

A Statistical View on the Consequences of Women's Empowerment in Urban Cities in India

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ABSTRACT

The present study is an attempt to measure to what extent women in urban cities feel empowered in critical areas such as educational achievement, economic opportunity, health and well-being, decision-making, and autonomy in all matters. The research methodology involved the study of a sample population of women in urban areas of urban Cities, of India. Different women's empowerment indicators were analyzed using a structured questionnaire which was distributed randomly to the female population in urban cities of different areas of India.

Keywords: Empowerment, Education, Decision-Making, Women's Autonomy, Different Urban Cities of India R -Software, MS-Excel.

INTRODUCTION

Today we have seen the women occupied the respectable positions in all walks of the fields. Yet, they have not absolutely free some discrimination and harassment of the society. A few number of women have been able to establish their potentialities. Therefore, each and every should be careful to promote the women statuses. *women are at the centre – stage of all the activities – economic, social and political.*

The main challenge is to ensure that growth is pro-poor and *pro-women*. The Indian economy, on average, has grown at a rate of more than 8 per cent during the last three financial years, making it one of the fastest growing economies in the world. This has been accompanied by a benign rate of inflation. The BRICS report identifies India as the only economy that will be capable of maintaining growth rates above 5 per cent till the year 2050. India's share of global GDP, in purchasing power parity (PPP) terms. From early twenty century (national movement) their statuses have been changed slowly and gradually

The main emphasis was on indicators such as women's decision-making power in household affairs, financial autonomy, freedom of movement and access to education. Data analysis revealed that decision-making power in households and freedom of movement of women vary considerably with age, education, and employment. Very few women had the final say on how their earnings were spent. Control over cash earnings increased with age and education. The study also indicates that educational qualifications and access to employment are the essential factors that promote women's empowerment, but the degree of achievement of the goal depends mostly on the attitude of the general population towards gender equality.

The word 'Women Empowerment' itself implies that women are not powerful enough - they need to be empowered. This painful truth has been in existence for a long long time. It is in recent years that noticeable work started beginning to lift women out of the abyss of insignificance and powerlessness. The patriarchal society suppressed women's freedom across the world. Women were not allowed to vote or even put forward any opinion. Women were confined to their homes. As time progressed, they realised that their life meant much more than just serving in the household. As more and more women started crossing the man-made barriers, the world began to witness the rise of women. Unlike men, women never try to stifle the voice of their opposite gender. They hold the hands of all the downtrodden people - men and women both - and they pull them out of misfortune as they try to improve their lives.

Empowerment can be represented variously from superficial empowerment (Rosenthal *et al.*, 1997) to a high level of genuine involvement and devolution of power. However, as Ford and Fottler (1995) have suggested, genuine empowerment will probably incorporate decision-making authority over job content and job context.

Empowering women has always been an issue of concern throughout the world. Urbanization has led to a change in the lifestyle of women in the modern world. Still, women need to break all the hindrances to emerge

out of their shell and prove themselves in all fields. Human civilization has changed radically and has had a significant impact on society all over the world. It is a fallacy that urban women are empowered to suit the needs of modernization and globalization.

Empowerment means transforming oneself from a position of enforced powerlessness to a position of power (Batliwala, 1994). Empowerment of people means to authorize people to have control over their lives. Empowerment of women is important for them to control their lives for the improvement of their socio-economic and political status. Empowerment is the expansion of humans' potential to make decisions in life in a context that was formerly denied to them (Kabeer, 2001).

Women's empowerment means women gaining a more significant share of control over resources such as material things, human and intellectual aspects like knowledge, information, ideas and financial resources like money, access and control over decision-making in the home, community, society, nation, and to gain power (Bisnath and Elson, 1999).

Malhotra, Schuler, and Boender (2002) emphasized that researchers should concentrate on the process by which empowerment occurs. Gender Empowerment Measure (GEM) is a composite measure of gender inequality in three key areas: political participation and decision-making, economic participation and decision-making, and power over economic resources (HDR, 2003). GEM is an aggregate index for a population and does not capture a multidimensional view of women's empowerment. Nevertheless, it is not clear if development interventions promote women's empowerment along a particular dimension.

The History of Women Empowerment

The history of women empowerment does not start from an exact date, it is a cumulative process. However, there are certain movements, protests, revolutions that furthered the cause of women empowerment much more speedily.

In the ancient days and even in the recent past, women, in hundreds of countries, were not allowed to vote. As time passed, more and more women came together and made their voices heard. Gaining voting rights significantly lifted the position of women in society. Many suffrage movements campaigned daily in support of women's voting rights. In the US, individuals like Elizabeth Stanton and organisations like National American Woman Suffrage Association, National Woman's Party played a key role in securing the voting rights for women. In the UK, the Women's Social and Political Union aggressively campaigned for women's suffrage. It is a shame for society at large when we consider that many countries granted women the right to vote after a very long time. Kuwait, Qatar, Zaire, Bahrain, Andorra, Central African Republic etc granted women the right to vote after the second half of the 20th century.

No woman can be empowered if she is not financially independent. Gone are the days when women had to depend on their fathers or husbands to get things that they wanted. From the 20th century onwards women got more opportunities to join the workforce. However, at the same time, many women in England were forced to work both in the workplace and in the household to support the family. After the Second World War women, on their own, chose to join the workforce. Today more and more jobs are opening up for women. Women are proving to be worthy of the designations assigned to them.

In the household, too, women have gained significant decision-making powers. The decision to have a baby or not is now decided by both men and women. The use of contraceptive pills empowered women further. Women can now enjoy unhindered work life and education.

Women empowerment cannot be successful if the women in the lower rung of the society are not empowered. After the onset of the 21st century, women belonging to the grassroots level have found many vocational works, labours that were only reserved for men. Today there are many female masons, bus drivers, petrol pump attendants, farmers etc. And all these women are doing their job extremely well.

REVIEW OF LITERATURE

Topics related to women's rights and problems have always been a serious concern to academicians and policymakers. From pastoral society to the contemporary information period, the role of women has changed radically across the globe. Women have efficiently fulfilled the role of dutiful wives catering to all the requirements of the house that include the upbringing of children and various sub-roles as daughter, daughter-in-law, wife, mother, aunt and so on. The continuity of adjustments in socio-monetary and psycho-cultural factors

of human dwelling have influenced the position of women. With industrialization, modernization, and globalization displaying their profound effects on human society globally, the function and duties of women have attained new definitions and perspectives. Women's issues have received tremendous interest inside the planning circle and numerous high-level discussions on national and global platforms are taking place. However, the current lacuna in the formulation and execution of the policies has not changed the grassroots situation greatly. On an encouraging note, within the South Asian nations, there was noticeably growing monetary participation in the past decade.

Gender equality and women's empowerment are human rights that are imperative to achieve the Millennium Development Goals. Despite the progress, 60% of world's poorest

people are still women, less than 16% of the world's parliamentarians are women, two-thirds of children shut outside the school gates are girls and, women are the victims of abuse both in times of armed conflict and within the home (UNDP, 2009).

Education is empowerment in an urban context, but breaking traditional barriers is a question of significant concern. The participation of women in socio-economic developmental activities encourages female independence, health, and well-being. Still, even after urbanization, there is exploitation, although statistically, the rate of literacy among women has increased in terms of workloads at the workplace. Despite this, there are marital conflicts, domestic violence, and salary differences.

In the contemporary era, higher education has enabled women's entry into employment, helping them to achieve economic and social independence and bring about social change. Science and technology have further emerged as a catalyst for this. The attitude of society towards the woman and her role in numerous activities has undergone a radical revolution. Women are shouldering responsibilities in every field instead of hiding behind social inhibitions. Moreover, academic and occupational patterns have been additionally modified and widened with women entering into the domains which were considered to be dominated by men, a decade earlier. Furthermore, there has been an encouraging rise in the percentage of women joining the service sector, especially Banking and Information Technology. Amidst this massive transformation, the core issue of women's rights and empowerment remains unanswered. Thus, women's empowerment needs some essential ingredients which include fearlessness (implying absence of crimes against women), freedom from the drudgery of laborious domestic chores, economic earning and productivity, ability to travel, the authority to make a decision, sharing power and property with men and a liberalizing education that can prepare grounds for the above (Batliwala, 1995).

Financial independence is a critical parameter for the empowerment of women. A study conducted on the various schemes offered for uplifting women in developing nations found that women in urban regions have higher social, political, and economic empowerment. Although treated with respect, they face more mental pressure and depression than the rural women (Bhatia and Singh, 2019).

Titus *et al.* (2017) infer that though women are empowered in urban areas, final decisions in households are taken after seeking approval from husbands or parents. Lee and Koh (2001) distinguished empowerment further by considering the characteristics of inferior and superior traits. Anu Singh *et al.* (2009) suggested that women should be made aware of their existence right from birth. Her role should not be subdued in society, and alteration in upbringing is needed. Prasad (2014) examined the role of female leaders as mayors, chairpersons, and counselors and concluded that they are very successful as these leaders have served as catalysts in social development and the development of girl child. He also recommends increasing the number of women leaders to have an impact on awareness, policymaking, training, and engagement in urban-based governance issues. Though the urban milieu provides exposure to education, there are many hurdles to be tackled to pursue and excel in it. Women must multitask and have the assistance of a support system. Studies indicate that young, urban girls enjoy more chances for employment than rural girls but the majority are engaged in occupations such as hairdressing, cleaning which is not a promising long tenure earning preference (Chant and McIlwaine, 2016)

As the situation is changing slowly, working women are gaining acceptance and are being accepted by society in urban areas. In rural areas, even if women are earning, they are typically controlled by their partners and family members (Evans, 2015). Pozarny (2016) highlights that in urban Nigeria, where women are considered inferior, it is necessary to address the cultural barriers and involve women in decision-making in the household. Much attention has been focused on the fact that urban women have access to more opportunities and services and face fewer restrictions due to social and cultural norms. Urban women are less submissive as they are aware of the opportunities and rights of women.

Although several studies have focused on women's empowerment and related issues, most of them mainly concentrated on conceptual and measurement issues and the constraints to women's empowerment. Therefore, the present study analyzes the status of women's empowerment in urban cities of India, by considering various dimensions such as women's household decision-making power, financial autonomy, freedom of movement, political participation, gender equality based on structured questionnaires which have not been analyzed earlier.

RESEARCH METHODOLOGY

A survey was conducted in the different urban cities of India, to study the status of empowerment among women. The level of women's empowerment was assessed using a structured questionnaire. The details like age, marital status, family members, education, employment status, organization, designation, work experience, city of residence were collected. The questionnaire was administered on a sample of 80 women associated with various institutions, organizations, and email groups. The response rate was 80%, as 80 women respondents returned fully filled, usable questionnaires.

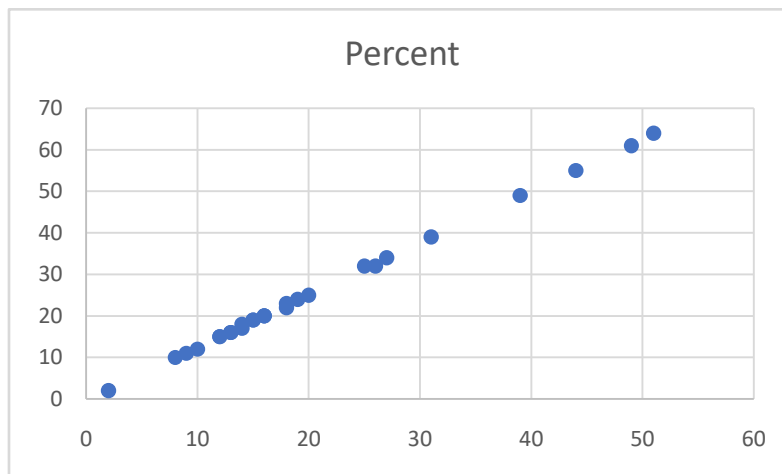
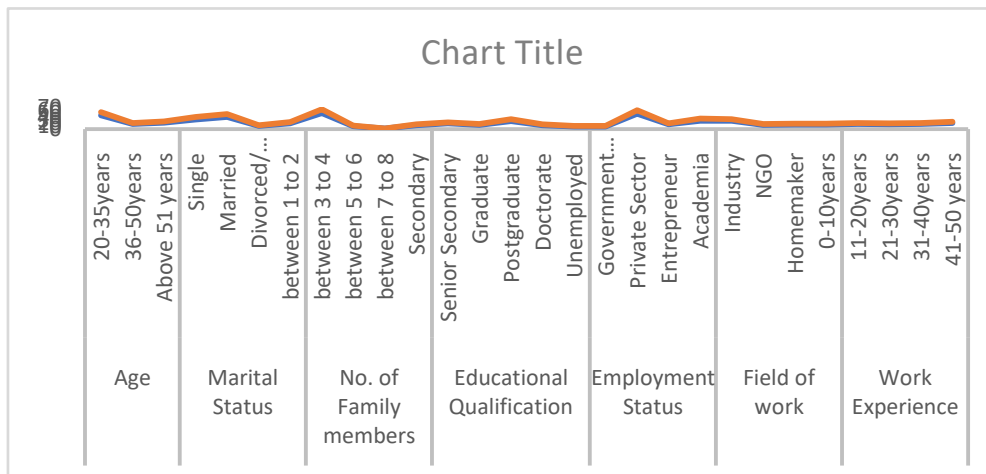
DATA ANALYSIS AND DISCUSSION

The respondents in the survey are women from different age groups, with different educational backgrounds and work experience. They are variously employed in the government sector, private sector, in industry and academics, and are all working urban cities of India. Table gives the demographic profile of the survey participants. 55% of the women are in the age group of 20-35 years, while 20% belong to the age group of 36-50 years. Only 25% of women are above 51 years of age. The women's marital status shows that 49% are married, while 39% are single. The majority of the participants (61%) are working in the private sector, while only 10% are in government jobs, and 19% are entrepreneurs. 10% are unemployed. 34% of the respondents work in academia (at school, college, and university levels), while 32% work in industry across various sectors. 16% of the respondents are working with NGOs, whereas % are housewives.

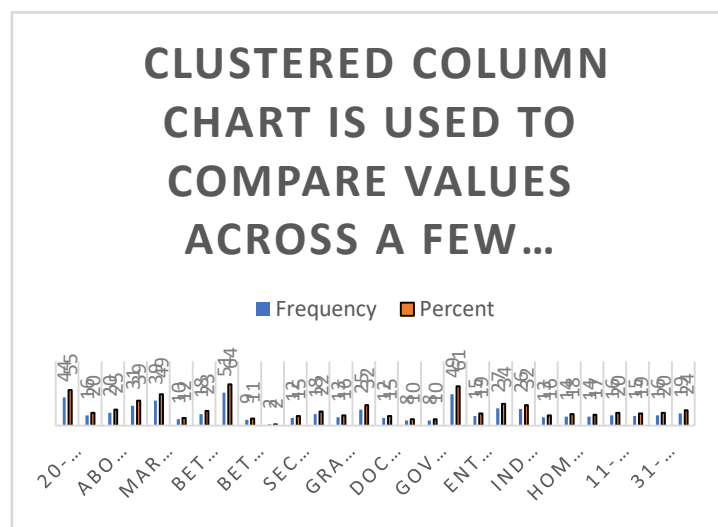
Demographical DATA

	Category	Frequency	Percent
Age	20-35years	44	55
	36-50years	16	20
	Above 51 years	20	25
Marital Status	Single	31	39
	Married	39	49
	Divorced/ Separated	10	12
No. of Family members	1-2	18	23
	3-4	51	64
	5-6	9	11
	7-8	2	2
Educational Qualification	Secondary	12	15
	Senior Secondary	18	22
	Graduate	13	16
	Postgraduate	25	32
	Doctorate	12	15
EmploymentStatus	Unemployed	8	10
	Government sector	8	10
	Private Sector	49	61
	Entrepreneur	15	19
Field of work	Academia	27	34
	Industry	26	32
	NGO	13	16
	Homemaker	14	18
	0-10years	14	17

Work Experience	11-20years	16	20
	21-30years	15	19
	31-40years	16	20
	41-50 years	19	24



A scatter Chart is used to compare at least two sets of values or pairs of data. use it to show relationship between sets of values



A Clustered Column Chart is used to compare values across a few categories

Calculation by Using R.

```
#load the data on which we apply PCA
mydata <- read.csv("C:/Users/Aadi/Desktop/PCA_and_FACTOR.csv")
#Check PCA egibility
#correlation matrix is used to check data is related to each other or not.if the correlation is lie between
#below -0.3 and above 0.3 then we say that data is correlated.
correlation_matrix <- cor(mydata)
mean_correlation <- mean(cor(mydata))
# principle components analysis=====
PCA <- princomp(mydata)
#=====PCA Loding
PCA$loadings
# =====PCA
PC <- PCA$scores
Print (PC)
corletion_of_PC <- cor(PC)
print (corletion_of_PC)
```

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