of Women has gotten to be a standout amongst the most essential worries of 21st century at Status of Women Education in India with Particular Reference to Women Empowerment national level as well as at the global level. Government activities alone would not be adequate to accomplish this objective. Society must step up with regards to make an atmosphere in which there is no sexual orientation segregation and women have full chances of self-basic leadership and taking an interest in social, political and monetary existence of the nation with a feeling of equity.

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