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Shivle, Tal. Murbad – 421401

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On

**'Women Empowerment Past, Present
& Future'**

28th March 2025

Director & Chief Editor

Dr. K. C. Rathod

I/c Principal







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अध्यक्षीय शुभसंदेश



जनसेवा शिक्षण मंडळ मुरबाड संचलित, शिक्षणशास्त्र महाविद्यालय (बी.एड) शिवळे चे दुसरे राष्ट्रीय स्तरावरील चर्चासत्र होत आहे. याचा मला अत्यंत आनंद होत आहे. ग्रामीण परिसरातील विद्यार्थ्यांना गुणवत्तापूर्ण शालेय शिक्षण देण्यासाठी 1990 साली शिक्षणशास्त्र महाविद्यालयाची स्थापना झाली. या महाविद्यालयाला 2024-25 झाली 35 वर्षे पूर्ण होत आहेत.

‘महिला सक्षमीकरण - काल, आज आणि उद्या’ हे चर्चासत्र हा संस्थेच्या इतिहासाचा महत्त्वाचा दस्तऐवज आहे. या चर्चा सत्राच्या माध्यमातून महिला सक्षमीकरणाबद्दल नवनवीन बदलांविषयी जागरुकता निर्माण होईल.

या चर्चासत्रास मनापासून शुभेच्छा !

मा. आ. श्री. गोटीरामभाऊ पवार
अध्यक्ष, जनसेवा शिक्षण मंडळ.

Message of Joint Secretary



I am very happy to announce that Janseva Shikshan Mandal's College of Education, Shivle organising a One Day Multidisciplinary National Conference on the topic of “**Women Empowerment Past, Present & Future**” In 1978 the former Revenue Minister Shantarambhau Gholap and MLA. Gotirambhau Pawar established the Janseva Shikshan Mandal Shivle, Tal. Murbad.

Empowering women is not just good for them-it benefits everyone. A society where women are strong, independent, and treated equally is a society that grows and thrives. It leads to stronger families, better economies, and a more peaceful world. This Conference which brought together an exceptional assembly of scholars, researchers & practitioners from diverse background, was a resounding success.

We are confident that the knowledge and insights a gained from this Conference will have a lasting impact on our field and contribute significantly to its advancement. Thank you for the success of the Conference and we look forward to more successful endeavors in the future.

With Warm Regards.

Shri. Bhaskar R. Harad
Joint Secretary,
Janseva Shikshan Mandal's, Shivle, Murbad.

Message of the Conference Director



It is great pleasure for me, as a I/c Principal of the College and Director of the National Multidisciplinary Conference, to note that the National Multidisciplinary Conference on 'Women Empowerment: Past Present & Future' being organized by Janseva Shikshan Mandal's College of Education, Shivle on 28 March 2025.

I am thankful to Mr. Gotirambhau Pawarsaheb Chairman, Janseva Shikshan Mandal's, Murbad, Mr. Bhaskar R. Harad Sir, Joint Secretary for their guidance and support. All Management Members, They are always motivating and encouraging towards fulfillment of vision of this institution. All Management Members, One Day National Multidisciplinary Conference aims to provide an open platform for students, academicians, researchers, scientists and industry person from various organizations for sharing and exchanging their view and knowledge and theories to provide research strategies and solutions for emerging challenges in Higher education. The conference will motivate young researchers to develop their professional and research skill.

To say, this book is by the editor. Without the significant contribution made by the other people and the research scholar, this book would certainly not exist. At the top if the list, there are the members of our Janseva Shikshan Mandal's Tal. Murbad. The truly blessed us to go for this extraordinary activity with devotion and dedication.

I am thankful to Today Chief Guest Dr. Sunita Magare, Professor Dept of Education, University of Mumbai. Dr. Poonam Khanna, Principal, IME Law College Ghaziabad, Prof. (Dr.) Sanjay Shedmake, I/c Principal PVDT College, Dr. Nishant Nirmale SSS College Of Education, Dharasiv.

I am thankful to Dr. Rakesh Ramraje Sir, Publication Online journal by (GOEIRJ) ISSN: 2278-5639, Peer Reviewed Indexed Online Journal, Impact

factor 7.00 (IIFS) for their wholehearted support and flawless creative contribution in the Proceeding book publication.

I am thankful to Pannal Discussion Expert Dr. Meena Kute Madam, Dr. Bhausahab Andhale Sir, Chairperson, all Advisory Committee, All Participants, all my B.Ed Students, DSM Students, My All Friends, My Teaching Staff – Non teaching Staff. I am grateful to young people for showing over whelming interest for Seminar .I wish an exciting and great day Janseva Shikshan Mandal's, College of Education, Shivle, Tal. Murbad.

**I/c Principal,
Dr. K. C. Rathod,
JSM's College of Education, Shivle**

Convener Message



The National seminar provided an invaluable platform for knowledge sharing and meaningful discussions on "Women Empowerment Past, Present & Future". The quality of the presentation and the engagement of participants were commendable, It is evident that the dynamic leadership and the efforts of the organizing team played a pivotal role in creating such a productive and memorable event.

Our conference which brought together an exceptional assembly of scholars, researchers and practitioners from diverse backgrounds, was a resounding success, thanks to your invaluable contributions and insights.

I extend my heartfelt gratitude to the all members of JSM's College of Education for supporting and guiding us throughout this remarkable journey. I am also thankful to the honorable chief guests, the distinguished keynote speakers, members of the advisory committee, and members of the scrutiny committee for making this seminar a milestone. I appreciate the efforts of members of the organizing committee, session chairs, and the entire support team who worked tirelessly to ensure the smooth execution of our seminar. Your dedication and hard work have been instrumental in making this event a grand success. I would also like to express my gratitude to the participants who traveled from far and wide to be part of this meaningful dialogue.

Thank you all once again for being a part of this incredible journey. Your dedication and hard work have not only reflected positively on our institution but have also enriched the academic community as a whole.

With warm regards.

Archana R. Bhalewar
Assistant Professor,
JSM's College Of Education, Shive.
Tal- Murbad. Dist -Thane.

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अध्यक्षीय शुभसंदेश



जनसेवा शिक्षण मंडळ मुरबाड संचलित, शिक्षणशास्त्र महाविद्यालय (बी.एड) शिवळे चे दुसरे राष्ट्रीय स्तरावरील चर्चासत्र होत आहे. याचा मला अत्यंत आनंद होत आहे. ग्रामीण परिसरातील विद्यार्थ्यांना गुणवत्तापूर्ण शालेय शिक्षण देण्यासाठी 1990 साली शिक्षणशास्त्र महाविद्यालयाची स्थापना झाली. या महाविद्यालयाला 2024-25 झाली 35 वर्षे पूर्ण होत आहेत.

‘महिला सक्षमीकरण - काल, आज आणि उद्या’ हे चर्चासत्र हा संस्थेच्या इतिहासाचा महत्त्वाचा दस्तऐवज आहे. या चर्चा सत्राच्या माध्यमातून महिला सक्षमीकरणाबद्दल नवनवीन बदलांविषयी जागरुकता निर्माण होईल.

या चर्चासत्रास मनापासून शुभेच्छा !

मा. आ. श्री. गोटीरामभाऊ पवार
अध्यक्ष, जनसेवा शिक्षण मंडळ.

Message of Joint Secretary



I am very happy to announce that Janseva Shikshan Mandal's College of Education, Shivle organising a One Day Multidisciplinary National Conference on the topic of “**Women Empowerment Past, Present & Future**” In 1978 the former Revenue Minister Shantarambhou Gholap and MLA. Gotirambhou Pawar established the Janseva Shikshan Mandal Shivle, Tal. Murbad.

Empowering women is not just good for them-it benefits everyone. A society where women are strong, independent, and treated equally is a society that grows and thrives. It leads to stronger families, better economies, and a more peaceful world. This Conference which brought together an exceptional assembly of scholars, researchers & practitioners from diverse background, was a resounding success.

We are confident that the knowledge and insights a gained from this Conference will have a lasting impact on our field and contribute significantly to its advancement. Thank you for the success of the Conference and we look forward to more successful endeavors in the future.

With Warm Regards.

Shri. Bhaskar R. Harad
Joint Secretary,
Janseva Shikshan Mandal's, Shivle, Murbad.

Message of the Conference Director



It is great pleasure for me, as a I/c Principal of the College and Director of the National Multidisciplinary Conference, to note that the National Multidisciplinary Conference on 'Women Empowerment: Past Present & Future' being organized by Janseva Shikshan Mandal's College of Education, Shivle on 28 March 2025.

I am thankful to Mr. Gotirambhau Pawarsaheb Chairman, Janseva Shikshan Mandal's, Murbad, Mr. Bhaskar R. Harad Sir, Joint Secretary for their guidance and support. All Management Members, They are always motivating and encouraging towards fulfillment of vision of this institution. All Management Members, One Day National Multidisciplinary Conference aims to provide an open platform for students, academicians, researchers, scientists and industry person from various organizations for sharing and exchanging their view and knowledge and theories to provide research strategies and solutions for emerging challenges in Higher education. The conference will motivate young researchers to develop their professional and research skill.

To say, this book is by the editor. Without the significant contribution made by the other people and the research scholar, this book would certainly not exist. At the top if the list, there are the members of our Janseva Shikshan Mandal's Tal. Murbad. The truly blessed us to go for this extraordinary activity with devotion and dedication.

I am thankful to Today Chief Guest Dr. Sunita Magare, Professor Dept of Education, University of Mumbai. Dr. Poonam Khanna, Principal, IME Law College Ghaziabad, Prof. (Dr.) Sanjay Shedmake, I/c Principal PVDT College, Dr. Nishant Nirmale SSS College Of Education, Dharasiv.

I am thankful to Dr. Rakesh Ramraje Sir, Publication Online journal by (GOEIRJ) ISSN: 2278-5639, Peer Reviewed Indexed Online Journal, Impact

factor 7.00 (IIFS) for their wholehearted support and flawless creative contribution in the Proceeding book publication.

I am thankful to Pannal Discussion Expert Dr. Meena Kute Madam, Dr. Bhausahab Andhale Sir, Chairperson, all Advisory Committee, All Participants, all my B.Ed Students, DSM Students, My All Friends, My Teaching Staff – Non teaching Staff. I am grateful to young people for showing over whelming interest for Seminar .I wish an exciting and great day Janseva Shikshan Mandal's, College of Education, Shivle, Tal. Murbad.

**I/c Principal,
Dr. K. C. Rathod,
JSM's College of Education, Shivle**

Convener Message



The National seminar provided an invaluable platform for knowledge sharing and meaningful discussions on "Women Empowerment Past, Present & Future". The quality of the presentation and the engagement of participants were commendable, It is evident that the dynamic leadership and the efforts of the organizing team played a pivotal role in creating such a productive and memorable event.

Our conference which brought together an exceptional assembly of scholars, researchers and practitioners from diverse backgrounds, was a resounding success, thanks to your invaluable contributions and insights.

I extend my heartfelt gratitude to the all members of JSM's College of Education for supporting and guiding us throughout this remarkable journey. I am also thankful to the honorable chief guests, the distinguished keynote speakers, members of the advisory committee, and members of the scrutiny committee for making this seminar a milestone. I appreciate the efforts of members of the organizing committee, session chairs, and the entire support team who worked tirelessly to ensure the smooth execution of our seminar. Your dedication and hard work have been instrumental in making this event a grand success. I would also like to express my gratitude to the participants who traveled from far and wide to be part of this meaningful dialogue.

Thank you all once again for being a part of this incredible journey. Your dedication and hard work have not only reflected positively on our institution b have also enriched the academic community as a whole.

With warm regards.

Archana R. Bhalewar
Assistant Professor,
JSM's College Of Education, Shive.
Tal- Murbad. Dist -Thane.

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**WOMENRIGHTSAWARENESSAMONG STUDENT TEACHERS OF B.Ed.
COLLEGE****Dr. Nishant C. Nirmale***Associate Professor**Shrimati Sushiladevi Salunkhe College of ducation, Dharashiv.*

Abstract

Women's rights are human rights. Women are human beings, so they deserve the same basic rights, such as education, a life free of violence, and a fair wage. Women rights awareness and women rights education are essential to all human to decrease violence against women. Most of the gender are not aware of laws on violence against women and their legal rights. To impart this awareness, the student teachers must be aware of these rights. Hence this study is an attempt to find out the awareness of student teachers on women rights. A representative sample of 150 student teachers was selected from various B.Ed. colleges in Dharashiv City and WomenRights Awareness Scale was employed to find out the awareness of student teachers on women rights. The Study reveals that majority of the student teachers at B.Ed. college have low level of awareness on women rights and there is significant difference in the awareness regarding women rights among student teachers in relation to their gender.

Introduction

The 1948 Universal Declaration of Human Rights states that all humans are “born free and equal in dignity and rights”. All people are therefore entitled to liberty, dignity and equal rights, regardless of their gender. Yet every day and all around the world, women and girls still experience discrimination and severe violations of these human rights. More women are living in need and poverty than men; they often have less or no access to healthcare, and are ignored with regard to the ownership of property or land. Most of activist and agencies raises awareness of human rights violations against women and is working actively to ensure that women and girls worldwide experience justice and can live in dignity.

Need and Significance of the Study

Effectively ensuring women’s human rights requires, firstly, a comprehensive understanding of the social structures and power relations that frame not only laws and politics but also the economy, social dynamics and family and community life. Gender equality, besides being a fundamental human right, is essential to achieve peaceful societies, with full human potential and sustainable development. Moreover, it has been shown that empowering women spurs productivity and economic growth. Education for women is highly effective in reducing the violence against women. Many women and girl children are not aware of laws on violence against women and their legal rights. So awareness on women rights is necessary for women in all nations. School should provide awareness about women rights to children. To impart this awareness firstly the student teacher must be aware of these rights. Towards realizing these ends,

the need is ‘empower the student teachers globally’. So we can provide this knowledge to the next generation. Hence this study is making an attempt to find out the awareness of student teachers on Women Rights.

Statement of the Problem

WOMEN RIGHTS AWARENESS AMONG STUDENT TEACHERS OF B.Ed. COLLEGE

Objectives

1. To find out the level of awareness on women rights among student teachers
2. To compare the awareness regarding women rights among student teachers based on their gender

Hypothesis

There is no significant difference between the mean scores of awareness of women rights of student teachers with regard to gender.

Delimitations of the study

1. The study was conducted on Women Rights Awareness among student teachers of B.Ed. College in Dharashiv City.
2. The study was conducted in 2023-24.
3. The sample consisted of the student teachers at graduate level under Dr Bababasaheb ambedkar marathwada university, Aurangabad.

Methodology

The researcher used the survey method under descriptive method of research in the present study. In this study data regarding the awareness of student teachers was gathered in order to make comparison between male and female Student teachers, between type of management and between science and art stream student teachers. A single group design was followed. In view of the above, all student teachers in Dharshiv City were constituted the population of the study. It included the male and female student teachers studying in aided and unaided training institutes. There are 5 B.Ed training institutes situated in city.

Normative survey method was used for the study as many as 150 student teachers were selected through purposive sampling technique. Women Rights Awareness Scale (WRAS) for student teachers was constructed and standardized by the researcher. A strong rapport was established with the student teachers to get their free and frank views/opinions on various items pertaining to women rights awareness. The items in WRAS were an indicative of women rights awareness of student teachers. Provision was given within the tool itself for marking responses. The validity and reliability of the tool was established by appropriate method.

Since the data from the Awareness Test was available in the form of scores, to find out the significance of difference between the various group, ‘t’-test was applied.

Analysis and Interpretation

TABLE 1

Women Rights Awareness among Student teacher of B.Ed College

Number of student teachers	Statistical technique	Scores
150	Mean	151.02
	Standard Deviation	12.684

From table 1, it is observed that, the mean score obtained for the total sample is 151.02. With a standard deviation of 12.684.

TABLE 2

Classification of student teachers with respect to their awareness levels

S. No.	Level of Awareness	Frequency	Percentage
1	High	32	21.3
2	Medium	93	62
3	Low	25	16.7
	Total	150	100

From table 2, it is clear that 21.3% students have high level awareness on women rights and 62% have medium and 16.7 % have low level awareness on women rights.

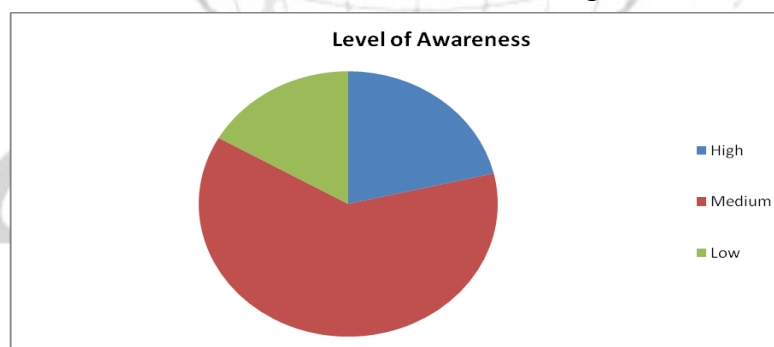


TABLE 3

Awareness scores of secondary level student teachers based on Gender

Descriptive statistics	Gender	
	Male (N=60)	Female (N=90)
Mean	158.92	138.91
SD	14.590	12.567

From table 3, it is observed that, the mean score of male student teachers are 158.92 and female student teachers are 138.91. The standard deviation obtained for males are 14.590 and females are 12.567.

TABLE 4

Classification of student teachers with respect to awareness on women rights based on gender

Level of Awareness	GENDER			
	Male		Female	
	No.	%	No.	%
High	18	30	14	14
Medium	35	58	58	65
Low	7	12	18	21
Total	60	100	90	100

From table 4, it is clear that 30 percentages of Male student teachers have high level awareness on women rights and only 14 percentages of female teachers have high level of women rights awareness whereas only 12 percentages of male teachers have low level of women rights awareness and 21 percentages of female teachers have low level women rights awareness. 58 male teachers have medium level of awareness on women rights and 65 percentages of female teachers have medium level of women rights awareness. The data shows that majority of the male and female teachers have medium level of awareness on women rights awareness

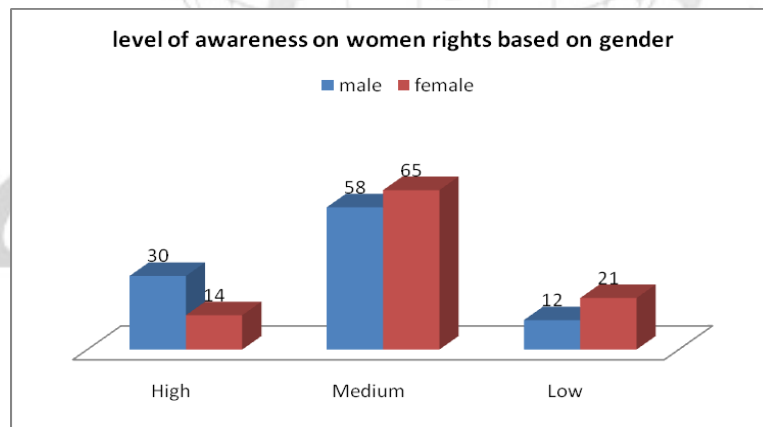


TABLE 5

Significance difference between male and female students on women rights awareness

Gender	N	Mean	SD	T Value
Male	60	157.83	15.210	2.44
Female	90	138.91	12.471	

Table 5 shows that the mean score of the student teachers on women rights awareness was $M_1=157.83$ and the mean score of the female student teachers was $M_2=138.91$. t value was employed to compare the women rights awareness among male and female student teachers. The T value was 2.44. The mean scores of awareness on women rights among male teachers are greater

than female student teachers. There was significant difference in the mean scores of male and female student teachers.

Major findings of the Study

1. Majority of the student teachers have medium level of awareness on women rights.
2. The awareness on women rights among male teachers are greater than female student teachers

Educational Implications of the study

The study helps to understand the need for women rights education in education. Teachers have to be specially trained to teach women rights education at all levels of education. Women rights awareness programmes should be conducted in all educational institutions. And motivate to school and colleges for gender equality and awareness. The study will help the citizen to pay attention to the issue related to the problems against women and also help the students to develop awareness on rights of women and also to enjoy the privilege of it.

Conclusion

At present although women's rights and law knowledge are education essential requirement for student teachers. They are becoming increasingly important due to factors such as limited access to current books and journals and difficulty obtaining upto-date information, which may have an impact on exam performance and work after graduation. The present study contributes to the awareness level of women's rights in student teachers in Dharashiv city. The factors identified during the present study could be used to improve women rights amongst. Multimedia programs show the advertisement, debate, drama, conversation, etc. about the women rights. Hence the study will help the public pay attention to the issue of violence against women, as well as help students develop awareness of women's rights and enjoy them.

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A STUDY OF WOMEN EMPOWERMENT AND LEADERSHIP IN VARIOUS SECTORS

Dr. K. C. Rathod

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Abstract

Women empowerment refers to the process of granting women the power, resources, and opportunities to control their own lives, make independent choices, and contribute to society. It's about providing women with the confidence and support to break through societal barriers, whether in the workplace, education, or personal lives.

Women empowerment and leadership are crucial aspects of achieving gender equality, fostering diversity, and ensuring sustainable development. Empowering women means giving them the tools, opportunities, and rights to make decisions, pursue their dreams, and contribute to society. When women are empowered, they have the potential to lead in various spheres—be it politics, business, education, or social movements.

Empowerment has a number of dimensions with leadership as being one of them; it is worth mentioning here that the different approaches to women's empowerment used in development activities.

Key words: leadership, sustainable development, gender equality.

Introduction

Women empowerment in leadership means ensuring women have equal opportunities and access to leadership positions, fostering their skills and confidence, and promoting their participation in decision-making processes across various sectors.

Women in leadership roles serve as success inspires the next generation, breaking down gender stereotypes and encouraging young individuals to pursue their ambitions without limitations.

What is Empowering Leadership? Let's start by answering the “what is empowering leadership?” question. Leadership empowering others creates a sense of autonomy and momentum to work together to achieve a common goal.

There are several dimensions to women empowerment, such as:

1. **Economic Empowerment:** Providing women with access to economic resources like equal pay, financial independence, and opportunities for entrepreneurship and career advancement.
 2. **Educational Empowerment:** Ensuring equal access to quality education for women and girls, enabling them to pursue careers, leadership roles, and contribute to society in diverse ways.
 3. **Social Empowerment:** Challenging traditional gender norms, addressing gender-based violence, and fostering a culture of equality and respect in communities.
-

4. **Political Empowerment:** Encouraging women to take on leadership roles in politics and decision-making processes, allowing them to have a voice in shaping laws, policies, and social structures.
5. **Health and Reproductive Empowerment:** Ensuring women have access to healthcare services, including sexual and reproductive health, enabling them to make informed choices about their bodies and lives.

At its core, women empowerment is about equality—creating a world where women and men have the same rights, opportunities, and dignity. It's crucial for overall social progress and the well-being of society as a whole.

Empowering women involves:

1. **Access to Education:** Ensuring women and girls have access to quality education, which is essential for personal growth, independence, and future leadership roles.
2. **Economic Independence:** Women must have the ability to earn their own income, control resources, and have equal job opportunities. Economic independence boosts their ability to make decisions for themselves and their families.
3. **Legal Rights:** Women need equal access to legal protections, including the right to own property, make contracts, and participate fully in society without discrimination.
4. **Health and Safety:** Empowering women also means ensuring access to healthcare, reproductive rights, and a life free from violence and exploitation.
5. **Social and Cultural Acceptance:** Cultural shifts are needed to challenge norms and stereotypes that limit women's roles in society, allowing them to thrive in all spheres of life.



Empowerment and Leadership

Third Manifesto on the Rights of Women and Girls with Disabilities in the European Union



Women in Leadership

Leadership plays a pivotal role in shaping societies and organizations. More women in leadership positions bring diverse perspectives, promote inclusivity, and can help dismantle barriers to gender equality. Here are some key points about women and leadership:

1. **Breaking Barriers:** Despite progress, women often face barriers like gender biases, glass ceilings, and limited access to networks and mentors. Breaking these barriers requires concerted efforts to ensure women have the same opportunities as men to lead.

2. **Transformational Leadership:** Women leaders often bring qualities such as empathy, collaboration, and a focus on long-term well-being. These leadership qualities are crucial for solving complex, global challenges like climate change, inequality, and economic development.
3. **Role Models and Mentorship:** Seeing women in leadership positions helps other women visualize their potential. Mentorship plays a critical role in supporting aspiring women leaders and providing them with guidance, advice, and encouragement.
4. **Women in Politics:** Women's participation in politics and governance is essential for creating policies that reflect the needs and rights of all people, not just half of the population. Women's leadership in politics can bring about more inclusive and equitable governance.
5. **Corporate and Entrepreneurial Leadership:** Increasing the representation of women in business leadership and entrepreneurship is vital for innovation, improving workplace culture, and driving economic growth. Female entrepreneurs are reshaping industries, creating new job opportunities, and contributing to economic development.

Global Impact

In the long term, women's empowerment and leadership can lead to stronger economies, healthier societies, and more resilient communities. When women lead, they tend to prioritize social issues, education, healthcare, and economic stability, all of which benefit entire nations. Empowered women uplift others, fostering a culture of inclusion, progress, and equity.

Challenges and the Path Forward

Despite the importance of women's empowerment and leadership, challenges remain, such as:

- **Cultural Norms:** In many cultures, women are still expected to play traditional roles, which can limit their opportunities for leadership and influence.
- **Discrimination and Bias:** Women often face unconscious bias, sexism, and inequality in both the workplace and broader society, which can hinder their advancement into leadership roles.
- **Work-Life Balance:** Women still bear a disproportionate share of household and caregiving responsibilities, which can limit their ability to pursue leadership positions.

Efforts to overcome these challenges include:

- Promoting gender equality through policies and initiatives that foster inclusion in education, the workplace, and political representation.
- Encouraging men and women to share domestic responsibilities more equally.
- Advocating for women's access to leadership training, mentorship, and networks.

Empowering women in leadership roles is not just a matter of fairness; it's a crucial step toward building a more equitable and prosperous world for all.

Women's leadership refers to the participation, influence, and guidance of women in leadership roles across various sectors, including business, politics, education, and community. Women's leadership is essential for creating more inclusive, diverse, and balanced decision-

making processes. Historically, women have faced barriers to entering leadership positions due to societal norms, gender biases, and structural inequality. However, in recent years, progress has been made toward gender equality in leadership roles, with more women breaking through and inspiring change.

Key aspects of women's leadership include:

1. **Representation and Visibility:** Women in leadership roles help challenge traditional gender roles and provide diverse perspectives. When women hold leadership positions, it encourages others to follow suit, fostering greater gender equality.
2. **Inclusive Leadership Styles:** Women leaders often bring a collaborative, empathetic, and inclusive leadership style that values teamwork, communication, and relationship-building, which can be vital for driving innovation and creating supportive work environments.
3. **Overcoming Gender Bias:** Women leaders face the challenge of overcoming stereotypes and biases that question their competence, authority, and leadership qualities. Despite these challenges, many women have excelled and demonstrated exceptional leadership.
4. **Mentorship and Empowerment:** Women in leadership positions can act as mentors, inspiring and empowering the next generation of women leaders. They can provide support, guidance, and opportunities for women to grow professionally and personally.
5. **Economic and Social Impact:** Increasing women's leadership not only benefits organizations by diversifying leadership but also contributes to economic growth, social change, and gender equality in the broader community.

Prominent examples of women leaders in history and contemporary times include figures like **Indira Gandhi, Angela Merkel, Jacinda Ardern, Kamala Harris, and Oprah Winfrey**, who have broken barriers and set new standards for what it means to be a leader.

Conclusion

While progress has been made, there is still work to be done to ensure equal opportunities for women to rise to leadership positions. The ongoing fight for gender equity, access to education, and workplace reforms is key to fostering a future where women's leadership is more prominent and normalized.

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WOMEN EMPOWERMENT IN EDUCATION: A PATHWAY TO TEACHERS' JOB SATISFACTION

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Abstract:

The research evaluates educational implications of female empowerment and understands its influence on educator job satisfaction levels. The investigation uses gender-responsive policies in combination with institutional backing and professional growth platforms to demonstrate how empowered staff creates a more satisfied and motivated teaching career. This study looks at the National Education Policy (NEP) 2020 and analyzes its compatibility with women's empowerment efforts and their projected benefits for teacher job fulfillment.

Introduction

People widely see education as an essential mechanism leading to personal and social change. The framework contains women's empowerment in education as a vital component which develops a teaching workforce that integrates inclusivity together with equity along with motivation. Women teachers encounter distinct challenges at work including discrimination against their gender in addition to issues with work-life separation and institutional assistance and development opportunities. When gender-sensitive policies create equal opportunities for female educators they achieve job satisfaction while simultaneously improving educational results which drives general educational advancement.

This work evaluates the female empowerment patterns in education and teacher job fulfillment by studying gender-focused policies alongside institutional backing and career learning options. This research evaluates the Women Empowerment dimensions through India's National Education Policy (NEP) 2020 as well as its effects on teacher job satisfaction.

The concept of Women's Empowerment in Education establishes components which determine its framework

Women's empowerment in education establishes systems that provide identical career development prospects with leadership roles and decision-making authority for female educational personnel. Empowerment means removing discrimination against women and guaranteeing decent wages together with safe supportive workplaces and ongoing learning possibilities.

Education empowerment advances further than promoting numerical increases of female teachers in educational institutions. Educational institutions should ensure women receive equal access to professional training and leadership positions at the same time they should participate in the educational policy formation process. Women teaching professionals who sense professional support together with valuable appreciation demonstrate higher job satisfaction and continued dedication to the educational domain for better student results.

Gender-Sensitive Policies and Institutional Support

The achievement of women's empowerment in education depends heavily on gender-sensitive decisions made by both institutions and government authorities. Such policies and measures must include maternity leave benefits as well as mandatory flexible work schedules and protections against harassment and mandatory leadership training sessions for all staff members. The workforce performance of educational institutions that encourage gender inclusiveness demonstrates higher levels of motivation together with teaching satisfaction.

Studies demonstrate that gender-sensitive educational institutions record reduced staff turnover among women because these policies enhance the security of teaching professionals and their perception of workplace value (Sharma & Gupta 2021). Support systems for mentorship networks coupled with peer network connections among female teachers have a strong impact on their professional confidence levels alongside job satisfaction.

Professional Development and Career Advancement

Female educators need sustained learning opportunities together with advancement chances to fully enable their professional growth. Educational institutions which provide women teachers with skill development programs and leadership training and advanced education qualifications enable their professional growth toward leadership positions.

Research demonstrates that female and all teachers feel more job satisfaction after they receive skill improvement training to take on leadership roles (Kumar & Patel, 2020). Training programs dedicated to pedagogical progress and digital literacy and subject mastery enable instructors to perform better while boosting their personal performance beliefs and workplace dedication.

NEP 2020 and Women's Empowerment in Education

Through its implementation of NEP 2020 the government has progressed toward eliminating educational gender disparities and actively building female empowerment in schools. The policy framework promotes comprehensive accessibility together with fairness and training opportunities for educators to make sure female teachers gain equal chance for professional development and leadership progression.

NEP 2020 puts forward plans to create gender inclusion funds that will benefit female educators as well as students from underprivileged groups (Government of India, 2020). Through its policy the government offers adaptable learning options throughout life so women can manage their professional responsibilities alongside their personal commitments more effectively. The acknowledgment of women as leaders in education management helps empower them more and improves their work satisfaction levels.

Impact on Teachers' Job Satisfaction

Several workplace conditions determine how satisfied teachers become at their jobs because they consider both workplace settings and institutional support alongside recognition and

opportunities for career development. When female teachers experience autonomy and professional recognition together with respect they demonstrate higher job satisfaction.

Gender empowerment measures initiated by institutions and policymakers generate motivational effects that decrease teacher staff turnover and maintain an experienced teaching workforce. Naissance from satisfied educators results in enhanced teaching quality which leads to superior student learning outcomes according to Mishra and Rao (2021).

Conclusion

The empowerment of women in educational settings forms the basis for developing an equal teaching workforce that achieves maximum effectiveness. Teaching professionals find greater job satisfaction when their workplace implements gender-aware policies together with institutional backing and professional enhancement programs. Through NEP 2020 the nation advances with a progressive document to enhance female teacher empowerment which enables their full participation in governance roles.

A gender-equal education system requires ongoing initiatives to remove gender inequalities and develop environments that honor and support female teaching staff. The level of satisfaction and empowerment within teachers supports both the institutions of education and provides critical leadership that determines how learners and society will develop in the future.

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EMPOWERING WOMEN IN EDUCATION: BREAKING BARRIERS AND SHAPING THE FUTURE

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Abstract:

Women's empowerment in education is a fundamental aspect of social progress and sustainable development. This paper explores the significance of empowering women through education, examining the historical barriers they have faced, the transformative impact of education, and the on-going challenges that persist. It highlights key global initiatives, government policies, and societal efforts that contribute to fostering gender equality in education. The study also underscores the role of education in improving economic independence, leadership opportunities, and overall societal progress. The findings suggest that despite notable advancements, continuous efforts are required to ensure equitable access to quality education for women worldwide.

Keywords: Women's Empowerment, Education, Gender Equality, Barriers, Social Progress, Sustainable Development etc.

Introduction

Education is a fundamental human right and a critical driver of individual and societal progress. It empowers individuals with knowledge, skills, and opportunities that enable them to contribute meaningfully to their communities and economies. However, historically, women have faced significant barriers in accessing education due to deep-rooted cultural, social, economic, and political constraints. The struggle for gender equality in education has been long and challenging, yet progress has been made over the years, bringing transformative changes not only in the lives of individual women but also in the development of nations as a whole.

Empowering women through education has far-reaching benefits. Educated women are more likely to make informed choices about their health, participate in the workforce, and contribute to their families' and communities' well-being. Studies have consistently shown that when women receive education, it leads to lower child mortality rates, improved maternal health, and increased economic productivity. Moreover, education equips women with the ability to challenge societal norms that perpetuate discrimination, fostering greater gender equality and social justice.

Despite these undeniable benefits, many women across the world still face obstacles that hinder their access to quality education. Factors such as poverty, early marriage, gender-based violence, discriminatory cultural practices, and inadequate educational infrastructure continue to prevent millions of girls from completing their education. In many developing regions, families prioritize boys' education over girls', reinforcing cycles of inequality and economic dependence.

Additionally, in some parts of the world, conflict, displacement, and political instability further exacerbate the challenges women face in obtaining an education.

Recognizing these challenges, various global initiatives and policies have been implemented to promote women's education. Organizations such as the United Nations (UN), UNESCO, UNICEF, and numerous non-governmental organizations (NGOs) have launched programs aimed at increasing access to education for girls and women. Policies like the Sustainable Development Goals (SDG 4 & SDG 5), which focus on inclusive and equitable quality education and gender equality, have played a pivotal role in advancing women's education worldwide. Government-led initiatives, scholarships, and community-driven efforts have also contributed to bridging the educational gap between men and women.

This paper explores the significance of women's empowerment through education, the historical and contemporary challenges that hinder progress, and the impact of education on women's lives. It also discusses global strategies and policy interventions designed to promote women's education and suggests measures to ensure that all women, regardless of their background, have equal opportunities to learn and grow. Through this discussion, it becomes evident that investing in women's education is not just a moral imperative but a necessary step toward achieving sustainable development, economic growth, and social transformation.

The Need for Women's Empowerment in Education:

Women's empowerment in education is essential for multiple reasons:

1. Economic Growth:

When women receive a good education, they can contribute more to their country's economy. Educated women are more likely to find jobs, start businesses, and improve their financial situation. When more women work, families earn more money, and the overall economy grows. Women entrepreneurs create businesses that provide jobs for others, further strengthening the economy. Many studies show that countries where women are well-educated tend to have stronger economies and less poverty.

2. Improved Health and Well-being:

Education helps women learn about important health topics such as hygiene, nutrition, and reproductive health. This knowledge allows them to take better care of themselves and their families. For example, educated mothers know the importance of vaccinations, clean drinking water, and proper nutrition for their children, leading to lower child mortality rates. Education also reduces the risk of maternal deaths during childbirth because women are more aware of medical care and their reproductive rights.

3. Political and Social Participation:

Educated women are more likely to be involved in political and social activities. They understand their rights, vote in elections, and even run for leadership positions. When women participate in decision-making, they help create policies that benefit families, children, and society as a whole. Women leaders have successfully worked for better education, healthcare, and women's rights in many parts of the world. Education also gives women the confidence to speak

up against injustice and demand positive changes in their communities.

4. Breaking the Cycle of Poverty:

Education helps women get better jobs that pay more money, making them financially independent. When women earn their own income, they can support their families, send their children to school, and improve their standard of living. This breaks the cycle of poverty, meaning that future generations also have better opportunities. Educated women are more likely to invest in their children's education, creating a long-term positive impact on society.

5. Reduction in Gender-Based Violence:

Education teaches women about their rights and the laws that protect them from violence and discrimination. When women are educated, they are more likely to stand up against domestic violence, workplace harassment, and other forms of abuse. They also become aware of legal protections and support systems available to them. In communities where women have higher levels of education, gender-based violence tends to be lower because people are more aware of equality and respect for women.

Barriers to Women's Education:

1. Cultural and Social Barriers

Cultural beliefs and traditional gender roles often create significant obstacles for girls' education. In many societies, the expectation is that girls should focus on household chores, caregiving, and preparing for marriage rather than pursuing an education. Families may see education for girls as unnecessary, believing that a woman's primary role is to be a wife and mother.

Early marriage and childbearing also limit educational opportunities for girls. In many cultures, girls are married off at a young age, often before they can complete their schooling. Once married, they are expected to take care of their families, which makes it difficult to continue their studies. This practice not only deprives them of education but also exposes them to health risks and economic dependence.

Additionally, gender biases in curricula and teaching methods reinforce stereotypes about what girls and boys can achieve. Textbooks and classroom materials often portray men as leaders, scientists, and decision-makers, while women are depicted in traditional domestic roles. This discourages girls from aspiring to careers in science, technology, or leadership positions.

2. Economic Barriers

Poverty is one of the biggest barriers to girls' education. Many families, especially in low-income communities, struggle to afford school expenses. When resources are limited, parents often prioritize their sons' education over their daughters', believing that boys have better job prospects and will later support the family financially.

The costs of schooling, including tuition fees, uniforms, books, and transportation, can be too high for many families. Even when education is free, indirect costs like school supplies and travel expenses can make it difficult for girls to attend school. In some cases, girls are expected to work either in the home or outside to help support their families, leaving them with little time for

education.

3. **Infrastructural Barriers**

Many rural and underdeveloped areas lack proper schools, forcing children to travel long distances to access education. For girls, this poses additional risks, such as safety concerns while commuting. In some cases, parents prefer to keep their daughters at home rather than expose them to potential dangers on the way to school.

Inadequate sanitation facilities also disproportionately affect girls, especially during menstruation. A shortage of female teachers and mentors is another infrastructural challenge. Having female teachers can provide a supportive and comfortable learning environment for girls, especially in conservative communities where parents may be hesitant to send their daughters to schools with only male teachers. Female educators can also serve as role models, inspiring young girls to pursue education and professional careers.

4. **Political and Legal Barriers**

Even when governments create policies to promote girls' education, weak enforcement often makes them ineffective. Laws that mandate equal education for girls and boys may exist, but in many countries, there is little oversight to ensure they are followed. Corruption, lack of funding, and poor implementation prevent meaningful change.

The Impact of Education on Women's Empowerment

Education has transformative effects on women's lives in various aspects:

1. **Economic Independence and Workforce Inclusion**

Educated women are more likely to secure stable jobs, become entrepreneurs, and contribute to economic development. Studies indicate that for every additional year of schooling, women's earnings can increase significantly.

2. **Leadership and Decision-Making**

Women who receive education are more confident and empowered to take leadership roles in politics, businesses, and community development initiatives.

3. **Health Benefits**

Education plays a vital role in reducing maternal and infant mortality rates. Women with higher education levels are more likely to seek medical care, practice family planning, and ensure the well-being of their families.

4. **Social Awareness and Gender Equality**

Education helps women challenge societal norms that perpetuate gender inequality. Educated women are more likely to educate their children, creating a cycle of knowledge and progress.

Challenges in Implementing Educational Policies for Women

1. **Not Enough Money and Resources** – Many education programs do not get enough funds to reach more girls. Without proper support, schools may lack teachers, books, and good facilities.
 2. **Resistance to Change** – In some places, people still believe girls should not study.
-

Traditional customs and social norms make it hard for families to send their daughters to school.

3. **Safety Issues** – In certain areas, girls face dangers when going to school. Some schools are attacked, and girls may be afraid to attend due to threats of violence.
4. **Few Female Role Models** – Many communities do not have enough women teachers or leaders. When girls do not see educated women around them, they may feel discouraged from continuing their studies.

The Way Forward: Recommendations for Strengthening Women’s Empowerment in Education:

- **Policy Strengthening and Implementation** – Governments should strictly enforce laws that make education free and compulsory for all girls. Proper monitoring and support are needed to ensure these policies are followed, allowing every girl to attend school without barriers.
- **Financial Assistance and Scholarships** – More scholarships and financial aid should be provided to help girls from poor families continue their education. This support can cover school fees, books, uniforms, and other essentials, reducing financial burdens on families.
- **Community Awareness Programs** – Educating communities about the importance of girls' education can change traditional beliefs and encourage families to send their daughters to school. Workshops, campaigns, and discussions can help create a positive attitude toward girls' education.
- **Safe and Inclusive Learning Environments** – Schools should be safe and welcoming for girls. This includes secure buildings, female teachers and mentors, clean toilets, and proper menstrual hygiene facilities. A supportive environment will help girls stay in school and focus on learning.
- **Technology Integration** – Online learning platforms and digital education tools can help girls in remote areas continue their studies. Access to the internet, mobile learning apps, and virtual classes can ensure uninterrupted education, especially during emergencies or school closures.

Conclusion:

Women’s empowerment in education is crucial for fostering gender equality and societal development. While significant strides have been made in improving access to education for women, persistent barriers still need to be addressed. Governments, NGOs, and communities must work together to ensure every girl has the opportunity to receive quality education. By breaking barriers and fostering an inclusive educational environment, we can shape a future where women are empowered to contribute meaningfully to all spheres of life.

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ग्रामीण भारतातील महिला शिक्षण

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प्रस्तावना :

भारत हा पुरुष प्रधान देश आहे. भारतीय राज्यघटनेनुसार शिक्षण हा भारतातील प्रत्येक व्यक्तीचा मूलभूत हक्क आहे. परंतु भारतातील महिला शिक्षणाची स्थिती अजूनसुद्धा अवघड आहे. स्त्री शिक्षण हा एक मूलभूत अधिकार आहे, परंतु भारतातील प्रत्येक राज्याच्या तुलनेत लिंग साक्षरतेच्या दरामध्ये बराच अंतर आहे. केरळमध्ये महिला साक्षरतेचे प्रमाण ९२% आहे, तर बिहारमध्ये केवळ महिला साक्षरतेचे प्रमाण ५०% आहे. जागतिक स्तरावरील पुरुष साक्षरतेच्या तुलनेत महिलांमध्ये एकूणच साक्षरतेचे प्रमाण खूपच कमी आहे. महिलांच्या शिक्षणाने समाजाच्या विकासात महत्त्वपूर्ण भूमिका बजावली जाते. सुशिक्षित महिला मुली-मुलांच्या शिक्षणाला प्रोत्साहन देतात आणि मुलांना अधिक चांगले मार्गदर्शन देखील करतात. शिक्षण हा प्रत्येकाचा मूलभूत अधिकार आहे. सर्वांसाठी शिक्षण हे भारत सरकार ज्या प्रमुख कामांवर काम करत आहे त्यापैकी एक आहे, परंतु तरीही, आशियाई प्रदेशात भारतात महिला साक्षरता दर सर्वात कमी आहे.

समानतेचा पुरस्कार करणाऱ्या समाजात आणि विज्ञान युगात स्त्रियांची स्थिती ग्रामीण भागात अत्यंत दयनीय आहे. त्यागाची प्रतिक असलेली ग्रामीण स्त्री विविध समस्यांच्या चक्रात सापडलेली दिसून येते. भारतामध्ये अनेक भागातील ग्रामीण स्त्री ही उपेक्षित, वंचित गटात मोडणारी आहे. समाजात तिला कमी वयात विवाह, मुलीच्या जन्माचा तिरस्कार, हुंड्यांसाठी होणारा छळ, संशयाच्या कारणावरून होणारा छळ, सतत आर्थिक कारणास्तव होणारी गळचेपी या ना त्या कारणावरून तिला अनेक अहवानांना सामोर जावे लागत आहे. या सर्वांचे मूळ तीच्या अशिक्षित पणात व उच्च शिक्षणाची संधी न मिळणे यामध्ये दिसून येते. आज ग्रामीण महिला सक्षमीकरणात मोठा अडसर हा शिक्षणापासून वंचित रहात असल्यामुळे स्थिती आहे. त्या अनेक कारणांचा यामध्ये विचार करणे अपेक्षित आहे. सामाजिक परिवर्तनामध्ये खऱ्या अर्थाने उच्च शिक्षण महत्त्वाची भूमिका पार पाडत असते. परंतु भारतातील ग्रामीण भागात स्त्रियांचे उच्च शिक्षणाचे प्रमाण नगण्यच आहे. भारतातील ग्रामीण त्रियांच्या शिक्षणाला अनेक घटक जबाबदार आहेत.

संशोधनाची उद्दिष्ट्ये :

- १) शिक्षणाच्या माध्यमातून ग्रामीण भागामध्ये स्त्रियांच्या विकासाचा आढावा घेणे.
- २) ग्रामीण भागामध्ये स्त्री शिक्षणातील उणिवा जाणून घेऊन त्यावर उपाययोजना सुचविणे.
- ३) ग्रामीण भागामध्ये स्त्रियांच्या शिक्षणाचा आढावा घेणे.

संशोधनाची गृहितके :

- १) भारतीय समाजात आजही महीलांच्या बाबतीत गौरसमज मोठ्या प्रमाणात आहेत.
- २) ग्रामीण समाजात स्त्रिस पुरुषापेक्षा दुय्यम स्थान आहे.
- ३) ग्रामीण स्त्रिस आजही अनेक समस्यांना तोंड द्यावे लागते.
- ४) ग्रामीण भागातील स्त्रिस शिक्षणाच्या समस्यांना तोंड द्यावे लागते.

अभ्यास पध्दती :

प्रस्तुत लघुशोध निबंध हा दुय्यम स्वरूपाच्या माहितीवर आधारलेला आहे सदरची माहिती हा विविध संदर्भ पुस्तके, मासिक, शोध निबंध यांच्या साहाय्याने मिळविलेली आहे. या शोध निबंधामध्ये शिक्षणाच्या माध्यमातून ग्रामीण स्त्रिमध्ये शिक्षणाच्या विकासाचा आढावा घेण्यात आला आहे.

महिला शिक्षणाचे महत्त्व :

शिक्षण हा एक महत्त्वाचा घटक आहे जो प्रत्येक व्यक्तीला सर्वात मोठ्या युद्धावर विजय मिळविण्यास आणि जगात सर्वात प्रभावी बदल घडवून आणण्यास मदत करतो. शिक्षण हा प्रत्येक मानवाचा मूलभूत अधिकार आहे. मुलगा असो वा मुलगी, शिक्षणाला कोणतीही सीमा नाही. शिक्षण आत्म्याला प्रबुद्ध करते आणि माणसाला चूक आणि बरोबर, न्याय आणि अन्याय यात फरक करण्यास शिकवते. शिक्षण ही नुसती गरज नाही, तर जीवनाची गरज आहे. महिला या समाजाच्या उभारणीचा आधारस्तंभ आहेत. समाजाच्या आणि राष्ट्राच्या प्रत्येक घटकाला सक्षम करण्यात त्या महत्त्वाची भूमिका बजावतात. जेव्हा देशातील महिला लोकसंख्या स्थापित, सक्षम आणि सुरक्षित असते तेव्हाच राष्ट्र सुस्थापित आणि सक्षम मानले जाते.

स्त्री ही अशी व्यक्ती आहे जिच्याकडे अर्थपूर्ण जीवन घडवण्याचे ज्ञान आणि स्वभाव आहे. महिलांच्या शिक्षणाचा प्रचार करणे हे श्वास घेण्यासाठी ऑक्सिजन जितके आवश्यक आणि उपयुक्त आहे तितकेच आवश्यक आणि उपयुक्त आहे. भारताने काही प्रसिद्ध महिलांना जन्म दिला आहे. तरीही, देशाच्या बहुतेक भागात, महिलांना अजूनही शिक्षणाचा लाभ मिळत नाही. त्यांना त्यांच्या मूलभूत सुविधा आणि अधिकारांपासून वंचित ठेवले जाते.

समाजाचा जन्म स्त्रीपासूनच होतो आणि जेव्हा स्त्रीला शिक्षणाची संधी दिली जात नाही, तेव्हा समाजाला मानवाने त्यांच्यात बिंबवलेल्या सर्व प्राथमिक संस्कृती, सवयी आणि गुणांपासून वंचित ठेवले जाते. जेव्हा एखादी महिला कुटुंबात साक्षर असते तेव्हा तिच्यातील माणसाचे सर्वोत्तम रूप बाहेर येते. स्त्रीच्या शिक्षणाचे महत्त्व कुटुंबाच्या पिढीत आणि कुटुंबाच्या राहणीमानात दिसून येते.

समाजात, समतोल राखण्यासाठी समानता खूप महत्त्वाची असते. भेदभाव आणि असमानता हे समाजाचे दोन शापित जादू आहेत जे समाजात असंतुलन निर्माण करतात. समाजात केवळ पुरुषांना प्राधान्य दिल्याने समाजात आणि नंतर कुटुंबात सर्व नकारात्मकता बाहेर येतात. मुलींना शाळेत जाण्यापासून वंचित ठेवणे किंवा त्यांना त्यांचे मूलभूत अधिकार मिळण्यापासून प्रतिबंधित करणे त्यांना कमजोर बनवते. त्यांना समाजातील पुरुष वर्गाकडून वर्चस्व सहन करावे लागते, त्यांच्याकडून अपमान सहन करावा लागतो. यामुळे समाज कमकुवत होतो आणि मानवाच्या मूलभूत अधिकारांचेही उल्लंघन होते.

महिलांसाठी शिक्षण महत्त्वाचे आहे कारण ते त्यांना सक्षम आणि स्वतंत्र बनवते आणि आत्मविश्वास निर्माण करण्यास मदत करते. ते त्यांना स्वप्न पाहण्यास आणि चांगल्या भविष्याचे ध्येय ठेवण्यास मदत करते. ते त्यांच्या शक्तीला बळकटी देते आणि त्यांना स्वतःसाठी अधिक मेहनत करण्याची आणि त्यांची स्वप्ने साध्य करण्याची प्रेरणा देते.

आपण मुलगी मुलाला ओझे समजू नये. स्वयंपाक, कपडे धुऊन मिळण्याचे ठिकाण आणि इतर घरातील नोकऱ्यां फक्त महिलांसाठी आहेत असा विचार करणे थांबवा. स्त्रियांना आदराने वागणे आवश्यक आहे. आपल्या मैत्रिणींना / नातेवाईकांना प्रोत्साहित करा की मुलीचे शिक्षण फक्त थांबवू नका कारण तिला एक उत्तम सन्मान मिळाला पाहिजे.

भारतातील महिला शिक्षणाचा इतिहास :

वैदिक कालखंडात, भारतातील स्त्रियांना शिक्षणापर्यंत प्रवेश होता. स्त्रियांना देवता मानले जात होते, परंतु काही काळानंतर हळूहळू त्यांचा हक्क गमावला किंवा हिसकून घातला. ब्रिटीश काळात भारतातील स्त्रियांच्या शिक्षणामध्ये पुन्हा रुची निर्माण झाली. या काळात राजा राम मोहन रॉय, ईश्वरचंद्र विद्यासागर इत्यादी अनेक प्रख्यात भारतीय सामाजिक व्यक्तींनी भारतातील महिलांच्या शिक्षणावर भर दिला होता. डॉ.बाबासाहेब आंबेडकर, महात्मा ज्योतिबा फुले, रमाबाई रानडे, सावित्रीबाई फुले यांच्यासारख्या सामाजिक व्यक्तींनी भारतीय महिलांना शिक्षण उपलब्ध करून दिले. १९४७ च्या स्वातंत्र्यानंतर भारत सरकारने महिलांच्या शिक्षणासाठी विविध उपाययोजना करण्यासाठी पाऊले उचलली. याचा परिणाम म्हणून, दशकांमध्ये, भारतातील स्त्रियांचे साक्षरतेचे प्रमाण हळूहळू वाढलेले दिसून येते.

ग्रामीण भारतातील महिला शिक्षण :

जरी शहरी भारतात महिला साक्षरतेचे प्रमाण ६२% आहे तरीही ग्रामीण महिला साक्षरतेचे प्रमाण निम्मे आहे, म्हणजेच

जवळजवळ ३०%. महिलांच्या साक्षरतेच्या या कमी दरामुळे ते केवळ महिलांच्या जीवनासच नव्हे तर त्यांच्या कौटुंबिक आणि देशाच्या आर्थिक विकासालाही हानीकारक आहे. स्त्रियांचे कमी प्रजनन दर, निकृष्ट दर्जाचे जीवनमान, दुय्यम दर्जा, पौष्टिकतेचे निकष आणि घरातील मिळणारे स्वातंत्र्य, मानहानी, छळ यासारखे दुष्परिणाम विविध अभ्यासांनी सिद्ध केले आहेत. उदाहरणार्थ, नुकत्याच केलेल्या सर्वेक्षणात असे आढळले आहे की बालमृत्यूचा दर आईच्या शिक्षणाच्या पातळीशी संबंधित दिसून आला आहे.

ग्रामीण भागातील महिला शिक्षणामुळे सक्षम होतात, आत्मविश्वास मिळवतात आणि चांगले जीवन जगण्यासाठी संधी मिळवतात. शिक्षणाने त्यांच्या सामाजिक आणि आर्थिक विकासाला चालना मिळते आणि कुटुंबाच्या जीवनात सकारात्मक बदल घडतात.

ग्रामीण महिला शिक्षणाचे महत्त्व:

सशक्तीकरण: शिक्षणामुळे महिला सक्षम होतात आणि त्यांना स्वतःच्या हक्कांबद्दल जाणीव होते, ज्यामुळे ते समाजाच्या प्रक्रियेत सक्रियपणे सहभागी होऊ शकतात.

आत्मविश्वास: शिक्षणामुळे महिला आत्मविश्वास मिळवतात, ज्यामुळे ते स्वतःच्या गरजा आणि हक्कांसाठी आवाज उठवू शकतात.

आर्थिक विकास: शिक्षणामुळे महिलांना रोजगाराच्या संधी मिळतात, ज्यामुळे त्यांचे आर्थिक जीवनमान सुधारते आणि कुटुंबाला मदत मिळते.

सामाजिक बदल: शिक्षणामुळे महिलांच्या सामाजिक भूमिकेत बदल येतात, ज्यामुळे ते कुटुंबाच्या आणि समाजाच्या विकासात महत्त्वपूर्ण योगदान देऊ शकतात.

कुटुंबावर सकारात्मक परिणाम: शिक्षित महिला आपल्या कुटुंबाला चांगले आरोग्य, शिक्षण आणि जीवनमान देऊ शकतात.

स्त्री व्यक्तीमत्वाचा विकास : शिक्षणामुळे ग्रामीण स्त्री व्यक्तीमत्वाचा विकास हा विविध मागनि, मानवतावादी मुल्ये, जीवन-विषयक दृष्टीकोन, चांगले आचार-विचार संस्कार, वर्तणुक, सहकार्य, बंधुभाव, शिस्त आणि घटक रुजविण्याचा कार्य शिक्षण करत आहे.

सामाजिक स्थानातील परिवर्तन: वैदिक कालखंडामध्ये ते बंद करून ग्रामीण स्त्रिस बंधनामध्ये रहाऊन जिवन जगावे लागत असे. परंतु स्वातंत्र्यानंतर ग्रामीण स्त्रिस शिक्षण देऊन समाजातील स्थान उंचावलेले आहे.

सामाजिक प्रश्न सोडवण्यात महिलांची भूमिका : स्त्रिस शिक्षण आणि विविध सामाजिक समस्या यांचा निक प्रबंध आहे. स्त्रिस शिक्षणाच्या प्रसारामुळे स्त्रियांमधे लोक संख्या हुंडाबळी, स्त्री अत्याचार, बालमृत्यू स्त्री भ्रण जाणीव स्त्री शिक्षणामुळे होते. दारुबंदी एडस, भ्रष्टाचार इ. सामाजिक समस्यांची

विविध मुल्ये आणि मुलभुत हक्कांची जाणीव सुसंस्कारीत पिढी घडविण्यात यश ग्रामीण स्त्रिस शिक्षणाची संधी उपलब्ध करून दिल्यामुळे समता स्वातंत्र्या, बंधुत्व स्त्री-पुरुष समानता. राष्ट्रप्रेम, समुदाय जीवन, सहकार्य, बंधुभाव, व मानवतावादी मुल्य, मुलांचे पालन पोषण संगोपन आणि संस्कारामय पिढी घडविण्यामध्ये स्त्रिस जर सुक्षित असेल तर चांगल्या प्रकारचे कार्ये होऊ शकते. विविध क्षेत्रातील सहभाग व स्वालंबन आणि स्त्री स्ति शिक्षणामुळे विविध क्षेत्रात सहभागी होऊन ती स्वावलंबी बनून ती एक सामाजिक नेतृत्वात अग्रेसर होऊ शकते.

ग्रामीण भागातील महिला शिक्षणापुढील आव्हाने:

गरीबी: गरीब कुटुंबांना मुलींना शाळेत पाठवण्यासाठी पुरेसा खर्च करता येत नाही.

जागरूकतेचा अभाव: अनेकदा पालक मुलींना शिक्षण देण्याऐवजी त्यांना घरगुती कामात किंवा इतर कामात मदत करण्यासाठी वापरतात.

शिक्षण संस्थेची कमतरता: ग्रामीण भागात शाळांची संख्या कमी असते आणि काही शाळांमध्ये आवश्यक सुविधा (उदा.

स्वच्छता, पाणी, वीज) उपलब्ध नसतात.

सुरक्षा: ग्रामीण भागात महिला आणि मुली शाळेत ये-जा करताना सुरक्षित नसतात.

लैंगिक समानता: ग्रामीण भागात महिला आणि पुरुषांमध्ये शिक्षण आणि संधींमध्ये समानता नसते.

ग्रामीण महिला शिक्षणासाठी उपाय:

जागरूकता वाढवा: पालकांना आणि समाजाला महिला शिक्षणाचे महत्त्व समजावून सांगा.

शैक्षणिक सुविधा वाढवा: ग्रामीण भागात शाळांची संख्या वाढवा आणि त्यांना आवश्यक सुविधा उपलब्ध करून द्या.

आर्थिक मदत करा: गरीब कुटुंबांना मुलींना शाळेत पाठवण्यासाठी आर्थिक मदत करा.

सुरक्षा सुनिश्चित करा: महिला आणि मुली शाळेत सुरक्षितपणे ये-जा करण्यासाठी उपाय करा.

लैंगिक समानता प्रस्थापित करा: महिला आणि पुरुषांना समान शिक्षण आणि संधी उपलब्ध करून द्या.

महिला शिक्षणाचे महत्त्वाची कारणे : यापैकी काही कारणे खालीलप्रमाणे आहेत:

- देशाच्या विकासासाठी महिला शिक्षण महत्त्वाचे आहे. देशाच्या महिला शिक्षित असतील तरच तो देश विकसित होऊ शकतो.
- शिक्षित महिला त्यांच्या कुटुंबाच्या विकासात महत्त्वाची भूमिका बजावू शकतात.
- शिक्षित महिलांचे लग्न कमी वयात होण्याची शक्यता कमी असते.
- शिक्षित महिला त्यांच्या देशांच्या आर्थिक विकासात योगदान देऊ शकतात.
- महिलांच्या सक्षमीकरणासाठी महिला शिक्षण आवश्यक आहे.
- शिक्षित महिला विविध सामाजिक समस्यांबद्दल जागरूकता निर्माण करू शकतात.
- शिक्षित महिला तरुण पिढीसाठी आदर्श म्हणून काम करू शकतात.

भारतातील महिला शिक्षणावर परिणाम करणारे घटक :

महिलांच्या शिक्षणावर परिणाम करणारे अनेक घटक आहेत.

उच्च शिक्षण प्रणालीत महिलांची कमी उपस्थिती : जरी अमेरिका आणि चीननंतर भारत तिसऱ्या क्रमांकाच्या उच्च शिक्षण प्रणालीचा अभिमान बाळगतो, तरी उच्च शिक्षणाच्या बहुतांश संस्थांमध्ये महिलेची नोंद कमी आहे हे आश्चर्यकारक आहे.

भौगोलिक फरक : साक्षरता दर भारतातील सर्व राज्यांमध्ये एकसारखा नाही. उत्तरेकडील राज्यांच्या तुलनेत दक्षिणेकडील राज्ये भारतातील महिलांच्या शैक्षणिक योजनांसाठी अधिक सक्रिय आहेत.

व्यावसायिक व तांत्रिक शिक्षण : विद्यार्थ्यांनी व्यावसायिक शिक्षणाची निवड केली आहे कारण विद्यार्थ्यांना रोजगार उपलब्ध करून देण्यात मदत करणारे कार्यक्रम उपलब्ध करून देणे हे आहे. भारत सरकारने फक्त महिलांसाठी तांत्रिक संस्था सुरू केल्या आहेत, ज्या त्यांना वस्त्रोद्योग, अन्न, फार्मसी तंत्रज्ञान, व्यावसायिक कला इ. प्रशिक्षण देतील. महिला या संस्थांमध्ये भाग घेत नाहीत. आपण मुलगी मुलाला ओझे समजू नये. स्वयंपाक, कपडे धुऊन मिळण्याचे ठिकाण आणि इतर घरातील नोकऱ्या फक्त महिलांसाठी आहेत असा विचार करणे थांबवा. स्त्रियांना आदराने वागणे आवश्यक आहे. आपल्या मैत्रिणींना / नातेवाईकांना प्रोत्साहित करा की मुलीचे शिक्षण फक्त थांबवू नका कारण तिला एक उत्तम सन्मान मिळाला पाहिजे.

भारतातील स्त्री शिक्षणाचे फायदे :-

सामाजिक विकास : भारतीय समाजातील अनेक सामाजिक दुष्कृत्ये दूर करण्यासाठी महिलांना शिक्षित करणे ही गुरुकिल्ली असू शकते- हुंडा प्रथा, स्त्री भ्रूणहत्या आणि कामाच्या ठिकाणी होणारा छळ इ. एक सुशिक्षित स्त्री भावी पिढी बदलते.

आर्थिक विकास : महिलांना शिक्षित केल्याने निश्चितच देशाचा आर्थिक विकास होईल कारण अधिकाधिक महिला कार्यक्षमतेमध्ये सामील होतील.

उच्च राहणीमान : एक सुशिक्षित महिला तिच्या कुटुंबाच्या आणि नातेवाईकांच्या गरजांसाठी आर्थिक मदत करेल. दोन कमावते पालक मुलांच्या वाढीच्या चांगल्या संधी तसेच कुटुंबाचे उच्च राहणीमान प्रदान करतात.

सामाजिक ओळख : सुशिक्षित स्त्रिया असलेल्या कुटुंबाला चांगला सामाजिक दर्जा मिळतो आणि त्यांना इतरांपेक्षा जास्त सन्मान दिला जातो. एक सुशिक्षित स्त्री समाजात योग्य रीतीने वागते आणि कुटुंबाला गौरव मिळवून देते.

सुधारित आरोग्य आणि स्वच्छता : एक सुशिक्षित स्त्री तिच्या कुटुंबासाठी आरोग्य धोके ओळखते आणि त्यांना कसे सामोरे जावे हे माहित असते. तिला आपल्या मुलांना चांगले आणि वाईट स्वच्छतेबद्दल सांगून त्यांचे पोषण आणि पालनपोषण कसे करावे हे माहित आहे.

निष्कर्ष :

महिलांच्या शिक्षणामध्ये अनेक अडथळे असले तरी भारतात महिला शिक्षणाची स्थिती सुधारण्यासाठी अनेक उपक्रम सुरू आहेत. केवळ सरकारी नोकरीच नाही तर आपली एक व्यक्ती आणि उत्तम नागरिक म्हणून देखील भारतातील महिलांच्या शिक्षणास सुधारण्यासाठी हात देणे ही जबाबदारी आहे. आशा आहे की काळाच्या ओघात भारतातील महिलांच्या शिक्षणामध्ये सुधारणा होईल आणि अशी वेळ येईल की तेथे असमानता येणार नाही

महिलांसाठी शिक्षण महत्त्वाचे आहे कारण ते त्यांना सक्षम आणि स्वतंत्र बनवते आणि त्यांना आत्मविश्वास निर्माण करण्यास मदत करते. हे त्यांना चांगल्या भविष्यासाठी स्वप्न आणि ध्येय ठेवण्यास मदत करते. हे त्यांची शक्ती वाढवते आणि त्यांना स्वतःसाठी कठोर परिश्रम करण्याची आणि त्यांची स्वप्ने साध्य करण्यासाठी प्रेरणा देते.

स्त्री शिक्षणाचे चांगले परिणाम समाजात अनेक सकारात्मक बदल घडतात. शिक्षित स्त्रिया कुटुंबियांसाठी आणि समाजासाठी त्यांचे प्रशिक्षण. शिक्षण त्यांना आर्थिक समुदाय, त्यांना आपल्या कुटुंबाची आर्थिक स्थिती सुधारण्यास मदत केली जाते. शिक्षित स्त्रिया त्यांचे मार्गदर्शक चांगले शिक्षण देऊ शकतात, आमदार गुणितही शिक्षण सर्वोच्च महत्त्व. कमाल अंधश्रद्धा कमी आणि समाजात समानता आणि विकास साधला. महिला शिक्षण महिलांना त्यांच्या हक्कांची गर्दी होती आणि ते समाजात अधिक सक्रियपणे सहभागी झाले होते.

स्त्री शिक्षण महिलांना आर्थिक मदत. शिक्षित स्त्रिया त्यांच्या कुटुंबासाठी चांगले निर्णय घेऊ शकतात. शिक्षण चांगले चांगले शिक्षण, विजय समाजात शिक्षणाचे सार्वजनिक स्थान. अंधश्रद्धा कमी कारण कारण शिक्षित स्त्रिया अधिक बोलतात. स्त्री शिक्षण समाजात समानता आणि विकास साधला. स्त्री शिक्षण म्हणजे सामाजिक आर्थिक, चांगले निर्णय, चांगले अंधश्रद्धा, निवडीचे शिक्षण, कमी करणे आणि समानता साधणे. देशाच्या विकासासाठी महिला शिक्षण खूप महत्त्वाचे आहे. मुली आणि महिलांना शिक्षण मिळावे यासाठी त्यांना योग्य संसाधने उपलब्ध करून देणे आवश्यक आहे. मुली आणि महिलांमध्ये त्यांच्या देशाच्या आर्थिक विकासात योगदान देण्याची क्षमता आहे. त्या त्यांच्या कुटुंबाच्या विकासातही महत्त्वाची भूमिका बजावू शकतात. म्हणूनच, महिला शिक्षणाकडे अधिक लक्ष देणे आवश्यक आहे.

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ECONOMIC EMPOWERMENT AND WORKPLACE SATISFACTION AMONG FEMALE EDUCATORS

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Abstract:

A woman's economic opportunities stand as a primary factor influencing her job contentment levels. The research framework explores three economic barriers that female teachers face regarding compensation disparities and employment safety concerns and senior leadership appointments. This paper evaluates workplace policies through gender-responsive budgeting to reveal strategies that enhance teacher financial situations while improving job satisfaction.

Introduction

The extent of job satisfaction among female educators depends substantially on their economic empowerment level. People consider teaching as a noble profession yet it provides insufficient financial benefits that match the demands of teaching responsibilities and workload. The economic circumstances of female educators stand distinct from their colleagues because of unequal pay relative to men and restricted opportunities for leadership duties and unpredictable job stability. Knowledge about economic difficulties faced by female teachers becomes vital for creating workplace strategy which supports teachers' money well-being while maintaining job satisfaction. The research analyzes economic impediments in female educators' workplaces and provides recommendations to improve their employment environment.

Economic Challenges Faced by Female Educators

Gender Pay Gap

Female educators throughout the world continuously encounter the prolonged problem of unequal salaries based on gender. Research indicates women worldwide get paid less than men who occupy comparable positions according to the OECD (2020). Numerous educational institutions show a salary difference between male and female teachers as male teachers at higher education levels receive better compensation rates than their female teaching peers do. The pay differences between genders impede women's financial security and simultaneously reduces their workplace contentment and job satisfaction.

Job Security and Employment Stability

Female educational professionals experience job risk through temporary contracts combined with minimal chances for tenure status and discriminatory hiring practices (UNESCO, 2021). Women in developing areas commonly work as temporary teachers and part-timers instead of receiving stable permanent teaching assignments. The workplace instability compromises their financial stability while blocking their ability to develop professionally and personally.

Access to Leadership Roles

Female educators face limited career advancement possibilities because men overtake leadership positions in the education sector. Most educational institutions and cultural settings create obstacles that prevent women from moving up into key positions including principalship and department management and policy creation (Eagly&Carli, 2018). The absence of female leaders from higher administrative roles diminishes both representation and causes salary structures to suffer because top administrative positions historically receive better financial rewards.

Workplace Policies and Their Impact on Economic Empowerment

Gender-Responsive Budgeting

A critical instrument for enhancing financial independence of female teaching professionals is gender-responsive budgeting. The implementation of GRB within educational budgets includes funds for fair compensation along with programs for professional growth and supportive family measures (Elson, 2019). Governments and educational institutions that use GRB create equal workplaces that enhance both income levels and professional satisfaction among women teaching professionals.

Equal Pay Policies

The implementation of equal pay policies serves directly toward eliminating wage differences between genders. Wage gap reduction happens when institutions maintain consistent salary audits while also using open pay scale systems (World Economic Forum, 2022). Staff advocates who promote salary negotiations alongside financial literacy sessions for female educators will enable them to address both salary battles and economic planning tasks efficiently.

Supportive Work Environments

The establishment of work environments that support women teachers through flexible arrangements and parental benefits and educational resources directly affects their job satisfaction according to Buchanan (2020). To help female professionals succeed in their careers and handle finances properly institutions need to implement work-life balance policies together with mentoring courses and leadership skill programs.

Various strategies are needed to improve the economic stability of female educational personnel

1. Educational organizations should establish transparent payment structures which define remuneration through educating and professional experience to deliver equal wages for equal duties.
 2. Institutions of learning must create platform programs alongside mentorship groups to support women who want to lead administrative teams.
 3. Governments need to enforce job security laws so they protect female educators against unfair dismissals and they should establish tenure policies.
 4. Educating female teachers about financial planning together with investments and retirement benefits should be advocated as part of economic empowerment initiatives.
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5. Workplace policies which support families need enhancement through provisions of maternity leave and flexible hours and childcare resources to enable female educators manage their dual commitments.

Conclusion

The financial capabilities of female educators serve as a fundamental factor which affects their workplace contentment. Female educators require the closure of pay differences and secure employment with enhanced career advancement opportunities to achieve sufficient financial stability. Through gender-responsive budgeting institutions and equal pay policies and supportive workplace culture implementation female educators experience more satisfaction in their jobs. These investment opportunities will benefit teaching staff as well as lead to enhanced educational results which positively affect overall societal development

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WOMEN'S RIGHTS: FUNDAMENTAL HUMAN RIGHTS FOR ALL**Dr. Vithoba C. Sawant***Assistant Professor**MES's Pillai College of Education and Research (Autonomous),**Chembur, Mumbai: 400071.*

Abstract

Women's rights are fundamental to human rights, ensuring equality, dignity, and freedom for all, regardless of gender. Throughout history, women have faced systemic discrimination, limiting their access to education, employment, and political participation. Despite significant progress, challenges such as the gender pay gap, violence, and underrepresentation in leadership persist. International legal frameworks, including the Universal Declaration of Human Rights and CEDAW, play a crucial role in safeguarding women's rights. Societies that promote gender equality experience greater economic growth, social stability, and innovation. Ensuring women's rights is not just about empowering women it benefits entire communities. Continued advocacy, legal reforms, and collective efforts from governments, organizations, and individuals are essential to achieving true gender equality. By recognizing women's rights as human rights, we pave the way for a more just, inclusive, and equitable world for all.

Key words: Women's Right, Human Rights, CEDAS etc.

Introduction:

The women's rights as fundamental human rights are essential for achieving a just and equitable society. Historically, women have faced systemic discrimination, exclusion, and marginalization, restricting their access to education, employment, political participation, and social justice. Despite significant progress, gender-based disparities persist worldwide. This article aims to analyse the critical role of women's rights in human rights discourse, explore historical and contemporary challenges, and propose pathways for achieving gender equality.

Women's rights are an integral part of human rights, ensuring equality, dignity, and freedom for individuals regardless of gender. These rights encompass various aspects of life, including education, healthcare, employment, political participation, and protection from discrimination and violence. The recognition of women's rights is essential for building a just and progressive society where all individuals have equal opportunities to thrive.

Historically, women have faced systemic discrimination and marginalization, limiting their access to resources, decision-making power, and fundamental freedoms. Movements for women's rights, such as the suffrage movement, feminist movements, and advocacy for gender equality, have played a crucial role in challenging societal norms and pushing for legal reforms. International agreements, such as the Universal Declaration of Human Rights (1948) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979),

have established a framework for protecting and promoting women's rights globally.

Despite significant progress, gender inequality remains a pressing issue in many parts of the world. Challenges such as the gender pay gap, limited access to education and healthcare, gender-based violence, and underrepresentation in leadership positions continue to hinder women's full participation in society. Ensuring women's rights is not only a matter of justice but also a crucial step toward achieving sustainable development, economic growth, and social stability.

Advocating for women's rights is not just about empowering women; it is about fostering a more inclusive, equitable and prosperous world for everyone. Societies that prioritize gender equality experience higher levels of innovation, economic prosperity, and overall well-being. Therefore, promoting and protecting women's rights should be a collective effort involving governments, organizations, and individuals worldwide.

Rights include access to education, healthcare, jobs, and leadership roles, as well as protection from discrimination and violence. When women are treated equally, society becomes fairer, and everyone gets better opportunities to succeed.

When women's rights are respected, everyone benefits. Countries that support gender equality are more successful and peaceful. This is why governments, organizations, and people everywhere must work together to ensure equal rights for all women.

Objectives

- To study women's rights within the framework of human rights.
- To study current challenges hindering gender equality.
- To study international and national legal instruments protecting women's rights.
- To suggest measures for promoting women's rights and gender equality.

Women's Rights as Human Rights:

Women's rights are an essential part of human rights, ensuring that all individuals, regardless of gender, are treated with dignity, fairness, and equality. These rights cover various aspects of life, including access to education, employment, political participation, healthcare, and protection from discrimination and violence. Recognizing women's rights as human rights is crucial for achieving gender equality and creating a society where everyone has equal opportunities.

➤ Legal Recognition of Women's Rights:

The recognition of women's rights as human rights is firmly established in international laws and treaties. The **Universal Declaration of Human Rights (UDHR) (1948)** was the first global document to affirm that all human beings are entitled to the same rights and freedoms without discrimination. Article 1 of the UDHR states that "*all human beings are born free and equal in dignity and rights.*" This declaration laid the foundation for the global movement towards gender equality.

Following the UDHR, several international treaties have been created to specifically address discrimination against women and to promote their rights. One of the most important

agreements is the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979)**, adopted by the United Nations. CEDAW is often referred to as the "Bill of Rights for Women" because it sets legal standards for ending discrimination and ensuring equal rights for women in all aspects of life. Countries that have signed and ratified CEDAW are required to take measures to eliminate gender-based discrimination and promote equal opportunities for women.

Other important international agreements that support women's rights include:

- **The Beijing Declaration and Platform for Action (1995):** A global framework aimed at promoting gender equality and empowering women.
- **The Sustainable Development Goals (SDGs) (2015):** Specifically, Goal 5 focuses on achieving gender equality and empowering all women and girls.

Key Areas of Women's Rights as Human Rights:

1. Right to Education:

Education is a fundamental human right and a key factor in women's empowerment. However, many girls worldwide still face barriers to education due to poverty, cultural norms, and lack of resources. Ensuring equal access to quality education for women and girls helps reduce gender inequality and opens doors to better opportunities in life.

2. Right to Employment and Economic Equality:

Women have the right to work and earn fair wages without discrimination. However, gender pay gaps, unequal job opportunities, and workplace harassment remain significant issues in many parts of the world. Ensuring women's economic rights allows them to contribute to economic growth and achieve financial independence.

3. Right to Political Participation:

Women have the right to participate in political decision-making, vote, and hold leadership positions. However, in many countries, women are underrepresented in government and politics. Encouraging women's political participation strengthens democracy and ensures diverse perspectives in policy-making.

4. Right to Health and Well-being:

Access to healthcare, including reproductive rights and maternal healthcare, is a fundamental right for women. Women must have control over their own bodies and access to medical services that ensure their well-being.

5. Protection from Violence and Discrimination:

Gender-based violence, including domestic violence, sexual harassment, and human trafficking, is a violation of human rights. Legal systems must provide strong protections against such abuses and ensure justice for victims.

Challenges to Women's Rights Today:

1. Violence Against Women:

The women around the world face gender-based violence, including domestic abuse, sexual harassment, and human trafficking. Many suffer physical, emotional, and sexual abuse, often

within their homes or workplaces. Domestic violence is widespread, but victims struggle to seek justice due to social stigma, lack of legal support, or financial dependence. Sexual harassment in public places and workplaces threatens women's safety, while human trafficking continues to exploit women for forced labour and sexual slavery. Stronger laws and better support systems are needed to protect women and provide justice.

2. **Workplace Discrimination:**

Women often experience unfair treatment at work, including lower salaries, fewer chances for promotions, and fewer leadership roles. The gender pay gap makes it harder for women to be financially independent. Many workplaces favor men in hiring and promotions, while maternity leave and flexible work options are often inadequate. This forces women to choose between their jobs and family responsibilities.

3. **Limited Access to Education:**

Many girls worldwide are denied education due to poverty, cultural norms, or lack of resources. Some societies expect girls to stay home, do household chores, or marry early instead of studying. Poor school facilities, lack of transportation, and absence of separate toilets also prevent girls from completing their education. Without education, women have fewer job opportunities and financial independence. Governments and communities must work to remove these barriers and ensure every girl receives quality education.

4. **Restrictions on Reproductive Rights:**

In many countries, women cannot fully control their reproductive health. Limited access to contraception, safe abortion, and maternal healthcare puts their health at risk. Laws, social stigma, and poor medical facilities make it harder for women to make informed choices about their bodies. Women should have the freedom to make their own reproductive decisions without fear or restrictions. Governments must ensure proper healthcare and information for women's well-being.

5. **Lack of Political Representation:**

Women are still underrepresented in politics and decision-making roles. Although progress has been made, men continue to dominate leadership positions, often overlooking issues like healthcare, childcare, and workplace rights. More women in politics would bring diverse perspectives and better policies. Governments should encourage female participation through gender quotas, leadership programs, and support networks for women in politics.

Legal Frameworks Protecting Women's Rights:

Legal frameworks at both international and national levels play a vital role in ensuring the protection and promotion of women's rights. These frameworks establish principles of equality, set standards for eliminating discrimination, and provide guidelines for governments to implement gender-responsive policies. Key legal instruments include:

- **Universal Declaration of Human Rights (UDHR, 1948):** A foundational document that upholds the principles of equality and non-discrimination, affirming that all individuals, regardless of gender, are entitled to fundamental human rights.
- **Convention on the Elimination of All Forms of Discrimination Against Women**

(CEDAW, 1979): An international treaty that defines discrimination against women and outlines measures for governments to eliminate gender-based inequalities through legal, social, and political reforms.

- **Beijing Platform for Action (1995):** A comprehensive global policy framework that sets strategic objectives for gender equality and women's empowerment, covering areas such as education, employment, political participation, and healthcare.
- **Sustainable Development Goals (SDGs, 2015):** A global agenda for sustainable development, with **Goal 5 (Gender Equality)** specifically focusing on eliminating discrimination, violence, and inequalities faced by women and girls worldwide.
- **National Constitutions and Gender Equality Laws:** Many countries have enacted legal provisions to uphold women's rights, including anti-discrimination laws, equal pay policies, and laws against gender-based violence. However, enforcement and implementation remain challenges in several regions, requiring stronger legal mechanisms and institutional support.

Measures to Promote Women's Rights:

Achieving gender equality requires a comprehensive and multi-dimensional approach that addresses legal, educational, economic, political, and societal barriers. Key measures to promote women's rights include:

- **Legislative Reforms:** Strengthening and effectively enforcing laws that protect women's rights, eliminate discriminatory practices, and ensure equal opportunities in all spheres of life. This includes policies addressing workplace equality, protection against gender-based violence, and access to justice.
- **Educational Initiatives:** Promoting equal access to education for girls and integrating gender-sensitive curricula to challenge stereotypes and biases. Education empowers women with the knowledge and skills needed for personal and professional growth.
- **Economic Empowerment:** Supporting women's participation in entrepreneurship, employment, and financial independence by providing equal pay, access to credit, and opportunities for skill development. Strengthening policies that promote workplace equality and maternity benefits is crucial.
- **Political Inclusion:** Encouraging women's active participation in leadership and governance by implementing policies that ensure equal representation in decision-making roles. This includes gender quotas, mentorship programs, and initiatives that promote women's leadership in politics and business.
- **Awareness Campaigns:** Promoting cultural shifts and advocating for gender-sensitive policies through media, education, and grassroots activism. Public awareness efforts help challenge societal norms, reduce discrimination, and create a more inclusive and equitable society.

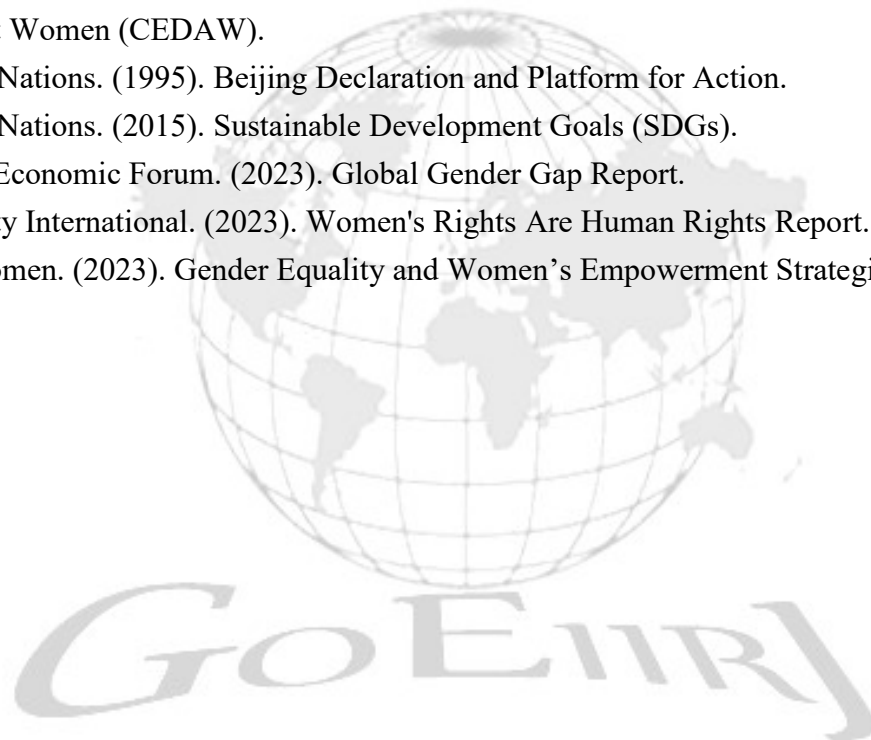
A holistic approach that combines legal, social, and economic strategies is essential to advancing women's rights and ensuring lasting gender equality.

Conclusion:

Women's rights are undeniably fundamental human rights. Although progress has been made in advancing gender equality, challenges persist. Upholding women's rights requires collective efforts from governments, organizations, and individuals to create a just and equitable society. By fostering awareness, strengthening legal protections, and promoting inclusivity, we can move toward a world where women enjoy equal opportunities, dignity, and respect in all spheres of life.

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WOMEN'S RIGHTS ARE HUMAN RIGHTS**Kasturi Kashinath Godambe***JSM College Of Education, Shivle*

ABSTRACT

India is a land of Goddess, worshipped but at the same time, one can witness harassment, sexual abuse and other atrocities and crimes against women. The government of India provides a set of rights for women which are crucial for every woman to get protected. Women's rights are human rights. Women are human beings, so they deserve the same basic rights, such as education, a life free of violence, and a fair wage.

“Women rights are human rights.” The women's human rights caucus at the 1993 World Conference on Human Rights in Vienna made it apparent to the world that much of what women encounter in their daily lives as abuse has remained concealed to a greater extent outside of the mainstream of international human rights. Despite general understanding that women are routinely exposed to torture, abuse, sexual harassment, humiliation, and exploitation and this continues to be the case and obviously in violation of internationally recognized human rights principles. This paper begins with a historical backdrop of women's human rights, then moves on to the conventions and conferences that promoted women's human rights, with a special emphasis on the 1979 Convention on the Elimination of All Forms of Discrimination Against Women. While there have been negative and positive impacts.

Keywords: human rights, basic rights, women's rights.

INTRODUCTION:

The 1948 Universal Declaration of Human Rights states that all humans are “born free and equal in dignity and rights”. All people are therefore entitled to liberty, dignity and equal rights, regardless of their gender. Yet every day and all around the world, women and girls still experience discrimination and severe violations of these human rights. More women are living in need and poverty than men, they often have less or no access to healthcare, and are ignored with regard to the ownership of property or land. medicamondiale raises awareness of human rights violations against women and is working actively to ensure that women and girls worldwide experience justice and can live in dignity.

PROTECTION OF THE HUMAN RIGHTS OF WOMEN UNDER INTERNATIONAL LAW:

International law protects the human rights of women through treaties like CEDAW, which requires states to respect, protect and fulfill women's rights, encompassing areas like freedom from discrimination, the right to education, and protection from violence.

PROTECTION OF THE HUMAN RIGHTS OF WOMEN UNDER NATIONAL LAW:

In India, the protection of women's human rights under national law is ensured through the Constitution, which guarantees equality and prohibits discrimination, and through various specific

laws addressing issues like domestic violence, sexual harassment, and dowry.

Rights of Women in India:

- * Right to maintenance
- * Right to equal pay
- * Right to dignity and decency
- * Right against domestic violence
- * Rights at workplace
- * Rights against dowry
- * Right to self-defence

KEY CONCEPTS:

The public-private divide of women's rights

The public/private divide, a concept rooted in the idea of distinct spheres of public (politics, work) and private (family, home), has been used to marginalize women's rights, with feminism challenging this dichotomy and advocating for the recognition of women's experiences and rights in both spheres.

Universality of human rights

The principle of universality of human rights is the cornerstone of international human rights law. This means that we are all equally entitled to our human rights. This principle, as first emphasized in the UDHR, is repeated in many international human rights conventions, declarations, and resolutions. quality and equity in “women's rights are human rights”

The phrase "women's rights are human rights" emphasizes that women, like all people, are entitled to the same fundamental rights and freedoms, and that gender equality is crucial for a just and equitable society. Equality means treating everyone the same, while equity focuses on fairness by addressing systemic disadvantages and ensuring equal opportunities.

In India, recognizing “women's rights are human rights” necessitates both equality (treating everyone the same) and equity (addressing systemic inequalities) to ensure women's full participation and well-being.

CONCLUSION:

Recognizing women's rights as fundamental human rights is crucial for just and equitable world, necessitating ongoing efforts to dismantle discrimination and promote equality, ensuring all individuals, including women can fully enjoy their rights and live free from violence and oppression.

Women can be powerful actors for peace, security and prosperity. When they participate in peace processes and other formal decision-making processes, they can play an important role in initiating and inspiring progress on human rights. Justice, national reconciliation and economic revitalization.

Investing in women's leadership is therefore smart security as well as smart development.

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WOMEN EMPOWERMENT IN ARTIFICIAL INTELLIGENCE**Dr. Rampravesh R. Yadav***Bhavna Trust Degree College Deonar,**Mumbai.***Ms. Roopa R. Kulkarni***Bhavna Trust Degree College Deonar,**Mumbai.*

Abstract

Women empowerment in artificial intelligence (AI) is an important step toward gender equality in technology and innovation. AI is influencing the future, and it is critical that women take an active role in its research and implementation. However, the field of artificial intelligence has historically been dominated by men, with women experiencing problems such as gender bias, underrepresentation, and limited access to senior positions. Globally, artificial intelligence (AI) is revolutionizing sectors, yet women are still underrepresented in this field. Enhancing women's involvement in AI research, development, leadership, and decision-making entails empowering them in this field. Numerous programs, including mentorship programs, scholarships, and legislative interventions, are assisting in closing the gender gap despite the obstacles of gender prejudice, underrepresentation, and social preconceptions. Encouraging women to work in AI may promote ethical improvements, diversity, and creativity in the industry. In order to ensure a more varied and responsible AI future, this paper examines the current state of women in AI, the obstacles they encounter, and tactics to advance gender equality.

Key Words: Women, Artificial Intelligence, Empowerment**Introduction**

Women empowerment, a critical component of sustainable development, is an urgent worldwide need. Despite progress in gender equality, women still confront several hurdles, including economic disparities, limited access to education and healthcare, and underrepresentation in decision-making positions. The convergence of AI and women empowerment offers a possible solution to overcome these difficulties and promote equitable development. AI technologies, such as machine learning, natural language processing, and robots, provide innovative ways to empower women in numerous fields. AI has the ability to positively impact women worldwide by improving access to education, healthcare, economic independence, and gender-inclusive policy.

1: Need and Importance of the Research**Impact of Women in AI**

Women in AI have not only advanced technical innovations but have also played a crucial role in making AI more ethical, inclusive, and socially responsible. Their contributions continue to shape AI research, policy, and industry applications worldwide.

Initiatives Promoting Female Participation in AI-Related Careers

Several global initiatives and organizations are working to empower women in Artificial

Intelligence (AI) and increase their participation in technology-driven careers. These initiatives focus on education, mentorship, networking, and advocacy to bridge the gender gap in AI.

1. Educational Programs & Scholarships

- **AI4ALL** – Provides mentorship and training for young women and underrepresented groups in AI.
- **Google’s Women Techmakers** – Offers scholarships, training, and community support for women in tech.
- **Girls Who Code** – Encourages young girls to learn coding and AI-related skills.
- **MIT Women in AI Initiative** – Supports female students in AI research and development.
- **Ada Lovelace Fellowship** – Provides funding for women pursuing AI and computer science degrees.

2. Mentorship & Leadership Programs

- **Women in AI (WAI)** – A global community that offers mentorship, leadership training, and career development.
- **Lean In Circles for Women in AI** – A program by Lean In that fosters mentorship and networking among women in AI.
- **Women in Data Science (WiDS) Initiative by Stanford University** – Promotes female leadership in AI and data science.
- **Women in Machine Learning (WiML)** – Supports women in AI research through mentorship and workshops.

3. Networking & Community Building

- **Women in AI & Robotics** – Connects women in AI with industry leaders and research opportunities.
- **Women Who Code – AI Track** – A global network that helps women build careers in AI and ML.
- **She Loves Data** – Provides training and networking events for women in data science and AI.
- **Black Women in AI** – Focuses on increasing representation of Black women in AI-related fields.

4. Industry & Corporate Initiatives

- **Microsoft Women in AI** – Supports women through AI education, scholarships, and leadership training.
- **IBM Women Leaders in AI** – Recognizes and supports women leading AI innovations.
- **Accenture’s AI for Equality Initiative** – Works towards reducing gender bias in AI and increasing female participation.
- **DeepMind’s Women in AI Fellowship** – Provides funding and research opportunities for female AI researchers.

5. Policy & Advocacy Programs

- **UNESCO’s Women in AI Strategy** – Works on policy recommendations for increasing
-

female participation in AI.

- **The AI Ethics Initiative by Partnership on AI** – Focuses on creating inclusive AI systems that promote gender equality.
- **European Commission’s Women in Digital Program** – Supports policies to increase women's participation in AI and tech.

2. **Title of the Research:**the title of the study is as follows -
Women Empowerment in Artificial Intelligence

3: **Objective of the Research** The primary objectives of this study are:

- To study the current status of women's empowerment in India.
- Exploring the Potential of Women in Enhancing Women's Socio-Economic Empowerment in AI.
- To examine the challenges and risks associated with advancing women's empowerment in AI.
- To provide suggestions and recommendations for leveraging AI effectively to empower women

4: **Hypothesis of the study:**

- **There is no relationship between woman empower and man empower**
- **Thers is no deffernce in the man ad woman coporation in Ai field**

5. **Scope and Limitations of the Research**

1. **Gender Bias in AI Models & Workplaces**

- AI systems often reflect **societal biases**, leading to gender discrimination in hiring and recommendations.
- Women face biases in AI research, funding, and leadership roles.

2. **Underrepresentation in STEM & AI Careers**

- Women make up a small percentage of AI professionals globally (less than 25%).
- Lack of female role models discourages young girls from pursuing AI careers.

3. **Limited Access to AI Education & Training**

- Fewer women enroll in AI-related courses due to societal norms and stereotypes.
- Financial constraints and lack of mentorship limit women’s career growth.

4. **Workplace Challenges**

- Gender pay gaps, discrimination, and fewer leadership opportunities hinder women’s progress.
- Work-life balance struggles, especially in tech-intensive jobs.

5. **Safety & Digital Inclusion Barriers**

- Online harassment and bias in digital platforms discourage women from engaging in AI forums and discussions.
- Limited access to digital resources in rural and underprivileged areas affects women’s participation in AI.

8) Conclusion:

Artificial Intelligence (AI) can be a powerful tool for women's empowerment if used effectively. By enhancing access to AI education, promoting diversity in AI development, and leveraging AI-driven solutions for social and economic growth, women can fully participate in and benefit from AI innovations. The following are key suggestions and recommendations to empower women in leveraging AI effectively.

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SOCIAL CONSTRUCTION OF GENDER IDENTITY

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Abstract :

Gender identity is not solely a biological or innate characteristic but is largely shaped by social, cultural, and historical factors. The concept of the social construction of gender identity suggests that societies create and reinforce expectations about what it means to be "male" or "female." These expectations influence individuals' self-perception, behavior, and interactions with others.

Key Words : Social Construction, Gender Identity

Introduction

Gender identity is not solely a biological characteristic but is largely shaped by societal, cultural, and historical influences. The **social construction of gender identity** refers to how societies create and maintain gender roles, norms, and expectations, influencing how individuals perceive themselves and interact with others. This perspective challenges the idea that gender is an innate or fixed trait and instead highlights the ways in which it is learned and reinforced through socialization.

The idea that gender is socially constructed has been explored by many scholars. Simone de Beauvoir (1949) famously stated, "*One is not born, but rather becomes, a woman,*" emphasizing that gender identity is shaped by societal experiences rather than biology. Judith Butler (1990) further developed this idea with her theory of **gender performativity**, arguing that gender is produced and reinforced through repeated behaviors and social interactions.

Additionally, sociologists Candace West and Don H. Zimmerman (1987) introduced the concept of "**doing gender**," explaining that gender is not something one has but something one performs in everyday life. Scholars such as Raewyn Connell (2002) and Judith Lorber (1994) have also explored how institutions like family, education, media, and the workplace contribute to the construction of gender identity.

This essay explores the various ways in which gender identity is socially constructed, drawing from key theoretical perspectives and research in gender studies. It examines the role of socialization, media, language, and cultural norms in shaping gender identity, while also addressing the challenges posed by non-binary and gender-fluid identities.

Social Construction

The concept of **social construction** refers to the process by which societies create and shape meanings, identities, and institutions through collective human interactions. Social constructionism challenges the idea that knowledge, identity, and social norms are purely natural or biologically

determined, arguing instead that they are developed and maintained through cultural and historical contexts.

One of the foundational works on social construction is *The Social Construction of Reality* by **Peter L. Berger and Thomas Luckmann (1966)**, which explains how reality is formed through social interactions and shared beliefs. According to this perspective, many aspects of life—such as gender, race, class, and even scientific knowledge—are **socially constructed**, meaning that they exist because people collectively agree upon their meanings and significance.

For example, **gender** is often viewed as a social construct because expectations of masculinity and femininity vary across cultures and time periods (Judith Butler, 1990). Similarly, **race** is not a fixed biological category but a socially created classification system influenced by historical and political contexts (Omi & Winant, 1994).

Social constructionism has significant implications in various fields, including sociology, psychology, education, and politics. It highlights how social norms and power structures influence our perceptions of reality and emphasizes that what is constructed can also be **deconstructed** or changed over time.

This essay will explore the concept of social construction, its key theorists, and its impact on different aspects of society, illustrating how human interaction shapes our understanding of the world.

Gender Identity

Gender identity refers to an individual's internal sense of their gender, which may or may not align with the sex assigned at birth. It is a deeply personal and psychological aspect of identity that influences how people perceive themselves and express their gender in society. Unlike biological sex, which is based on physical characteristics, gender identity is shaped by a combination of **biological, psychological, and social factors**.

Historically, gender was understood as a binary concept—male or female—based on biological differences. However, contemporary research and gender studies challenge this view, emphasizing that gender identity is **fluid, diverse, and socially constructed**. Scholars such as **Judith Butler (1990)** argue that gender is not an inherent trait but a performance shaped by societal expectations and repeated behaviors. Similarly, **Candace West and Don Zimmerman (1987)** describe gender as something that individuals "do" through interaction rather than something they "are."

Society plays a crucial role in shaping gender identity through **family, education, media, and cultural norms**. While some individuals identify with the gender assigned at birth (**cisgender**), others may experience a mismatch between their assigned sex and their gender identity (**transgender, non-binary, or gender-fluid**).

Understanding gender identity is essential for promoting **inclusivity, equality, and human rights**. As discussions around gender continue to evolve, many societies are recognizing the need for gender diversity, affirming policies, and greater acceptance of all gender identities.

This essay will explore the concept of gender identity, its social construction, and its impact on individuals and society.

1. Understanding Social Constructionism

Social constructionism is a theoretical approach that argues that many aspects of our reality, including gender, are created through social interactions, norms, and institutions rather than being purely natural or biological. Gender identity, therefore, is not simply an internal, fixed trait but is continuously shaped and reshaped by social influences.

2. Factors Influencing the Social Construction of Gender Identity

A. Family and Upbringing

- Parents and caregivers play a crucial role in shaping gender identity by reinforcing certain behaviors, clothing choices, and expectations.
- For example, boys may be encouraged to be strong and assertive, while girls may be taught to be nurturing and gentle.

B. Education and Schools

- Schools reinforce gender norms through curricula, teacher expectations, and peer interactions.
- Gendered division in subjects (e.g., boys in science, girls in arts) and school activities contribute to the construction of gender identity.

C. Media and Popular Culture

- Television, movies, advertisements, and social media depict traditional gender roles, influencing how individuals perceive themselves and others.
- The portrayal of masculinity as powerful and femininity as submissive reinforces social norms.

D. Language and Communication

- Language plays a significant role in shaping gender identity.
- Terms like “man up” or “like a girl” reinforce stereotypes about gendered behavior.

E. Religion and Tradition

- Many religious and cultural traditions dictate specific roles for men and women.
- Rituals, dress codes, and moral expectations based on gender contribute to the social construction of gender identity.

F. Workplace and Economy

- Gender identity is influenced by labor division, wage gaps, and professional expectations.
- Historically, men have been associated with leadership roles, while women have been linked to caregiving and domestic responsibilities.

3. Gender Identity as a Fluid Concept

- Social constructionism challenges the idea of a fixed binary (male/female) and recognizes gender as a **fluid** and evolving identity.

- Non-binary, transgender, and gender-fluid identities challenge traditional societal norms and emphasize that gender is a spectrum rather than a rigid category.
- 4. Impact of Gender Socialization**
- **Positive Effects:** Provides a sense of identity and belonging.
 - **Negative Effects:** Reinforces stereotypes, limits personal expression, and leads to discrimination and inequality.
- 5. Changing Perspectives and Movements**
- Feminist movements, LGBTQ+ activism, and gender equality campaigns work to challenge and redefine traditional gender norms.
 - Increasing awareness and policy changes (e.g., gender-neutral bathrooms, pronoun inclusivity) are shaping a more inclusive understanding of gender identity.

Conclusion

Gender identity is not merely a biological fact but is **socially constructed** through family, education, media, language, and cultural traditions. Recognizing this construction allows for a more inclusive and fluid understanding of gender, paving the way for greater gender equality and acceptance of diverse identities.

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GENDER AS A SOCIAL CONSTRUCT IN LITERATURE**Dr. Kirtikumar Ramesh Pimpliskar***Associate Professor,**Anjuman I Islam's**Akbar Peerbhoy College of Commerce and Economics,**M.S.Ali Road, Grant Road, Mumbai – 400 008.*

The concept that gender is socially constructed brings out the point that social, historical, and cultural forces shape gender and are not solely based on biological sex. Gender is a dynamic and changing social construction. The roles of gender tend to be ascribed by societal expectations, attitudes, and portrayals. They influence individual attitudes, occupational choice, and actions. Through time, the concept of gender has changed from its traditional perspective towards a more permeable role. It brings out how important it is to understand how societies construct and assign meaning to gender roles, expectations, and behaviors. Literary works present life as described in written form. Literature and life are closely related since the social purpose of literature entails the people. Since literature is culture and one component of culture is as a value, it helps one to change the attitude of a person or group of people. Consequently, in a literary work there will most certainly be valuable images. The current values are regarded as guidelines that are supposed to be true, thus literary works help to shape society's attitude. Literary works are human personal expressions in a form of experiences, ideas, thoughts, feelings, excitement, beliefs in a form of life description, which can be written about.

Empowerment, according to the writer, is someone's freedom to act and reach the intended objectives. This empowering structure emphasises the person. Other writers adopt a somewhat more limited approach, considering the institutional, social, or political structures guidelines and rules the actors follow and pursue. Many authors, including Margaret Atwood, Tony Morrison, Virginia Woolf, and many more, wrote on the empowerment and freedom of women's life; many of them supported this movement and recommended to society and tried to change their opinions regarding women. Many books, short stories, satires, and poems aimed at women's emancipation. All these writers show how they define empowerment as the interactions between structure and society.

Savitri Bai Phule dedicated her life to an effort of educating women and people of lower castes during the British rule in India. She put in tireless effort in a number of areas, notably caste and gender-based discrimination, liberation and literacy of females, and the elimination of untouchability. B.R. Ambedkar's lifelong campaigning and social reform efforts. [Ambedkar](#), who was seen as a savior for the oppressed, campaigned tirelessly to end caste inequality that was widespread in Indian societies. Ambedkar suffered caste intolerance, injustice, and racism as a child because he took birth in a socially underprivileged household. But in spite of everything, he persevered against all difficulties to complete his further education and then started advocating for

equal opportunity and social justice.

The major themes in Indian Writing in English are investigating the relationships between power and the systematic subjugation of women. Addressing the overlapping identities of gender, caste, religion, and sexual orientation is known as intersectionality and identity. Talking about women's sexual rights and body autonomy. Highlighting the value of group action and female support systems. Expressing women's experiences and challenging conventional narratives through language. Feminist reinterpretation of historical events to emphasize the contributions and roles of women. These themes reflect the diverse and complex nature of feminist literature, aiming to challenge societal norms and advocate for gender equality and social justice.

Virginia Woolf is taken into consideration because the feminist and modernist determine of 20th century literature. Her works contact on many critical factors of her time. Woolf's thoughts on gender equality has been expressed in her works. Her writing fashion and use of 'woman's language' gives a perception to the woman's lifestyles in her time. Her illustration of ladies is predicated closely on feminist perspectives, homosexuality and gender inequality. Nevertheless, a feminist critic of her works cannot be without problems done. *A room of One's Own* and *Three Guineas* are taken into consideration Virginia Woolf' maximum effective writings.

The insecurities of conventional masculinity and femininity are exposed by Margaret Atwood's examination of gender as a social construct in "*Oryx and Crake*." The story demonstrates how cultural and societal norms shape identities and obfuscate gender boundaries through characters like *Jimmy and Oryx*. By arguing that gender and sexuality are cultural constructs rather than innate characteristics, the text challenges essentialism.

Beloved, *Sula*, and *The Bluest Eyethrough* Toni Morrison reflects capabilities as transformative gear that critique present day social structures, particularly regarding racial and gender issues. Female's black traits are repressed each intra-communally and inter-communally. In the former, black lady characters are not 'fitted' to white femininity as they try for identification disaster even many of the blacks. In the latter, they may be whim of male dominance-concern of incest, rape and seduction. Though, girls are doubly repressed, it isn't the racial discrimination that threatens and jeopardizes black girls identification as a substitute a sheer domination of patriarchal energy from inside and without exaggerating debasing girlsexistence many of the whites.

Thus we can conclude that Women writers have made invaluable contributions to English literature and society. Through their writings, they have challenged the prevailing norms, advocated for gender equality, and empowered women to assert their rights and agency.

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HISTORY AND CULTURE OF THE WOMEN EMPOWER IN BANJARA COMMUNITY

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Abstract :

The Indus river civilization was the world's oldest one and many nomadic tribes have once lived here. The Banjara tribe comes under the family of Indo-Aryan race speaking a language similar to that of Sanskrit and Hindi. The origin and background of Banjara was not well known not preserved due to their nomadic nature and illiteracy. There are differences of opinions among the historians of their original birth place, their settlements within and outside India. Syed SirajUlHasan gives the account of the origin of Banjara.

Keywords: Banjara, Indo-Aryan, tribe, ethnographic, civilization.

Introduction:

In the first chapter the researcher has brought out the general-local geographical, social, cultural, and socio-economic background of Bagepalli Taluk and how Banjara people were placed in this area. This chapter has focused on the descriptive history of Banjara, their culture, religious practices, social-cultural and political Thanda governance, their geographical spread and . Banjara history which traces back to ancient times to preIndus river civilization was buried and not known to the world as no written documents written. Their history was unearthed by using fables and fictions, stories, songs, memories, census reports, and ethnographic writings, travelogues, interviews, questionnaire and other local sources are used to construct their history. Therefore in this chapter by using various available accounts the researcher has dealt with the historicity of Banjara and thereby providing a way to the future investigation.

Background of the study:

The Banjara claim to be descended from Mota and Mola, the two brothers who tended Sri Krishna's cows. From Mota sprang the ancestors of the modern Marwaris, Mathura Banjaras and Labhanas. Mola having no issue, once visited a prince's court with his wife Radha, and there exhibited gymnastic feats, in which he was an adept. The Prince was so pleased with Mola's skill and so charmed with Radha's beauty and grace, that he gave them, as reward, three infant boys of

In the modern times a few Banjaras in Andhra Pradesh, Karnataka, and Maharashtra have become well educated and working as teachers, doctors, Police, administrators, MLAs, CMs and other services both in government and private sectors. Prithviraj Chuhan, CM of Maharashtra, B.T. Lalitha Naik poet from Karnataka, Balaram Naik MLA in Andhra Pradesh, Tanaji Rathod, Managing Director, and Karnataka are few to name. Mothiraj Rathod, an authority on Banjara history, Professor Gaurishankar who has done an extensive study on Banjara people has presented Banjara as tribal.

The Banjara tribe was divided into five clans viz., 1) Mathura, (2) Labhani, (3) Charan, (4) Dhadia; a fifth class Dhalias or Banjari Mongs were added to each clan as musicians, although their touch was considered as impure by other clans.³ Cumberlege points out that the Matura Banjara, who trace to Mathura in upper India are called Hindustani Brahmans who wore sacred thread and do not eat meat but learn Vedas like any other upper caste.

Among all others clans, the Charan Banjara formed a majority in south (Nizam territory and Bombay provinces) and they were divided into five exogamous clans - (1) Rathod, (2) Panwar, (3) Chavan, (4) Vaditya, and (5) Tori.⁵ From head of the each clan the lineage flows down. Rathod had seven sons, 6 Panwar had twelve sons,⁷ Chauvan had six sons,⁸ Vaditya had thirteen sons,⁹ and Tori (Tamburis) had six sons.¹⁰ The Charans and their descendents were most notorious for highway robbery and dacoiti and also had involved in agriculture and cattle breeding. The Banjara who were uprooted from their trade by British government were forced to such crimes which invited the wrath of British. Tanaji Rathod mentions that “to curb the criminal activities, the Criminal Tribes Act of 1871 was promulgated under which Banjara community was notified as criminal tribes under the act.”

Etymology of the Word Banjara

Syed Siraj mentioned that the name “Banjara” is derived from the Persian word “Berinji Arind” meaning ‘dealer in rice’; and also the Sanskrit words “Banij,” “Baniya” and “Banajiga” all referred to ‘a merchant’; they are also called by other names, such as “Lamani” which means in Sanskrit Lavana-salt; Labhans are the salt carriers, hence they were known as Lambada, Lambadi, Lambani or Banjara. K.S. Singh mentioned that ‘the Lambadis are also called Banjara, Brinjari or Banjari, Boipari, Sugali’ and they are well known tribe of carriers of salt and food grains on the packed bullock caravans.

The Banjara men and women are addressed as GhorMati and GhorDasi respectively, and they address to non-Banjara as KhorMati. The names ‘Go-r’ was given for they were tending and rearing oxen/cows and were known as “GorBanjara.” In Karnataka Banjara are well known as Lambani/Lambadi.

They are also known as ‘Gypsy’ for these migrants came from the East, may be from Turkey, Nubia or Egypt or any other eastern places, hence were called “Egyptians” or “Gyptians” from this came the name “Gypsy.” There was yet another etymology originated in Persia that when the locals asked the migrants from where they have come from? They replied “Punjab-say -- from Punjab, later heard as Jab say, Gypsy. The locals took Gypsy to mean from Egypt, a known country to them. All analysis by historians, anthropologists and social scientist link the Roma Gypsies with Indian origin.

Historical Development

Motiraj Rathod in his book “Ancient History of GorBanjara” writes that Gor (Banjara) were one of the ancient community, dating back to 5-6 thousand years BCE and there are references about Banjara in Greek Civilization leading up to Harappa and Mahenjodaro civilization and it is probable that Gor must have been the possible originators of Indus valley civilization to which

documents are available. Tanaji G. Rathod opines that Banjara had engaged in trade since the pre-Indus times, but by the invasion of new races such as the Aryans, the Persians, the Kushans and the Huns, their history might have been buried during Indus valley period and there are numerous references and proofs found in Vedic period about Banjara settlements in and around Indus Valley. According to Sir H. Elliot, the original Banjara is said to have its origin in the sub-mountain tract from Ghorakpur to Haridwar, the North West provinces that use to come annually to the Eastern states with letters to buy grains for sale. He further asserts that in Dasakumaracharita there is a mention about Banjara but this view was dismissed by Conwell saying that the name did not occur in the original text of Dasacharita. Iyer mentioned that the majority scholars agree to assign the origin of Banjara to North India, probably Marwar as their original home and they claim to be Kshatriyas and to be descended from Rajput ancestors. Abbe Dubois says that Lambadis (Banjara) have more similarity with Maharattas than any other nation and from this these might have descended.

Geographical Spread of Banjara

The North India or the Indus valley experienced a sequel of invasions by the various rulers. The Aryans, priestly groups regarded the Aryan life more precious than non-Aryan lives. So they did not engage in battle against the enemies, instead troops were assembled from non-Aryans and made the honorary members of Kshatriyas, a warrior caste. From among non-Aryans some were Lohars and Gujjars, some were Thandas (Banjara), some Rajput and some Sidhis (Sindhis/Sinti). This composite army took along the Banjaras to fight, provide food and some as captives. Subsequent invasions and captivities by the invasions the Banjara have scattered around the world. Having their origin in Rajputana in Northwest or North India, in due course of time have migrated to Middle East, North Africa, Europe, Russia, and Spain and other parts of the world. After the process of colonization and end of wars Banjara forgot their home in North India and settled down where ever they went The early history and the spread of Banjara to various countries remained a speculative. It was believed that they left their home land, the northern India, beginning as early as in the 5th century AD. However the most migrations began in the 11th century during the Mughal invasions on North India or North West India. They were taken as captives, musicians, horse breeders, labor force and food suppliers. They crossed across Iran into Asia Minor and into Byzantine Europe in the 14th century through the Greece. After a halt of about 100 years in Greece in the early 16th century they had reached Russia, Scandinavia, the British Isles and Spain. Through Balkans the Banjara entered into Europe, mainly concentrated in Romania and Hungary.

Social Life of Banjara Community

The unique community life, language, religious customs, festivals, and ceremonies marked the socio-cultural life of Banjaras. Predominantly Banjara maintained a unique and separate tribal identity. They claimed to have descended from Rajput ancestry from Rajasthan region. Though they have all tribal characteristics after classification of these DNTs they were included under various caste categories and in Karnataka they came under SC category. This uprooted their tribal

identity and displaced them from their forest rights.

Banjaras, unlike any other people have a unique tradition of socio-cultural life, Thanda settlement, dress, language, festivals, gods, customs and manners as independent of public life. Dubois rightly pointed out that, “The Lambadis form a caste entirely distinct from the rest of Hindus being wholly different from them in religion, language, manners, and customs.” Mothiraj writes that Gorvamshiya(Banjara) had a unique culture, independent public life, unique tradition of livelihood, and much evident in their lifestyle, food habits, festivals, rituals, worship, likes and dislikes, dances, songs, languages, clothing and Thanda life.³⁵ NagarjunaSagar in Nalgonda district of Andhra Pradesh is said to be the origin of Banjara dance and other cultural practices.

The East Asian Consultation held in Philippines, defined a tribal community as forming a “group of people generally constituting a homogeneous unit, speaking a common language, claiming a common ancestry, living in a particular geographical area, generally lacking in scientific knowledge and modern technology and living a social structure based on kinship.” They also maintain a tradition and inter-functional community. Tribals want to be self-sufficient in their cultural life and stay outside the main stream national life. See, Stephen Fuchs, The Aboriginal Tribes of India.

Banjara Settlement/Thanda

The settlement of Banjara in camps outside the non-Banjara habitations was called Thanda/encampment. It was their exclusive characteristic to live in “Thanda” which they acquired from the days of their nomadic life. In the modern times though have settled still continued to live in Thandas. The traditional house of Banjara looked very different from other non-Banjara house which is naturally built and easily dissolvable. As they have been assimilated into the main stream society government is providing permanent houses. The social life settings of Banjara was still experienced and visible in present day. Some peculiarities of Banjara settlements are given here.

Community Life

Banjara people live in “Thanda” keeping a distance from non-Banjara people. The community was held above the individual interests and “Naik”(head of the community) led the community both in matters of socio-political and religious life. The kinship and clan or sub-clan relationship enhanced the strong sense of communitarian life.

Banjara and Non-Banjara

The Banjara settlement was a sign that they did not mixed with others. Banjara lived outside the villages in camps keeping the distance from other non-Banjara people. This helped them to preserve their unique socio-cultural life, language, dress, the songs and religious life. However the introduction of modernism and rise of poverty among Banjaras forced them to mingle with others.

Thanda Jury Board-Nasab

The political organization of Banjara tribe was headed by the Naik/chief for the disciplinary and juridical matters of the community. Naik is the head of the both spiritual and secular matters of the Thanda and governs his people standing in front. Each Nangar or Thanda

was under a headman or Naik and this post could be mostly hereditary but sometimes people chose able person. The Thanda council is called Nasab or Thanda judiciary, dealt with matters related to adultery, rape, elopement, and family settlement. It also has got the power to impose fine and punishment to the offenders.

The house was built in a round shape with a tiny single entrance made with bamboos, without windows, made up of mud walls and thatched roof. This is also called Jhumpada. Some houses are in square shape, with single entrance and a small ventilator, build with mud and stone walls and thatched roof. It is used for cooking, sleeping and to accommodate guests, and store house, keeping household things. Hygiene is rarely given notice as their cattle also share the sleeping passage in the house.

Social Practices and Marriage

Banjara tribe was divided into four clans, namely, Rathod, Pamhar, Chauhan and Vadiya with a number of sub-clans within them. Each of this clan was exogamous and cannot marry within the same sub clan as they are considered as brother and sister. A man can marry his sister's daughter, mother's brother daughter. Banjara man cannot marry maternal uncle's or anti's daughter, such is considered as incest. In Banjara tribe usually as soon as the girl reaches puberty she was given in marriage. For girls the age will be 14-16 years and for boys the marriage age was 17-20 years. A non-Banjara girl will be taken in marriage but a Banjara girl will not be given to a non-Banjara boy. Normally the marriage continued for three to seven days, but due to increasing expenses it was reduced to three days. Apart from marriages held with general consensus other types of marriages were also present.

Marriage by Service

If the girl's father did not had a male heir or son being incapable of managing the family the betrothed groom would go to father-in law house and serve. In return the boy will be given the girl in marriage and a portion of the property from the father in-law. Thereafter the boy no longer attached himself to his father's house or property.

Marriage by Exchange

In this marriage both the parties will give and take the bride. In this type of marriage normally dowry is not given, rather brides are exchanged. This is a good practice since it reduces the burden of dowry and over expenditure in marriage.

Marriage by Elopement

The boy and girl who fell in love and whose parents could not agree in marriage usually eloped. After certain period is lapsed they will be brought before the Nasab and Dand (fine) is paid to the girl's father. They will be allowed to live as husband-wife in the Thanda

Widow Remarriage

In Banjara society a widow is allowed to marry either the younger brother of the deceased or any suitable person in the same clan. If no suitable person is available she can marry from other clan, but within the Banjara community. But this kind of marriage is done in a temple

Marriage Symbols

The Banjara marriage was performed by the community priest or the Naik. However due to the influence of Hinduism the Hindu Brahman priest performed the marriage in front of the bride's house. The marriage symbols are upper arm rings (ChuderBaliya), Pendants (Ghogri), and Thali.

Polygamy

Polygamy was allowed but monogamy is a norm but on certain grounds such as childlessness, sick wife, only girl children were born, and any widow of a near relative left without care, then the man was allowed to marry for the second or third time keeping all wives with him. In the recent times this system has diminished among Banjara due to nonavailability of women and also risen awareness on health problems.⁴² In recent times the awareness on social and health problem, and decline in girl child ratio has caused decline in its practice.

Use of Intoxicants among the community

Liquor, Bhang, hookah, beedi, tobacco, and chewing beetle nut/leaf, have been part and parcel of Banjara life. Without liquor no Banjara programs were held. ⁴⁴ Banjara women and men brewed the alcohol at their homes and in nearby hills. Because of the use of intoxicants poverty, debts, health problems, bonded labor and illiteracy prevailed among them.⁴⁵

Sorcery, Magic/Charms

Before venturing into any works Banjara people invoked their ancestors for fruitful result in their journey, robbery, work or family and for fortune. They had also used magic, charms, and sorcery for both good and bad purposes. Especially for healing the Banjara witch doctor was highly consulted.⁴⁶

Place of Women

Banjara women were not strictly subordinated to men and at the same time not fully free. Women were allowed to divorce, remarry, and also if unjustly deserted she will be given half the portion of husbands property. Women also involved in agriculture, animal husbandry, collection of firewood, cattle breeding, and they contribute to the income of the family by making liquor. The women can participate in social, religious and political activities but only men have the voice and perform the ritual ceremonies.

Due to the influence of modernism and frequent interaction with non-Banjara there are changes in Banjara marriage. In many places most of the traditional dress, traditional ornaments, Banjara drum, musical instruments, procession on bullock or horse, time and span of marriage have disappeared.

Today many Banjara men and women have educated children and they know about the HIV/AIDS which transmits through sex with multiple men/women. Urban migration, self-help groups, some government schemes all have contributed in discouraging polygamy. Churches also discourage polygamy in the church.

Banjara Cultural life and Practices

Banjara people have a unique cultural life and practices that differentiate them from others. The language, food, dress and ornaments, art and dance, body tattooing and ceremonies formed the

cultural world of Banjara people. The influx of modern life style and growing contact with non-Banjara world had affected the Banjara cultural life.⁴⁸

Language

The language of Banjara is known as “Gorboli” “GormatiBoli or “Brinjari,” an independent dialect. The dialect spoken by Banjara/Roma Gypsy falls in the category of Indo-Aryan language. Robert Caldwell writes that “the Lambadis, the gypsies of peninsula, speak a dialect of Hindustani.”⁴⁹ The dialect was spoken since the pre-Indus period in Gor provinces of Afghanistan, Baluchistan, Sindh, Punjab, Gujarat, Kethewada, Harappa and Mahenjodaro.⁵⁰ Banjaras can easily understand the Hindi and Sanskrit language as about 90% words resembled with ‘Gor boli’.⁵¹ GorBoli was spoken within the family and kin groups, and the regional/local languages were used to communicate with others.

Food

The traditional food of Banjara people were Daliya (mixed cereal), Bati (roti), Saloi (made from goat or sheep or pork blood and intestines), and Ghuggari (boiled cowpea, red gram, land gram etc.) and occasionally rice is used. ‘Patalibaati’ was made from quality wheat or bazra or ragi and eat with chicken curry or boiled green leaves. They were found of non-vegetarian food except beef.⁵²The Banjara dogs were famous for hunting the wild animals.

Dress

The Banjara women wore a colorful dress with rich embroidery, jewellery and mirror patch works. Their dress include Phetiya (the skirt), kanchali (blouse), Kurta (the top), Chantiya (the veil). The ornaments used were: Baliya(bangles), Kasautiya(armlet), sadak(skirts decorated with draw string), Gagri/topli(clips worn by married women), PawlarHaar/Haasli(the necklace made of coins), Bhuriya (nose ring), finger rings, Ghoogri-Chotla(metal flowers and balls suspended from the hair), kolda(leg ankle rings), which were different from others. Banjara men wear Dhoti, Kurtha or long shirt and pagadi (turban) with multiple rounds. However, due to the influence of modern developments there is a gradual change taking place in their dress and ornaments of Banjara women.

Education Among Banjara

The Banjaras were predominantly non-literate as they lived a nomadic life which did not give them the opportunity to learn. Colonel Mackenzie says that “A Banjara who can read and write is unknown. But their memoires, from cultivation, are marvelous and very retentive.”⁵⁸ But due to modern education impact there are changes and K. S. Singh points out that “They favor education for boys but are not favorably disposed towards girl’s education. Their children drop out from educational institutions owing to poverty, disinterest and/or other social reasons.”

According to 1981 census Banjara literacy rate in Karnataka was 13.54 of which rate of male literacy 21.54 and 5.02 of female literacy.⁶⁰ But in 2001 there is a slight change in its literacy progress in Karnataka standing at 43.0 percent, still lower than any other SC communities.

There were reasons why Banjara did not get education. First, they were nomads, often were on move from place to place. Second, whole family was involved in trade, cattle breeding, and

some were in dacoiti. Third, education was only given to a section of people in society, whereas Banjara keep secluded. Fourth, people disliked them and so Banjara people could not mix with other people. And finally, they were not aware of the value of education nor any body bothered about them.

Banjara Literature

Traditionally, Banjaras never kept any written records nor sustained an oral history due to their frequent travels. Banjara dialect does not have script hence the history and tradition of Banjaras are reflected in the form of songs, ritual songs, folklores, stories, myths, proverbs and phrases. Hiralal says that their history and songs were learnt by heart and transmitted orally from generation to generation.

The whole dress of Banjara women consists of Kurtha- top, Phetiya-skirt, Kanchali-blouse, Chantiya-veil, Baliya and bangadi-bangles, kasautiya-armlet, sadak-skirt's decorated draw string, topli-clips worn only by married women, paawlarhaar/haasli-necklace made of coins, kolda-anklets, Bhuriya-nose ring etc.

Belief of Sin and Salvation

Banjara exactly do not believe in Sin and Salvation but believed that a person's future is based on his/her works. According to Banjara for an unjust cause if any person does wrong or commits crime is a sin and will go to hell. For a just cause or without knowing if any wrong is done it is pardonable. The unjustly sinned person will be thrown into the "angaarerKhuvema" (well of fire) and is tormented forever.

Banjara believe in life after death or in salvation of the soul. The righteous person will go to Hariyali Bag." The soul will rest in a place where happiness exists and there is no thirst or hunger, the person will live in eternity. Therefore, they never harm the Mother Nature and before venturing into any works they asked forgiveness for any untoward works done.

Conclusion

Banjara were one of the ancient nomadic tribes of India which possessed a peculiar habitation, history, culture, religious and social practices, festivals, language, folk lore, dress, governing system, understanding of death, sin and salvation. The Thanda living helped Banjara people to preserve their traditional and cultural practices undefiled from outsiders. At various point of times and due to various reasons Banjaras had migrated to Europe through Asia Minor and Greece. The British colonialism had uprooted them from their nomadic trade, culture and social life by branding them as criminals. Many tribal characteristics, cultural and social practices have under gone tremendous change. Severe poverty among Banjara had forced them to migrate to the cities where they came in contact with modern culture, language, lifestyle, and living system which impacted on their tribal life. At this juncture of transition in early 1970s Christianity entered the Banjara community in Bagepalli. The next chapter has exclusively dealt with the advent of Christianity and its influences among the Banjara people.

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महिला सक्षमीकरण आणि राष्ट्रीय शैक्षणिक धोरण २०२०

श्रीमती. स्मिता नंदकिशोर शिपूरकर

सहाय्यक प्राध्यापिका

रिसर्च स्कॉलर

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सारांश :-

महिला सक्षमीकरण म्हणजे महिलांना स्वतःच्या जीवनावर अधिक शक्ती व नियंत्रण मिळविणे. राष्ट्राच्या विकासासाठी, लोकशाही खऱ्या अर्थाने स्थापित होण्यासाठी आणि अर्थव्यवस्थेच्या विकासात लोकसंख्येचा व्यापक सहभागहोण्यासाठी, महिलांचे सक्षमीकरण आणि त्यांच्या राजकीय, सामाजिक, आर्थिक व आरोग्य स्थितीत हे अत्यंत महत्वाचे आहे. राष्ट्रीय शिक्षण धोरण २०२० महिला शिक्षणावर अधिक भर देण्यात आलेला आहे. महिला शिक्षण अधिक प्रगतशील करण्यासाठी अनेक पावले उचलण्यात आली आहेत. त्यापैकी अनौपचारिक शिक्षण कार्यक्रम सुरुकरणे. ज्यामुळे शाळाबाह्य मुलींना शिक्षणाच्या मुख्य प्रवाहात प्रवेश मिळतो. आणि दुर्गम ग्रामीण महिलांना खुल्या शाळा किंवा दुरुस्थ शिक्षण प्रणालीद्वारे शिक्षण प्रदान करणे हे आहे. महिला शिक्षणाचा विस्तार करण्याच्या या मार्गाना फलदायी ठरविण्यासाठी अधिक महिला शिक्षकांची नियुक्ती करणे देखील NEP २०२० मध्ये सूचित केले आहे.

मुख्य संज्ञा- महिलांचे सक्षमीकरण, राष्ट्रीय शिक्षण धोरण २०२०, शिक्षण

प्रस्तावना :-

शिक्षण, त्याला विद्या म्हणा, अनुभूती म्हणा, किंवा विज्ञान हे राष्ट्र आणि समाजाच्या विकासाचा मुख्य आधार आहे. स्त्रियांना जागरूक करणे आणि समान हक्काच्या बाजूने त्यांची दृष्टी अधिक धारदार करणे हे स्त्री शिक्षणाचे मुख्य उद्दिष्ट आहे. सर्व स्तरांवर देश चालवतानामहिलांचा सहभाग सक्षम करणे, सामाजिक आर्थिक विकास आणि दारिद्र्य निर्मूलनात महिलांचा सहभाग सुनिश्चित करणे, महिलांमध्ये वृत्ती आणि आत्मविश्वास निर्माण करण्यासाठी स्वयंरोजगाद्वारे आर्थिक प्रगती साधण्यास मदत करणे जेणेकरून ते हुंडा प्रतिबंधक प्रक्रियेत सक्रिय पावले उचलू शकतील व महिलांवरील हिंसाचारालाही प्रोत्साहन देऊ शकतील.

सशक्तीकरण हा पुरुष आणि स्त्रिया दोघांच्याही जीवनाचा दर्जा पूर्ण करायचा मार्ग आहे. सशक्तीकरण एखाद्याच्या जीवनावर नियंत्रण ठेवण्यास मदत करते या व्यतिरिक्त ते व्यक्तिमध्ये आत्मविश्वास निर्माण करण्यास मदत करते त्याद्वारे तो समस्या सोडवण्यास शिकतो आणि व्यवसायिकपणे पुढे जाण्यासाठी आवश्यक कौशल्ये आत्मसात करतो.

महिला सक्षमीकरणाचे प्रकार:-

महिला सक्षमीकरणाचा अर्थ म्हणजे महिलांना त्यांच्या स्वतःच्या जीवनावर अधिक शक्ती आणि नियंत्रण मिळणे. राष्ट्राचा विकास होण्यासाठी लोकशाही खऱ्या अर्थाने प्रस्थापित होण्यासाठी आणि अर्थव्यवस्थेच्या वाढीसाठी आणि विकासामध्ये लोकसंख्येचा व्यापक सहभाग घेण्यासाठी महिलांचे सक्षमीकरण आणि त्यांची सामाजिक, आर्थिक, राजकीय व आरोग्य स्थिती सुधारणे अत्यंत महत्वाचे आहे.

“संधी वंचित महिलांना कोणत्याही भेदभावाशिवाय प्रगती करण्याची संधी देणे म्हणजे महिला सक्षमीकरण होय”.

“महिला सक्षमीकरण म्हणजे दुर्बलता नष्ट करणारी, स्त्रीच्या शरीर मानव बुद्धिमध्ये स्वत्वाची जाणीव व स्वतः बदल जागरूकता निर्माण करणारी व त्यादृष्टीने स्वयंविकासासाठी प्रवृत्त करणारी एक संकल्पना होय”.

"महिला सक्षमीकरण म्हणजे स्त्रीचे व्यक्तिमत्व एक माणूस म्हणून व्यक्ती म्हणून विकसित करणे आणि त्यांना समान संधी देणे होय."

स्त्रियांचे राजनैतिक, सामाजिक, आर्थिक सामर्थ्य वाढविणे, स्वतःच्या क्षमतांचा विकास करणे, आत्मविश्वास निर्णयक्षमता दृढ निश्चय करण्याची योग्यता निर्माण करणे म्हणजेच महिला सक्षमीकरण होय. स्त्री पुरुष विषमतेमुळे स्त्रियांवर झालेल्या अन्यायाचे परिमार्जन करणे. त्यांनासमाज जीवनाच्या सर्व क्षेत्रात पुरुषांच्या बरोबरीने स्थान देणे; त्यांना आर्थिकदृष्ट्या स्वावलंबी बनवणे, त्यांना सन्मानाने आणि प्रतिष्ठेने जीवन जगता येईल अशी व्यवस्था निर्माण करणे म्हणजेच महिला सक्षमीकरण होय.

महिला सक्षमीकरणाच्या प्रकाराची येथे चर्चा केली आहे.

शैक्षणिक सक्षमीकरण:-

महिलांना विकास प्रक्रियेत पूर्णतः सहभागी होण्यासाठी आवश्यक ज्ञान कौशल्ये आणि आत्मविश्वासाने सक्षम करण्यासाठी शिक्षण हे सर्वात महत्वाचे माध्यम मानले जाते. शिक्षण हे महिलांच्या समृद्धी विकास आणि कल्याण तसेच देशाच्या सर्वांगीण विकासाची गुरुकिल्ली आहे.

शैक्षणिक सक्षमीकरण:-

शिक्षण हे सूक्ष्मीकरणाचे सर्वात महत्वाचे माध्यम मानले जाते. विकास प्रक्रियेत पूर्णपणे सहभागी होण्यासाठी आवश्यक ज्ञान, कौशल्ये आणि आत्मविश्वास असलेल्या महिला शिक्षण क्षेत्रात मोलाचे स्थान प्रस्थापित करतात. शिक्षण हे महिलांच्या समृद्धी, विकास आणि कल्याण, तसेच देशाच्या सर्वांगीण विकासाची गुरुकिल्ली आहे

आर्थिक सक्षमीकरण:-

आर्थिक सक्षमीकरणामुळे महिलांची आर्थिक संसाधने आणि नोकऱ्या वित्तीय सेवा मालमत्ता व इतर उत्पादक मालमत्तेसह, आर्थिक व्यवहारातील संधीमध्ये प्रवेश वाढतो.

सामाजिक सक्षमीकरण:-

सामाजिक सक्षमीकरण हे आर्थिक सक्षमीकरणांसह येते. कारण नंतर चे सामाजिक स्थान सौदेबाजी, व आदर मिळविण्यासाठी महत्त्व प्राप्त करून देते. म्हणजेच विविध व्यक्ती आणि समाजाच्या क्रियाकलापांमधील परस्पर संबंधामधील शक्तिच्या वितरणावर परिणाम करणारी प्रक्रिया होय. सामाजिक सक्षमीकरण म्हणजे महिलांचे सामाजिक संबंध आणि सामाजिक संरचनेत त्याचे स्थान मजबूत करणारी सक्षम शक्ती होय.

राजकीय सक्षमीकरण:-

राजकीय सक्षमीकरण म्हणजे प्रत्येक समुदाय आणि समाजातील राजकीय प्रक्रियेच्या आणि सार्वजनिक जीवनाच्या सर्व स्तरांवर महिलांचा समान सहभाग आणि समान प्रतिनिधित्व, हे महिलांना त्यांचा चिंता व गरजा व्यक्त करण्यास सक्षम करते त्यामुळे जीवनाच्या सर्व क्षेत्रात निर्णय प्रक्रियेत महिलांचा समान सहभाव होतो.

आरोग्य सक्षमीकरण:-

महिलांचे आरोग्य व महिलांची सुरक्षा हे महत्वाचे क्षेत्र आहे महिलांच्या सक्षमीकरणाची सुरुवात त्यांच्या आरोग्याच्या सुरक्षिततेच्या हमीपासून होते.

स्वातंत्र्यपूर्व काळातील स्त्री शिक्षण:-

राष्ट्रीय चळवळीच्या परिणामी देशातील महिलांचे अभूतपूर्व प्रबोधन सामाजिक जडणघडणीच्या सर्व पैलूमध्ये देशाची प्रगती, तसेच राजा राम मोहन रॉय यांनी व इतरांनी स्त्रियांना प्रचलीत शिक्षण पद्धतीत आणण्यासाठी जोरदार चळवळी उभ्या केल्या. शिक्षणाच्या प्रसारात भगिनी निवेदिता यांनी महत्त्वाची भूमिका बजावली. कठोर परिश्रमामुळे भारतीय समाजातील महिलांना शिक्षणाची गरज जागरूकता निर्माण केली.

भारतातील महिलांना औपचारिक, शैक्षणिक, व्यवस्थेच्या छत्राखाली आणण्याच्या दिशेने ठोस पाऊलापैकी पहिले पाऊल म्हणजे जॉन इलिपट ट्रिंकवाटर बेथून यांच्या प्रयत्नातून १८४९ मध्ये बंगालमध्ये कलकत्ता फिमेल स्कूलची स्थापना झाली ईश्वरचंद्र विद्यासागर हे या शाळेचे पहिले सचिव होते. पुढे या शाळेला बेथून महिना शाळा असे संबोधण्यात आले. 1887 मध्ये शाळेचे रूपांतर बेथून कॉलेजमध्ये झाले ते आशियातील पहिले महिला महाविद्यालय होते.

इतर संस्था म्हणजे श्रीमती अनी बेसेंट यांनी स्थापन केलेले. बनारस सेंट्रल हिन्दू गर्ल्स कॉलेज, लेडी हर्लिंगेन यांनी 1916 मध्ये महिलांना वैद्यक शिकवण्यासाठी स्थापन केलेले लेडी हार्डिंग मेडिकल कॉलेज दिल्ली येथे सुरु केले. तसेच प्रोफेसर डी. के. कर्वेयांचे भारतीय महिला विद्यापीठ ज्यामध्ये महिलांसाठी डिझाईन केलेले अभ्यासक्रम होते, नंतर महिलांसाठी अनेक शाळा आणि महाविद्यालये देशभरात सुरु झाली. गरीब महिलांच्या शिक्षणासाठी शिष्यवृत्तीही सुरु करण्यात आली. भारतातील विविध शैक्षणिक संस्थांमध्ये महिला शिक्षण घेत असल्याचे दिसून आले.

स्वातंत्र्यानंतरची शिक्षणाची प्रगती:-

स्वातंत्र्य आणि स्वतंत्र्य भारताच्या राज्यघटनेने स्त्री शिक्षणाला विशेष महत्व दिले. या काळातील मुख्य मुद्दा म्हणजे महिलांच्या सामाजिक स्थितीतील बदल, भारतीय राज्यघटनेत मध्ये 14 वर्षांपर्यंत सर्व मुलांचे लिंग विचारात न होता त्यांना शिक्षणाची गरज विचारात घेतली, तर भारतातील सर्व नागरीकांना समान हक्क आहे असे सांगते. धर्म, जात, लिंग यांचा विचार न करता प्रत्येकाचा शिक्षणाचा हक्क मान्य करण्यात आला आहे. तसेच राज्य कोणत्याही नागरीकांशी धर्म, जात, लिंगे या आधारावर भेदभाव करणार नाही तसेच भारतातील प्रत्येक नागरीकाला समान हक्क मिळाला पाहिजे. प्रत्येकाना शिक्षणाचा समान हक्क त्याची धर्म, जात लिंगानुसार ओळखता आला पहिले कोणत्याही राज्यामध्ये शिक्षणाच्या बाबतील धर्म, जात, लिंग, व जन्माचे ठिकाण याबाबतील कोणत्याही प्रकारचा भेदभाव न करणे योग्य आहे.

विविध समित्या, शिक्षण आयोग, पंचवार्षिक योजना राबवत असलेले उपक्रम घटनात्मक निर्देशांवर आधारित असतात. स्वातंत्र्याच्या सुरुवातीच्या वर्षापासून अशा अनेक आयोगांनी आणि धोरणांनी राष्ट्राच्या सर्वांगीण विकासाबरोबरच महिला शिक्षणावर भर दिला आहे. युनिव्हर्सिटी एज्युकेशन कमिशन (१९४८-४९) मुदलियार कमिशन (१९५२-५१), कोठारी कमिशन (१९६४-६६), राष्ट्रीय शिक्षण धोरण (१९८६) या सर्वांनी महिला शिक्षणाला सामाजिक परिवर्तनासाठी शिफारस केली आहे.

राष्ट्रीय शिक्षण धोरण –1986:-

1986 च्या राष्ट्रीय शैक्षणिक धोरणाचा मुख्य उद्देश असमानता दूर "करणे हा होता, जेणेकरून या धोरणात संधीच्या पुनर्वितरणावर भर देण्यात आला होता. इतके दिवस वंचित राहिलेल्यांना वाढत्या समान संधीसह या थकबाकीवर मात करता येईल. शिक्षण हे महिलांना समाजात विशेष स्थान देणारे आहे. 1986 च्या NEP मध्ये महिलांच्या विकासासाठी विविध कार्यक्रमांना प्रोत्साहन देण्यासाठी नवीन अभ्यासक्रम, पाठ्यपुस्तक, शिक्षक, शिक्षण आणि शाळांच्या प्रशासकीय दृष्टिकोनात बदल, या गोष्टीला प्राधान्य देण्यात आले. केवळ सामाजिक न्यायाच्या आधारावरच नव्हे तर सामाजिक परिवर्तनाला गती देण्यासाठी मुलींच्या शिक्षणावर भर देण्यात आला या NEP 1986 मध्ये व्यवसायिक, तांत्रिक, आणि व्यवसायिक शिक्षणात महिलांचा सहभाग वाढवण्याचा प्रयत्नही करण्यात आला 1986 च्या शैक्षणिक धोरणात महिलांच्या साक्षरतेचे प्रमाण वाढवणे आणि त्यातील अडथळे दूर करणे याला विशेष महत्व देण्यात आले होते.

राष्ट्रीय शैक्षणिक धोरण २०२०:-

राष्ट्रीय शैक्षणिक धोरण २०२० मध्ये महिला शिक्षणावर अधिक भर देण्यात आला आहे. महिला शिक्षण अधिक प्रगतीशील होण्यासाठी अनेक पावले आखण्यात आली आहेत. त्यासाठी शालाबाह्य मुलींना शिक्षणाच्या मुख्य प्रवाहात येण्यास सक्षम करणारे अनौपचारिक शिक्षण कार्यक्रम सुरु करणे. आणि दुर्गम ग्रामीण महिलांनी भुक्त शाळा किंवा दूरशिक्षण प्रणालीद्वारे शिक्षण देणे. महिला शिक्षणाचा विस्तार करण्याच्या या माध्यमांचा फलित करण्यासाठी अधिक महिला शिक्षकांची नियुक्ती देखील, NEP 2020 मध्ये सुचवण्यात आली आहे.

NEP2020 मध्ये व्यावसायिक शिक्षणाची व्याप्ती वाढवण्याची शिफारस देखील केली आहे. ज्यामुळे महिलांना रोजगार मिळू शकेल. व त्यामुळे त्यांना आर्थिक स्वातंत्र्य मिळेल 'आर्थिक सक्षमीकरण झाल्यावरच महिलाखऱ्या अर्थाने सक्षम होतील;कारण प्रामुख्याने आर्थिक अवलंबित्वामुळे महिलांना समाजात दुय्यम स्थान देण्यात आले.यामुळे अजूनही आपल्या समाजात हुंड्याची मागणी, मृत्यू, कौटुंबिक हिंसाचार, स्त्रीयांचे कुपोषण,स्त्री-भूणहत्या इ. अजूनही काही ठिकाणीदिसत आहेत. NEP 2020 मध्ये शिक्षणाच्या प्रत्येक स्तरावर महिलांचा सहभाग मोठ्या संख्येने होऊन नविन जबाबदारीची भावना निर्माण करण्याची शक्यता आहे. त्यामुळे प्रत्येक स्त्रीला दर्जेदार शिक्षण मिळून समाजासाठी स्वतःचे कार्य क्षेत्र विस्तृत करून त्यात सामर्थ्य टिकवून ठेवून तिला यश मिळवू शकेल.

महिला सक्षमीकरणास स्वयंसेवी संस्थांची भूमिका:-

महिला सक्षमीकरणात स्वयंसेवी संस्था यांचा खूप महत्वाचा वाटा आहे. अनेक संस्था गरिबी दूर करण्यासाठी काम करतात. तर काही संस्था महिलांचे जीवनमान सुधारण्यासाठी काम करतात. त्यामुळे त्यांच्या विविध भूमिका फार महत्वाच्या आहेत.

- 1) दुर्गम भागातील महिलांना शिक्षित करणे.
- 2) शहरी आणि ग्रामीण भागात महिलांमध्ये तंत्रज्ञानाचा प्रचार करणे.
- 3) बचत गटाद्वारे कामाची व्यवस्था करणे.
- 4) महिला गटांना हमीदार म्हणून उभे राहून कर्ज सुरक्षित करण्यास मदतकरणे
- 5) महिलांना प्रशिक्षण देणे जेणेकरून ते आर्थिकदृष्ट्या स्वातंत्र्य होऊ शकतील.
- 6) महिलांना प्रजनन, मासिक पाळी आणि सामान्य आरोग्य 'स्वच्छतेबाबत शिक्षित करणे
- 7) संकटात सापडलेल्या, वैवाहिक कलह किंवा घरगुती हिंसाचाराने पिडित महिलांना कायदेशीर मदत करणे.

महिला सक्षमीकरणासाठी सरकारी योजना आणि कार्यक्रम:-

महिला आणि बाल विकास मंत्रालय (MICD) आणि केंद्रीय सामाजिक कल्याण मंडळ (CSWB) भारतीय महिलांसाठी विविध कल्याणकारी योजना आणि कार्यक्रम राबवत आहेत. या योजना व कार्यक्रम खाली नमूद केले आहेत.

- 1) किशोरवयीन मुलींच्या सक्षमीकरणासाठी राजीव गांधी योजना (RGSEAG)
- 2) इंदिरा गांधी मातृत्व सहयोग योजना (IGMSY)
- 3) महिलांसाठी प्रशिक्षणआणि रोजगार कार्यक्रमास समर्थन (STEP)
- 4) कार्यरत महिला वसतिगृह (WWH)
- 5) कठीण परिस्थितीत महिलांसाठी स्वाधार योजना (SSWDC)
- 6) कौटुंबिक समुपदेशन केंद्रे (FCC)
- 7) शॉर्ट स्टे होम प्रोग्राम (SSHP)
- 8) जागृकता निर्माण कार्यक्रम (AGP)
- 9) प्रौढ महिलांसाठी शिक्षणाचे संक्षिप्त अभ्यासक्रम
- 10) महिला सक्षमीकरणासाठी एकात्मिक योजना (ISHE)
- 11) जेंडर बजेटिंग योजना (GBS)
- 12) बेटीबचाओ बेटी पढाओ योजना (BBBPS)

शिक्षणाने महिला सक्षमीकरणाला कशी मदत केली आहे.

महिलांची स्थिती सुधारण्यासाठी शिक्षण हे सर्वात महत्वाचे माध्यम आहे. शिक्षणाच्या माध्यमातून समाजातील महिलांचे सक्षमीकरण करणे शक्य आहे. हे केवळ व्यक्तीच्या व्यक्तिमत्वाचा विकास करण्यापुरते मर्यादीत नाही तर आर्थिक

सामाजिक आणि सांस्कृतिक विकासातही महत्वाची भूमिका बजावते. शिक्षणामुळे महिलांमध्ये जागरूकता निर्माण होते. वाढती जागरूकता आणि शिक्षणामुळे महिलांना घरी न राहता बाहेर पडण्याची प्रेरणा मिळाली आहे. औद्योगिक आणि तांत्रिक बदलामुळे अर्थ व्यवस्थेच्या विविध क्षेत्रात महिलांसाठी रोजगाराच्या विविध संधी उपलब्ध झाल्या आहेत. तरी अशा बदलांना वेग आणि दिशा या दोन्ही बाबतीत गती मिळो आवश्यक आहे तरी असे बदल स्त्रियांच्या जीवनात बदल घडवून आणतील व त्यांना त्यांचे स्वतःचे ध्येय उंचावण्यास व ते पूर्णत्वास नेण्यात मदत होईल.

शैक्षणिक प्रबोधन सक्षमीकरणाच्या मार्गातील अडथळे :-

स्वातंत्र्यानंतर स्त्री शिक्षणाची आवड ही अनेक पटीने वाढली आहे. तरीही अनेक क्षेत्रामध्ये महिला अजूनही शिक्षण व सक्षमीकरणात पुरुषांपेक्षा मागे आहेत. यातील प्रमुख अडथळे काय आहेत ते पाहू.

दारिद्र्य आणि अविकसित परिस्थिती :-

ग्रामीण व शहरी विभागातील स्त्रियांमध्ये गरिबी व दयनीय जीवन परिस्थिती अजूनही पाहायला मिळते. त्यामुळे ही महिलांच्या प्रगतीतील "मोठा अडथळा आहे अनेक कुटूंब मुख्य गरजा अन्न, वस्त्र, निवाराहयाही पूर्ण करू शकत नाहीत. अशा परिस्थितीत ते. मुलांना शाळेत पाठवण्यास नाखूश असतात.

पालकांचा दृष्टीकोन:-

पालकांचा नकारात्मक दृष्टीकोन अनेकदा महिलांच्या सक्षमीकरणात मोठा अडथळा ठरतो : दुर्गम भागातील, ग्रामीण भागातील पालक अजूनही आपल्या मुलींना शाळेत पाठवणे व त्यांना शिक्षण देणे ही त्यांना न परवडणारी गोष्ट आहे. समाजामध्ये अजूनही एक मोठा पालकवर्ग आहे की जो सामाजिक व सांस्कृतिक महत्त्व समजून घेण्यास असमर्थ आहे.

मुलींची शाळा आणि महिला शिक्षकांची कमतरता:-

ग्रामीण भागात मुलींची पटसंख्या कमी असल्यामुळे मुलींच्या शाळेची कमतरता आहे. अनेक गावांमध्ये मुलींसाठी 'प्राथमिक शाळा नाहीत माध्यमिक शिक्षण व्यवस्था अपुरी आहे आणि पुरेशा महिला शिक्षकांचा अभाव मुलींच्या शिक्षणाला परावृत्त करणारा अडथळा आहे.

पितृसत्ताक समाज:-

भारतीय समाज आजही मूलतः पितृसत्ताक राहिला आहे. मुले व मुली यामध्ये काही ठिकाणी अजूनही भेदभाव होताना दिसतो. म्हणजे कुटुंबामध्ये मुलींमध्ये प्रतिभा असूनही मुलांनाच योग्य तो मान दिला जातो.

सामाजिक दुष्कृत्ये आणि कालबाह्य परंपरा-

प्राचीन रुढी आणि परंपरा देशात मोठ्या प्रमाणात महिला शिक्षणाच्या मार्गात अडथळे निर्माण करतात शिकून काय करायच शेवटी लग्नच करायच आहे .अशी परंपरा आहे असे विचार त्यांच्या मनात येतात.

योग्य नियोजनांचा अभाव:-

अनेक प्रकारांमध्ये महिलांच्या शिक्षणाला व सक्षमीकरणाला योग्य नियोजनांचा अभाव कुठेतरी बाधा निर्माण करितआहे. दुर्गम ग्रामीण भागात अजूनही स्त्री शिक्षणासाठी योग्य योजनांचे नियोजन राबविले जात नसल्याचे दिसून येते.

पुढे जाण्याचा मार्ग :-

सर्व स्तरावरील महिलांच्या पूर्ण सक्षमीकरणाच्या मार्गातील अडथळे 'दूर करण्यासाठी पुढील जाण्याचा मार्ग मोकळा करणे आवश्यक आहे.

- 1) सर्व महिलावर्गाला मग ते ग्रामीण असो वा शहरी असो, तांत्रिक, व्यवसायिक व उच्च तांत्रिक शिक्षण तसेच व्यवसायिक प्रशिक्षण देणे महत्वाचे आहे त्यासाठी ते उपलब्ध करून द्यावे.
- 2) दर्जेदार अभ्यासक्रम सादर करा, पात्र शिक्षकांची नियुक्ती करा आणि संस्थात्मक पायाभूत सुविधांमध्ये सुधारणा करा जेणेकरून महिलांना अनुकूल बनता येईल.

- 3) महिलांना उच्च शिक्षणासाठी शिष्यवृत्ती / स्टायपेंड प्रदान करणे.
- 4) दुर्गम ग्रामीण भागामध्ये जेथे मुलींना शिक्षणाची सोय नाही तेथे महिलांसाठी अधिक शाळा व ट्रेनिंग सेंटर उभारणे महत्वाचे आहे.
- 5) सुरक्षित आणि परवडणारी वसतिगृह सुविधा विकसित करणे आवश्यक आहे जेणेकरून मुली आणि महिलांना अभ्यासासाठी आणि घरापासून दूर काम करण्यास प्रोत्साहित केले जाईल
- 6) क्रिडा व शारिरिक शिक्षणात सक्रीय सहभागासाठी संधी उपलब्धकरून द्याव्यात.
- 7) मुलींच्या गळतीची कारणे शोधा, शाळा सोडणाऱ्या मुली आणि महिलांसाठी विविध उपक्रम हाती घ्या .
- 8) महिलांच्या सक्षमीकरणाची पातळी वाढवण्यासाठी सरकारने स्त्री शिक्षणाला अधिक भर द्यावा.

निष्कर्ष :-

नवजीवनाचा निर्माता म्हणून महिलांना सक्षम केले पाहिजे. महिला सक्षमीकरण पहिली पायरी म्हणजे शिक्षण, NEP 2020 मध्ये व्यवसायिक शिक्षणावर भर दिला आहे. मुली व महिलांना शिक्षित करणे हे विकसित राष्ट्र निर्माण करण्यासाठी सर्वात प्रभावी गुंतवणूक आहे. महिलांनी अनेक अडथळ्यांवर मात करून अनेक क्षेत्रात उदा. व्यवस्थापन, तंत्रज्ञान, संशोधन, वैज्ञानिक प्रगती, अंतराळ संशोधन, व सशस्त्र दलात सामिल होणे महिलांनी आपल्या नावाचा ठसा उमटवला आहे. जर आपल्या समाजाने महिला सक्षमीकरणासाठी तरतूद केली आणि आवश्यक ती पावले उचलली तर सर्व भारतीयांच्या जीवनात एक नविन पर्व सुरु होईल. महिला सक्षमीकरणाने देशाचा सामाजिक, राजकीय, आणि आर्थिक विकास आपोआप होईल.

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महिला सक्षमीकरण आणि नेतृत्व

डॉ. संजय एम. मराठे

प्राचार्य

डब्ल्यु के. बी सेवा मंडल

शिक्षणशास्त्र महिला महाविद्यालय, नंदुरबार

सारांश –

महिला सक्षमीकरण हे समाजाच्या प्रगतीसाठी आणि समतोल विकासासाठी अत्यंत महत्त्वाचे आहे. महिलांना शिक्षण, आर्थिक संधी, सामाजिक सुरक्षितता आणि राजकीय सहभाग मिळाल्यास त्यांचा विकास होतो आणि ते समाजाच्या सर्व क्षेत्रांत प्रभावी भूमिका बजावू शकतात. आजच्या युगात महिलांनी उद्योग, शिक्षण, विज्ञान, राजकारण आणि समाजसेवा यांसारख्या क्षेत्रांत आपली योग्यता सिद्ध केली आहे. महिला नेतृत्व हे केवळ त्यांच्या व्यक्तिगत उन्नतीपुरते मर्यादित नसून संपूर्ण समाजाच्या विकासाला गती देणारे आहे. महिलांना सक्षम बनवण्यासाठी शिक्षण, स्वावलंबन, समान संधी आणि सुरक्षिततेवर भर द्यावा लागेल. समाजाने महिलांच्या नेतृत्वाला प्रोत्साहन दिल्यास आणि त्यांना आवश्यक आधार दिल्यास, त्या केवळ कुटुंब आणि समाजालाच नव्हे, तर संपूर्ण राष्ट्राला पुढे नेण्यास मदत करू शकतात. त्यामुळे, महिलांचे सक्षमीकरण आणि नेतृत्व हा केवळ त्यांच्या विकासाचा मुद्दा नसून, संपूर्ण समाजाच्या उज्ज्वल भविष्यासाठी एक महत्त्वाचा टप्पा आहे.

पारिभाषिक संज्ञा : महिला सक्षमीकरण आणि नेतृत्व

प्रस्तावना –

महिला सक्षमीकरण म्हणजे महिलांना त्यांच्या हक्कांची जाणीव करून देणे, त्यांना स्वतंत्र निर्णय घेण्यास सक्षम करणे आणि जीवनाच्या सर्व क्षेत्रांत त्यांचा सशक्त सहभाग सुनिश्चित करणे. कोणताही समाज प्रगत आणि समृद्ध होण्यासाठी त्यातील महिलांचे सक्षमीकरण अत्यंत आवश्यक आहे. प्राचीन काळापासून महिलांनी विविध क्षेत्रांत योगदान दिले आहे, मात्र समाजातील अनेक रूढी, परंपरा आणि अन्यायकारी प्रथांमुळे त्यांना समान संधी मिळू शकलेल्या नाहीत.

आजच्या आधुनिक युगात महिलांना शिक्षण, आर्थिक स्वावलंबन, आरोग्य, राजकीय सहभाग आणि सामाजिक सुरक्षा मिळवून देण्यासाठी विविध प्रयत्न केले जात आहेत. महिलांना सक्षम बनविल्यास त्यांचा केवळ कुटुंबावरच नव्हे तर संपूर्ण समाजावर सकारात्मक प्रभाव पडतो. महिला सक्षमीकरणासाठी शिक्षण, आर्थिक स्वातंत्र्य, न्यायिक संरक्षण आणि नेतृत्वक्षमतेचा विकास अत्यंत महत्त्वाचा आहे. जेव्हा महिला सक्षम होतात, तेव्हा ते आपल्या निर्णयक्षमतेने कुटुंब, समाज आणि राष्ट्राच्या प्रगतीला हातभार लावतात. म्हणूनच, महिला सक्षमीकरण हे केवळ स्त्रियांसाठी नव्हे, तर संपूर्ण मानवजातीच्या उज्ज्वल भविष्यासाठी गरजेचे आहे.

महिला सक्षमीकरण म्हणजे महिलांना सामाजिक, आर्थिक, शैक्षणिक आणि राजकीयदृष्ट्या सक्षम बनविण्याची प्रक्रिया. महिलांना स्वातंत्र्य, आत्मनिर्णय आणि संधी उपलब्ध करून दिल्यास त्यांचे व्यक्तिमत्त्व विकसित होते आणि ते समाजाच्या सर्व क्षेत्रांत महत्त्वपूर्ण योगदान देऊ शकतात.

महिला सक्षमीकरणाचे घटक

1. **शैक्षणिक सक्षमीकरण** – शिक्षण हे महिलांसाठी सर्वात महत्त्वाचे साधन आहे. शिक्षणामुळे महिलांना आत्मनिर्भरता आणि आर्थिक स्थैर्य मिळते.
2. **आर्थिक सक्षमीकरण** – महिलांना रोजगार, व्यवसाय आणि उद्योजकतेच्या संधी उपलब्ध करून दिल्यास त्यांचा आर्थिक सहभाग वाढतो.
3. **सामाजिक सक्षमीकरण** – महिलांना समान हक्क आणि सुरक्षितता मिळाली पाहिजे. त्यासाठी लैंगिक समानता, बालविवाह प्रतिबंध, महिलांच्या आरोग्यासाठी विशेष योजना आवश्यक आहेत.
4. **राजकीय सक्षमीकरण** – महिलांनी राजकारणात सक्रीय सहभाग घेतल्यास धोरणनिर्मितीमध्ये त्यांचे मत प्रभावीपणे मांडले जाऊ शकते.

महिला नेतृत्वाचा प्रभाव

1. **राजकीय नेतृत्व** – इंदिरा गांधी, प्रमिला जयपाल, कमला हॅरिस यांसारख्या महिलांनी राजकारणात ठसा उमटवला आहे.
2. **उद्योग आणि उद्योजकता** – किरण मजुमदार शॉ, फाल्गुनी नायर यांसारख्या महिलांनी उद्योग क्षेत्रात मोठे यश मिळवले आहे.
3. **सामाजिक नेतृत्व** – मलाला युसुफझाई, मेधा पाटकर यांसारख्या सामाजिक कार्यकर्त्यांनी महिलांच्या हक्कांसाठी लढा दिला आहे.

महिला सक्षमीकरणासाठी समाजाची भूमिका

महिला सक्षमीकरण हा केवळ सरकार किंवा काही संघटनांचा विषय नसून संपूर्ण समाजाची जबाबदारी आहे. महिलांना आत्मनिर्भर, सुरक्षित आणि सक्षम बनवण्यासाठी समाजाने सकारात्मक दृष्टिकोन ठेवला पाहिजे. महिलांच्या प्रगतीशिवाय संपूर्ण समाजाची प्रगती होऊ शकत नाही. त्यामुळे समाजाने खालील प्रकारे योगदान द्यावे:

१. शिक्षण आणि जनजागृती

- महिलांचे शिक्षण ही समाजाची प्राथमिक जबाबदारी आहे.
- पालकांनी मुलींना उच्च शिक्षण मिळवण्यासाठी प्रोत्साहन द्यावे.
- समाजात महिलांसाठी विशेष शिक्षण योजना आणि प्रशिक्षण कार्यशाळांचे आयोजन करावे.

२. समान संधी आणि हक्क

- स्त्रियांना पुरुषांप्रमाणेच समान संधी मिळाल्यात यासाठी प्रयत्न करणे.
- महिलांना कौटुंबिक, सामाजिक आणि आर्थिक निर्णयांमध्ये सहभागी करून घेणे.
- महिलांना त्यांच्या हक्कांची जाणीव करून देण्यासाठी समाजाने पुढाकार घ्यावा.

३. महिलांच्या सुरक्षेसाठी प्रयत्न

- महिलांविरोधातील हिंसाचार थांबवण्यासाठी कठोर कायदे लागू करणे आणि त्यांची अंमलबजावणी सुनिश्चित करणे.
- मुलींना आणि महिलांना आत्मसंरक्षणाचे प्रशिक्षण देणे.
- सार्वजनिक ठिकाणी महिलांसाठी सुरक्षित आणि अनुकूल वातावरण निर्माण करणे.

४. मानसिकतेत बदल घडवणे

- लैंगिक भेदभाव दूर करण्यासाठी समाजाने स्त्री-पुरुष समानतेचा स्वीकार करावा.
- महिलांना केवळ घरातील जबाबदारीसाठी मर्यादित ठेवण्याची मानसिकता बदलणे.
- स्त्रीशक्तीला आदर आणि प्रोत्साहन देणारी संस्कृती निर्माण करणे.

५. आर्थिक सक्षमीकरणासाठी मदत

- महिलांना उद्योजकतेसाठी मदत करणे आणि त्यांना भांडवल, कर्ज व प्रशिक्षण उपलब्ध करून देणे.
- कामाच्या ठिकाणी महिलांना समान वेतन आणि सन्मान मिळावा यासाठी समाजाने जागरूक राहणे.
- घरगुती व्यवसाय, स्वयंरोजगार आणि बचतगट यांना पाठिंबा देणे.

महिला सक्षमीकरणासाठी उपाय

- शिक्षण व प्रशिक्षण कार्यक्रमांचा विस्तार
- महिलांसाठी अर्थसहाय्य योजना
- सामाजिक मानसिकतेत बदल
- महिलांसाठी स्वतंत्र धोरणे आणि कायदे

निष्कर्ष

महिला सक्षमीकरण आणि नेतृत्व हे केवळ महिला नव्हे तर संपूर्ण समाजाच्या विकासासाठी आवश्यक आहे. महिलांना योग्य संधी आणि संसाधने मिळाल्यास ते केवळ कुटुंबाचीच नव्हे तर संपूर्ण देशाची प्रगती करू शकतात.

"एक शिक्षित स्त्री संपूर्ण कुटुंब आणि समाजाला शिक्षित करते!"

संदर्भ पुस्तके:

1. "Half the Sky: Turning Oppression into Opportunity for Women Worldwide" – Nicholas D. Kristof आणि Sheryl WuDunn
2. "Lean In: Women, Work, and the Will to Lead" – Sheryl Sandberg
3. "The Moment of Lift: How Empowering Women Changes the World" – Melinda Gates
4. "Women and Leadership: Real Lives, Real Lessons" – Julia Gillard आणि Ngozi Okonjo-Iweala
5. "Feminism and Empowerment: A Critical Reading" – Carolyn M. Elliott

GENDER EQUALITY IN TO BANJARA PEOPLE AND THEIR IDENTITY: A CASE STUDY IN THE STATES OF INDIA

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Abstract:

This research paper discusses the language spoken by lambada tribe people and their ethnicity. Sugali or Banjara are other names for the tribe and its people. The tribe's sizable population is dispersed over the states of Odisha, Telangana, and Andhra Pradesh. The states of Rajasthan, Gujarat, Madhya Pradesh, Haryana, Chhattisgarh, Punjab, Delhi, and Karnataka also have smaller Lambada populations. Telangana is home to at least 22 lakhs (22,00,000) Lambadas, according to the 2011 Census. According to the census, there are 48,57,819 Lambadas living throughout the nation.

Other names for the Lambadi language are Lambani, Lamani, Sugali, and Banjari. The thesis will continuously refer to the language as Lambadi and the population as Lambada, respectively, for the sole sake of clarity. As of yet, the Lambadi language lacks a written script. This implies that a locally accessible script is used to write down Lambadi on the few occasions when it is actually done. This typically refers to the Devnagari script or the script of other languages, such Marathi, Telugu, or Kannada.

Key words: script, Lambadi, Devnagari, Sugali, tribe.

Introduction:

According to the UNESCO ATLAS of the World's Languages in Danger, Lambadi is categorised as "Vulnerable" (VU). According on the degree of endangerment experienced by each language, this atlas divides the world's languages into six categories: Extinct (EX), Critically Endangered (CR), Severely Endangered (SE), Definitely Endangered (DE), Vulnerable (VU), and Safe / Not Endangered. Although it is limited to specific areas like the home, the VU classification is given to languages where speakers and the majority of the speaking population's children speak the language.

Lambadi is classified as a Rajasthani language that is a member of the Indo-European Language Family's Indo-Aryan Branch.

History of Lambadas in Telangana

In order to trace the sociocultural history of the Lambadas in Telangana and comprehend the impact of colonialism and modernity on the Lambada community, we begin the literature study by examining Dr. BhangyaBhukya's Subjugated Nomads: Lambadas Under the Rule of Nizams (2010).

Lambadas are descended from a group of pre-modern nomadic caravan traders and merchants. Before the advent of contemporary modes of transportation, these tribes traded essential goods like grains, lentils, and salt throughout the Indian subcontinent. Trade and

commerce of this kind flourished throughout the height of the Mughal era. The distribution of food grains from locations with abundance to others experiencing deficit made possible by this network of caravan traders was crucial, particularly during famine. Several pastoral and nomadic communities were included in this network, including the Lambadas.

Over the years, militaries have commissioned them to transport food, grain, and luggage during times of war. They worked as independent transporters for the Delhi Sultanate, the Mughals, the French, the British East India Company, and the Nizam army, according to numerous mediaeval archives. To their advantage, the first Nizam of Hyderabad even issued a specific order.

Language Varieties of Lambada

To learn more about the various elements influencing the various linguistic differences within Lambadi, we then examine a sociolinguistics study by Padya and Bhukya (2016). This study explores the linguistic diversity among Lambadi speakers in Telangana from various social and geographic backgrounds. Interviews with Lambadi speakers from several Telanganathandas (from the districts of Warangal and Nalgonda) of varying ages are used in the study.

The study found that Lambadi has a sentence structure similar to the SOV, in which the subject comes first, followed by the object, and finally the verb. This is consistent with other Indo-Aryan languages' typology.

According to the study, the dialects of Lambadi used in Telangana's Warangal and Nalgonda districts differ. Additionally, it emphasises how speakers' speech patterns, vocabulary, pronunciation, and grammar are influenced by a variety of social circumstances, including their age and educational attainment. Additionally, it lists and distinguishes the several sets of Telugu, Hindi, and English loan terms in Lambadi.

we look at Padya and Bhukya (2016), which is a sociolinguistics study, to better understand the different factors that affect the different language variations within Lambadi. This study investigates language varieties which exist among Lambadi speakers of different social and geographic cross-sections within Telangana. The study uses interviews of Lambadi speakers of different ages from different *thandas* in Telangana (from Warangal and Nalgonda districts).

According to the study, Lambadi has a SOV-type sentence structure, where the Subject is followed by the Object, and then by the Verb. This follows the typology of other Indo-Aryan languages.

The study also notes that the language has gender-markers - [ro] and - [ri] that are suffixed to the verb and to distinguish between masculine and feminine respectively.

For example,

a. 'The dog is barking'

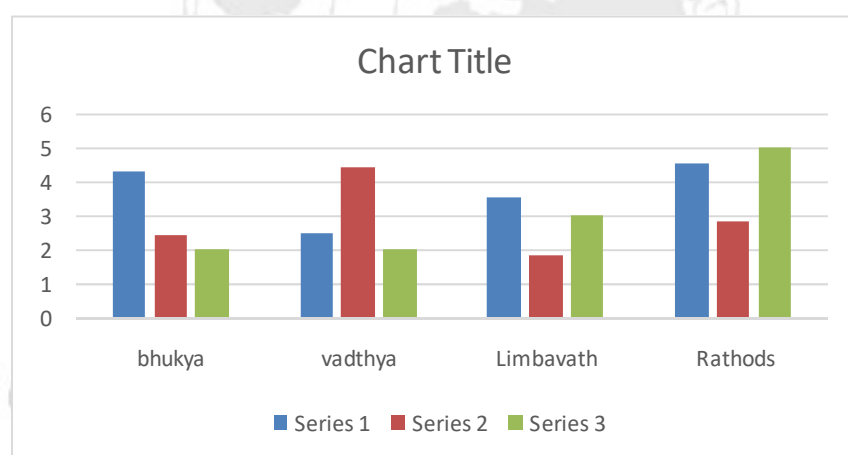
Masculine:	<i>kothra</i>	<i>bas-ro</i>	<i>cha</i>
	Dog(m)	(V)+masc	v+ing
Feminine:	<i>kothri</i>	<i>bas-ri</i>	<i>cha</i>
	Dog (f)	(V)+fem	v+ing

Nouns are marked for gender with the suffix - [a] marking masculine and - [i] marking feminine. The pronoun - [vu], however, is not marked for gender.

The study reveals that the variations of Lambadi spoken in Warangal and Nalgonda districts of Telangana are different. It also points out that various social factors such as age, educational levels of the speakers have an effect on the speech pattern, vocabulary, pronunciation, and grammar of speakers. It also identifies and reports the various sets of loan words in Lambadi from Telugu, Hindi, and English.

Categories among community in the form of Chart:

Ethnicity	Series 1	Series 2	Series 3
bhukya	4.3	2.4	2
vadhya	2.5	4.4	2
Limbavath	3.5	1.8	3
Rathods	4.5	2.8	5



Language Attitudes

We examine Vadthya (2018) in this section of the literature review. To find out how young Lambadi speakers feel about linguistic contact between Telugu and Lambadi, the study uses qualitative approaches. It also examines the several causes that can be behind these sentiments. For Lambadas I Telangana, Telugu is the most common second language. According to the study, adopting a positive outlook on a dominant second language aids Lambadi speakers in overcoming social pressure and finding a comfortable balance between the two cultural contexts. As a result, young speakers of a vulnerable language like Lambadi may stop speaking it. These young speakers adjust to adopt dominant second languages, such as Telugu in this case, and adopt native-speaker mannerisms.

The linguistic attitudes of young Lambada speakers from Nalgonda District are examined in this quantitative study. These speakers have moved to Hyderabad, which is an urban area. These respondents are between the ages of 25 and 30, and an analysis was conducted on the responses of

50 respondents, 25 of whom were male and 25 of whom were female.

According to the study, only 80% of the male respondents were fluent in Lambadi, compared to 90% of the female respondents. Just 60% of the female respondents could speak Telugu fluently, compared to 80% of the male respondents. Improved economic prospects and social acceptance were the two social aspects that all respondents cited as the main motivations for learning Telugu. Learning Telugu enhanced their ability to communicate with bosses and coworkers in the job and helped them build trusting relationships.

50 respondents, a resounding 43 said that using Lambadi was stigmatized at their places of employment or study. Though the practical use of Lambadi is purposefully limited to their homes and communities, there is a sense of brotherhood and solidarity among the speakers. Every responder agreed that Lambadi is in a precarious position because not much is being done to protect the language and culture, particularly in the absence of a standard written script.

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WOMEN EMPOWERMENT AND HEALTH AWARENESS – STUDY

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Abstract

Women's health is a crucial topic that needs to be addressed with care and attention. From puberty to menopause, women undergo several biological and physiological changes that make them susceptible to various health issues. This article will cover some of the most common health issues women face and ways to overcome them. Empowering women is an essential step towards creating a just and equitable society. One of the most significant factors that hinder women's progress is the presence of common health issues that disproportionately affect them. These issues not only impact their physical health but also restrict their social, economic, and political opportunities. Understanding these health issues and finding ways to overcome them is crucial to ensure that women can lead healthy, productive lives and reach their full potential. In this topic, we will delve into the common health issues that affect women, including reproductive health, mental health, and chronic diseases, and explore strategies to overcome them. We will also discuss the role of healthcare providers, policymakers, and communities in empowering women to take charge of their health and well-being.

Key Words : Empowerment, Health, Awareness**Introduction**

Menstrual problems : Menstruation is a natural and normal process that occurs in the female body. It is a monthly cycle where the uterus sheds its lining, and the body eliminates it through the vagina. However, menstrual problems can occur in some women, which can affect their physical and emotional health. Here are some common menstrual problems and their causes:

Irregular Periods - Irregular periods are a common problem faced by many women. It is when the menstrual cycle is irregular and can vary in duration and frequency. There can be several causes for irregular periods, such as hormonal imbalances, stress, and weight changes.

Painful Periods - Many women experience pain during their periods, affecting their daily lives. Several factors, such as the contraction of the uterus, the release of prostaglandins, and hormonal imbalances, can cause pain.

Heavy Periods- Heavy periods can be challenging and affect women's daily lives. It occurs when a woman experiences more blood loss than usual during her periods. Some causes of heavy periods include hormonal imbalances, uterine fibroids, and endometriosis.

Polycystic Ovary Syndrome (PCOS) :

Polycystic ovary syndrome (PCOS) is a common hormonal disorder that affects women of reproductive age.

Definition and Causes : PCOS, or polycystic ovary syndrome, is a hormonal disorder that affects women of reproductive age. It is characterized by an excess of androgens (male hormones) in the

body, which can cause a variety of symptoms, including irregular periods, acne, weight gain, and excess hair growth.

The exact cause of PCOS is not known, but it is believed to be related to a combination of genetic and environmental factors. Women with PCOS often have insulin resistance, which can lead to high levels of insulin in the body. This can cause the ovaries to produce more androgens, which can disrupt the menstrual cycle and lead to other symptoms.

Other factors that may contribute to the development of PCOS include obesity, inflammation, and certain medications. Additionally, some women may be more susceptible to PCOS due to their genetics or hormonal imbalances that occur during fetal development.

Symptoms -

The symptoms of PCOS can vary from person to person, but some common symptoms include acne, weight gain, irregular periods, and excessive hair growth.

Treatment Options - Several treatment options are available for PCOS, such as lifestyle changes, medication, and surgery. Lifestyle changes include weight loss, exercise, and a healthy diet.

Pregnancy complications-

Pregnancy is an exciting time for women, but it can also come with various complications.

Miscarriage - A miscarriage is the untimely death of a pregnancy. The 20th week Several factors, such as chromosomal abnormalities, hormonal imbalances, and infections, can cause it.

Ectopic Pregnancy - When the fertilized egg implants outside the uterus, usually in the fallopian tubes, it's called an ectopic pregnancy. It is a severe medical condition that requires immediate treatment.

Breast Health - Breast cancer is a common health issue that affects many women worldwide. It's essential to perform regular self-examinations and get mammograms as your doctor recommends detecting any signs of breast cancer early. Other breast health issues can include breast pain and nipple discharge.

Mental Health - Mental health is just as important as physical health. Unfortunately, many women experience mental health issues such as depression, anxiety, and postpartum depression. It's essential to seek help if you're experiencing any mental health concerns.

Cardiovascular Health - The main factor that causes death among women worldwide is heart disease. Taking care of your cardiovascular health is essential and can be done by maintaining a nutritious diet, working out frequently, and abstaining from tobacco use and excessive alcohol intake.

Diabetes -

Diabetes is a condition that affects how your body processes blood sugar (glucose). Women with diabetes may experience complications such as heart disease, kidney disease, and nerve damage. It's essential to manage diabetes through a balanced diet, regular exercise, and medication as your doctor prescribes.

Overcoming Women's Health Issues

Prevention - Prevention is critical to overcoming many women's health issues. It's essential to lead a healthy lifestyle that includes avoiding smoking and drinking too much alcohol, along with regular exercise and a balanced diet. Frequent doctor visits can also aid in the early detection of any health issues.

Lifestyle Changes - Making lifestyle changes can also help overcome many women's health issues. For example, women with PCOS may benefit from losing weight and eating a balanced diet to regulate their hormones. Women with heart disease may need to change their diet and exercise routines to manage their condition.

Medical Treatment - Sometimes, medical treatment may be necessary to overcome women's health issues. For example, women with breast cancer may require surgery, radiation therapy, or chemotherapy to treat their condition. Women with diabetes may require medication and insulin to manage their blood sugar levels.

Conclusion

In conclusion, women's health issues are crucial to our overall health. It's vital to take care of ourselves by following a healthy lifestyle, seeking regular check-ups and screenings, and seeking professional help when needed. By empowering ourselves with knowledge and seeking expert advice, we can overcome common health issues and lead healthy and fulfilling lives.

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THE IMPACT OF FEMALE TEACHER ON GIRL'S EDUCATION AND EMPOWERMENT

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Abstract:

This research paper explores the impact of female teachers on girls' education and their empowerment in various educational contexts. It examines how female educators serve as role models, foster a supportive learning environment, and influence the academic and social development of young girls. Through a review of literature and data analysis, the study investigates the importance of having female teachers in shaping girls' educational aspirations, reducing gender disparities, and contributing to broader societal empowerment. The research findings highlight the benefits of female teachers in enhancing girls' self-confidence, academic performance, and leadership potential. The study also discusses the challenges female teachers face in their roles and the potential of teacher empowerment initiatives to further strengthen their impact on girls' education. Finally, the paper concludes with recommendations for policy improvements and strategies for increasing the number of female teachers in education systems worldwide.

Keywords: Girls' Education, Empowerment, Gender Equality, Education Systems, Girls' Leadership, Teacher Empowerment

Introduction:

The presence of female teachers in schools plays a crucial role in promoting gender equality and empowering girls. Female educators not only serve as academic instructors but also act as mentors, providing girls with much-needed emotional support, guidance, and inspiration. As role models, female teachers challenge traditional gender norms and inspire girls to pursue educational goals and leadership positions that might have been previously considered unattainable. This paper aims to explore the multifaceted impact of female teachers on girls' education, particularly in terms of empowering them to take on leadership roles and achieve academic success.

Over the years, the global educational landscape has seen significant progress in closing the gender gap in education. However, challenges remain, especially in developing countries, where girls continue to face social, cultural, and economic barriers to education. The role of female teachers becomes even more pronounced in these contexts, where they can break gender stereotypes and support girls in realizing their full potential. This paper discusses the significance of female teachers in girls' education and empowerment, examining how their presence in classrooms fosters a more inclusive, supportive, and empowering environment for young girls.

Review of Related Literature:

The relationship between female teachers and girls' education has been widely studied in various contexts. Research suggests that the presence of female teachers positively influences girls' academic performance and social development.

A study by **Kara (2015)** highlighted that girls with female teachers often report higher academic achievements due to the supportive and nurturing approach female teachers provide. This is particularly important in countries where cultural biases hinder girls' educational attainment.

According to **UNESCO (2020)**, female teachers serve as role models, demonstrating that women can achieve educational success and leadership positions. Their influence extends beyond the classroom, as they shape the broader social perceptions of girls' capabilities and rights. Studies by **Meyer and O'Donnell (2019)** emphasize that female teacher's help break down gender-based barriers, offering girls the encouragement needed to challenge societal expectations and pursue non-traditional career paths.

Moreover, female teachers play an important role in addressing the psychological and emotional needs of girls. **Hussein (2018)** found that female teachers are better able to understand and support the unique challenges girls face, such as early marriage, social pressures, and family expectations. In addition to providing academic support, female teachers offer guidance in building confidence, self-esteem, and leadership skills, all of which are vital for girls' empowerment.

However, the literature also reveals that challenges exist for female teachers, including gender biases within educational institutions, inadequate resources, and societal pressure. **Singh (2020)** noted that female teachers in some countries experience discrimination within the educational system, which can hinder their professional development and the positive impact they could have on their students.

Objectives:

This study aims to achieve the following objectives:

1. To analyze the impact of female teachers on the academic performance and social development of girls.
2. To explore how female teachers serve as role models for girls and inspire them to pursue higher education and leadership positions.
3. To examine the challenges and barriers faced by female teachers in their professional roles, particularly in empowering girls in educational settings.
4. To provide recommendations for improving the representation of female teachers and enhancing their impact on girls' education and empowerment.

Importance of the Study:

The importance of this study lies in its potential to inform educational policies and practices aimed at improving girls' education globally. Understanding the impact of female teachers on girls' empowerment is essential for addressing gender disparities in education and ensuring that girls receive the support they need to thrive academically and socially. By

highlighting the positive influence of female teachers, the research emphasizes the need for increased representation of female educators in classrooms worldwide.

Furthermore, the study contributes to the broader discourse on gender equality and women's empowerment. It highlights the role of female teachers in not only advancing girls' education but also promoting broader societal change by challenging gender stereotypes and empowering girls to pursue careers and leadership roles in various fields.

Scope of the Study:

This research focuses on the role of female teachers in primary and secondary education settings. It examines the impact of female educators on girls' academic performance, self-esteem, and leadership development across a range of countries, including both developed and developing contexts. The study covers different cultural, economic, and geographical settings to provide a comprehensive understanding of the diverse ways in which female teachers influence girls' education and empowerment.

The scope of the study also includes an exploration of the challenges and barriers faced by female teachers, particularly in areas where gender norms and societal expectations may hinder their effectiveness. The research is based on a review of existing literature, case studies, and data analysis, aiming to draw conclusions that can inform policy and practice in promoting gender equality in education.

Limitations of the Study:

While this study provides valuable insights into the impact of female teachers on girls' education, there are certain limitations that should be noted. First, the research primarily relies on secondary sources, such as literature reviews and case studies, which may limit the generalizability of the findings. Second, the study does not include primary data collection from teachers or students, meaning that the perspectives of female teachers and the experiences of girls in the classroom may not be fully captured.

Additionally, the study focuses on primary and secondary education and may not fully address the unique dynamics of higher education. The research also primarily draws on studies from regions with a relatively higher prevalence of female teachers and may not fully account for the experiences in areas with severe educational disparities, where female teacher representation is low.

Research Methodology:

The research methodology for this study is **qualitative** in nature, drawing on a comprehensive review of existing literature and secondary data sources. The study will analyze research articles, reports, and case studies from international organizations such as **UNESCO**, **World Bank**, and various academic journals. The literature review will serve as the primary method for understanding the impact of female teachers on girls' education, as well as the challenges and barriers they face in different educational contexts.

Sampling:

The sampling method for the study is based on purposive sampling, selecting case studies

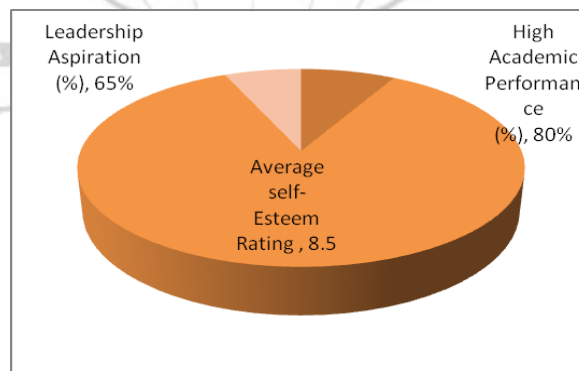
and research articles that specifically focus on the role of female teachers in empowering girls. The sample will include studies from a variety of educational systems worldwide, including both developed and developing countries, to provide a diverse perspective. Research studies that address the relationship between female teachers and girls' academic outcomes, self-esteem, leadership aspirations, and societal empowerment will be prioritized.

Data Analysis:

Data analysis in this study will be conducted through thematic analysis, identifying common themes and trends across the literature reviewed. Thematic analysis will help to highlight key areas such as the positive influence of female teachers on girls' self-esteem, academic performance, and leadership skills. The study will also identify challenges such as gender biases, lack of resources, and societal pressure, which affect the effectiveness of female teachers in their roles.

In addition to thematic analysis, a comparative approach will be used to identify differences and similarities in the impact of female teachers across different regions and cultures. This will help provide a broader understanding of how contextual factors influence the role of female teachers in empowering girls.

Teacher Gender	High Academic Performance (%)	Average self-Esteem Rating	Leadership Aspiration (%)
Female	80%	8.5	65%
Male	60%	7.2	50%



Analysis of Results

1. High Academic Performance:

Female Teachers: 80% of girls achieve high academic performance (above 75%). Male Teachers: Only 60% of girls achieve similar results.

Interpretation:

Female teachers tend to have a higher impact on academic performance. This could be due to their pedagogical approaches, role modeling, or classroom management strategies that better resonate with female students.

2. Self-Esteem:

Female Teachers: The average self-esteem rating for girls is 8.5 out of 10. Male Teachers:

The average self-esteem rating is 7.2 out of 10.

Interpretation: Female teachers likely create more supportive, empathetic classroom environments that enhance students' confidence and self-worth. This suggests that female role models in education help build stronger self-esteem for girls.

3. Leadership Aspirations:

Female Teachers: 65% of girls aspire to take on leadership roles. Male Teachers: 50% of girls have leadership aspirations.

Interpretation:

Female teachers serve as role models and mentors, likely encouraging girls to take on leadership roles, which could be due to their own leadership representation and mentorship.

Findings:

The study will identify the following key findings:

1. **Positive Academic Impact:** Female teachers contribute significantly to improving girls' academic performance. Girls taught by female teachers often exhibit higher self-confidence and academic achievement.
2. **Role Models and Mentorship:** Female teachers serve as role models, helping to challenge gender stereotypes and inspiring girls to pursue leadership roles and non-traditional careers.
3. **Supportive Learning Environment:** Female teachers create a more supportive and empathetic classroom environment, which is crucial for fostering girls' emotional and social development.
4. **Challenges for Female Teachers:** Female educators face gender-based discrimination, lack of professional development opportunities, and societal expectations that hinder their effectiveness in empowering girls.

Recommendations:

Based on the findings, the study recommends the following:

1. **Increase Female Teacher Representation:** Educational policies should prioritize increasing the number of female teachers, particularly in rural and underserved areas.
2. **Professional Development Programs:** Implement mentorship and leadership training for female teachers to enhance their teaching skills and leadership potential.
3. **Address Gender Bias in Education:** Schools should work to reduce gender bias in educational materials and practices to create a more inclusive environment for girls.
4. **Support for Female Teachers:** Governments should provide more support for female teachers in the form of better working conditions, professional development, and policies that address gender-based challenges in the workplace.

Conclusion:

In conclusion, female teachers play a pivotal role in empowering girls through education. By serving as role models, providing mentorship, and creating supportive learning environments, female educators help girls develop self-confidence, academic excellence, and leadership potential.

While challenges remain, particularly in developing regions, increasing the representation of female teachers and supporting their professional development is essential for achieving gender equality in education and empowering girls to reach their full potential. The findings of this study underline the importance of female teachers in shaping a more inclusive and equitable future for girls worldwide.

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WOMEN EMPOWERMENT AND THE NATIONAL EDUCATION POLICY (NEP) 2020: A STEP TOWARD GENDER EQUALITY IN EDUCATION

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Abstract

Women empowerment is fundamental to achieving sustainable development and societal progress. Education plays a pivotal role in shaping the trajectory of women's lives. The National Education Policy (NEP) 2020, launched by the Government of India, aims to transform the educational landscape by addressing key issues related to access, quality, and equity. Among its numerous reforms, NEP 2020 places a significant emphasis on gender equality and women empowerment. This research article explores the intersection of women empowerment and NEP 2020, analyzing how the policy addresses the challenges women face in accessing education and its implications for empowering women in India. The article also examines the potential impact of NEP 2020 on women's educational outcomes, career opportunities, and social mobility.

Introduction

Women empowerment has long been recognized as a fundamental human right and an essential driver of social change. Empowered women contribute to economic development, societal progress, and the overall well-being of communities. Education is one of the most effective tools for empowering women, as it provides them with the skills, knowledge, and confidence to challenge societal norms and improve their quality of life. In India, despite various initiatives over the years, women continue to face significant barriers to education and participation in the workforce.

The National Education Policy (NEP) 2020 represents a transformative shift in India's educational approach. It emphasizes inclusivity, quality, and equitable access to education for all, with a special focus on marginalized groups, including women and girls. This paper delves into how the NEP 2020 addresses issues of gender disparity in education and its role in furthering the empowerment of women in India.

Women Empowerment in the Context of Education

The concept of women empowerment is multi-dimensional, encompassing economic, social, and political dimensions. In the educational context, it involves ensuring equal access to quality education, eliminating gender-based discrimination, and providing opportunities for women to develop their potential and contribute to society. Education enables women to break free from traditional gender roles and limitations, fostering confidence, decision-making ability, and independence.

In India, the gender gap in education has been narrowing over the years, but challenges persist. Girls and women in rural areas, tribal communities, and lower socio-economic strata

continue to face barriers such as inadequate infrastructure, safety concerns, and societal biases. Furthermore, gender stereotypes, early marriages, and caregiving responsibilities often limit women's access to education. These challenges undermine the potential of women to become active participants in the economic, political, and social spheres.

The National Education Policy (NEP) 2020 and Gender Equality

The NEP 2020, drafted after extensive consultations with educators, policymakers, and experts, outlines a comprehensive framework for transforming the Indian education system. It recognizes the importance of women's education as a driver of societal change and economic development. The policy includes several provisions aimed at addressing gender inequalities and promoting women's empowerment.

1. Increased Access to Education

- NEP 2020 focuses on **universal education from early childhood to higher education**, reducing dropout rates among girls.
- The **Gender Inclusion Fund (GIF)** provides financial support to states for implementing targeted interventions for girls, especially from marginalized communities.
- The policy promotes **free and compulsory education** for children aged 3-18, benefiting girls who often face barriers to education due to societal norms.

2. Flexibility in Learning

- The **Multiple Entry and Exit System (MEES)** in higher education allows women to resume studies after a break, addressing challenges faced due to marriage, motherhood, or other responsibilities.
- **Online and digital learning initiatives** expand access to education, enabling women to learn from home and continue education despite constraints.

3. Promotion of Women in STEM Fields

- NEP 2020 encourages female participation in **Science, Technology, Engineering, and Mathematics (STEM)** through targeted scholarships and mentorship programs.
- Increased focus on STEM education helps break gender stereotypes and provides women with access to high-paying and leadership-oriented careers.

4. Skill Development and Employment Opportunities

- The policy integrates **vocational training with academics**, equipping women with market-relevant skills.
- Emphasis on **entrepreneurship education** empowers women to start businesses and achieve financial independence.

5. Leadership and Representation

- NEP 2020 advocates for greater **representation of women in leadership roles** within schools, universities, and research institutions.
- Women's participation in **policy-making and governance** of educational institutions is encouraged.

6. Gender Sensitization and Inclusive Curriculum

- The policy recommends **gender-sensitive teaching practices and curriculum reforms** to promote equality.
- Emphasis on **value-based education** helps challenge gender biases and stereotypes from an early age.

7. Digital Inclusion for Women

- Expansion of **online education platforms** and **digital literacy programs** ensures that women, especially in rural areas, can access quality learning resources.
- Initiatives to provide **affordable devices and internet connectivity** help bridge the digital divide.

8. Addressing Socio-Cultural Barriers

- NEP 2020 recognizes the **need for safe and inclusive learning environments**, ensuring that schools and colleges have gender-sensitive policies.
- Awareness campaigns and **community engagement programs** aim to change traditional mindsets and encourage girls' education.

Impact and Implications

The provisions of NEP 2020 are designed to create an educational ecosystem that is more inclusive, equitable, and empowering for women. If successfully implemented, the policy has the potential to bring about transformative changes in the lives of women and girls across India. By addressing barriers to access, ensuring safe learning environments, and promoting gender-sensitive curricula, NEP 2020 can significantly reduce gender disparities in education.

Furthermore, empowering women through education opens up opportunities for them to contribute to the economy, participate in leadership roles, and make informed decisions about their lives and families. Education also plays a critical role in breaking the cycle of poverty and reducing inequalities in society.

However, the success of these initiatives will depend on effective implementation and monitoring. Challenges such as inadequate funding, socio-cultural resistance, and regional disparities must be addressed for the policy to have a lasting impact.

Challenges and Scope for Improvement

1. Implementation Gaps

- **Lack of infrastructure:** Many rural areas still lack basic amenities like **schools, transport, and sanitation facilities**, which discourages girls from attending school.
- **Slow policy execution:** While NEP provides a framework, the **speed of implementation varies across states**, limiting its immediate impact on women's education.
- **Limited funding:** The success of initiatives like the **Gender Inclusion Fund** depends on proper budget allocation, which remains inconsistent.

2. Digital Divide and Technology Barriers

- The shift toward **online learning and digital education** creates a gap for women in **rural and underprivileged areas**, where access to smartphones, computers, and the internet is

limited.

- **Digital literacy among women is lower** compared to men, making it difficult for them to benefit fully from e-learning resources.
3. **Societal and Cultural Barriers**
- **Gender bias and stereotypes** still discourage women from pursuing higher education, especially in STEM fields and professional careers.
 - **Early marriages and family pressure** force many girls to drop out of school before completing their education.
 - **Parental attitudes** in some communities prioritize boys' education over girls', reducing female participation in higher studies.
4. **Limited Women Representation in Leadership Roles**
- While NEP encourages **more female teachers and administrators**, leadership positions in universities and policymaking bodies are still **male-dominated**.
 - **Lack of mentorship programs** and role models for women in academia and research further limits their professional growth.
5. **Vocational and Skill Development Challenges**
- Many **vocational training programs** focus on traditional gendered roles (e.g., tailoring, beauty services) rather than **modern industries like IT, engineering, and business**, limiting career opportunities.
 - **Lack of awareness** about skill-based courses means many women are unable to take advantage of career-oriented education.
6. **Safety and Security Concerns**
- **Harassment and safety issues** in educational institutions and workplaces discourage women from pursuing higher studies and professional careers.
 - Insufficient **gender-sensitive policies** in schools and colleges reduce the effectiveness of empowerment initiatives.

Conclusion

The NEP 2020 represents a significant step toward achieving gender equality in education and empowering women across India. By addressing the barriers that women face in accessing education, promoting gender-sensitive curricula, and encouraging the participation of women in leadership and STEM fields, the policy paves the way for a more inclusive and equitable society. While the road ahead is challenging, the vision set forth by the NEP holds the promise of transforming the educational landscape and creating a future where women and girls have the opportunity to thrive, contribute, and lead. NEP 2020 holds immense potential to empower women by creating an **inclusive, flexible, and skill-oriented education system**. By removing barriers to education, promoting economic independence, and fostering leadership, the policy paves the way for gender equality and societal progress. However, **effective implementation and continuous monitoring** are crucial to realizing these benefits at all levels.

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WOMEN EMPOWERMENT IN THE FIELD OF EDUCATION**Dr. Kavita Sandesh Thakur***Mumbai B.Ed College for Women*

Abstract

Education is a powerful tool for empowering women and promoting gender equality. It plays a crucial role in enhancing women's social, economic, and political participation, leading to sustainable development. Despite progress, women still face challenges such as gender discrimination, limited access to quality education, and socio-cultural barriers. This paper explores the significance of education in empowering women, highlighting its impact on economic independence, decision-making, and societal progress. It also examines the policies and initiatives that have contributed to improving female education globally. Addressing the challenges through policy reforms, awareness campaigns, and community engagement can further strengthen women's roles in education, ultimately leading to a more inclusive and equitable society.

Introduction

Education is a powerful tool for the empowerment of women, enabling them to break barriers, achieve financial independence, and contribute meaningfully to society. Historically, women faced numerous challenges in accessing education due to societal norms, cultural restrictions, and economic constraints. However, over the years, there has been significant progress in promoting gender equality in education, leading to increased opportunities for women in academic and professional fields.

Women's empowerment in education is not just about increasing literacy rates but also about fostering confidence, leadership, and decision-making abilities. When women receive quality education, they become agents of change, uplifting their families, communities, and the nation as a whole. Governments, NGOs, and international organizations continue to advocate for policies and initiatives that ensure equal access to education for women, paving the way for a more inclusive and progressive society.

This paper explores the importance of women's empowerment in the education sector, the challenges they face, and the impact of education in transforming their lives.

Importance of women education "If you educate a man you educate an individual, however, if you educate a woman you educate a whole family. Women empowered means mother India empowered". PT. JAWAHARLAL NEHRU. Women 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.¹ If it is said that education is the key to all problems, then it won't be improper.

Thinkers have given a number of definitions of education but out of these definitions, the most important definition is that which was put forth by M. Phule. According to M. Phule,

"Education is that which demonstrates the difference between what is good and what is evil". If we consider the above definition, we come to know that whatever revolutions that have taken place in our history, education is at the base of them. Education means modification of behaviour in every aspect, such as mentality, outlook, attitude etc. 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. Obstacles: Gender discrimination still persists in India and lot more needs to be done in the field of women's education in India. The gap in the male-female literacy rate is just a simple indicator. While the male literary rate is more than 82.14% and the female literacy rate is just 65.46%. (b). the women were consider only house wife and better to be live in the house.

Importance of Women participation Women's participation may be used both for support by an agency and as a control device by the law-makers. Participation may be direct or indirect, formal or informal; it may be political, social or administrative in nature. Women's participation in Panchayat Raj institutions may take many forms. It refers to all those activities which show the women's involvement in the processes and administration, that is, participation in policy formulation and programme planning, implementation and evaluation of policies and programmes meant for development target groups.⁷ Indian women have been associated with politics since the pre-independence period.

They were part of the freedom movement both as volunteers and leaders. On independence, Article 15 of the Indian Constitution guaranteed equality to women under the law. Though the Indian Constitution guarantees equal rights to all citizens, women are still marginally represented in the Indian political arena.

The fact is that in the hands of women are having lack of power at the centre and state level. It is sad state of affairs that about half of India's population has only 10 per cent representation in the Lok Sabha. In the current Rajya Sabha, there are 21 women out of a total of 233 MPs, which amounts to only nine per cent which is even lower than that in the Lok Sabha. At the societal level male dominance in Parliament, bureaucracy, judiciary, Army, police all point towards gender inequality, notwithstanding the fact that it is often argued that women's political leadership would bring about a more cooperative and less conflict-prone world. Lack of political and economic powers add to the subservient and unequal position of women.⁸ After Independence, in spite of having our own constitution, India was not able to achieve morals like fairness, equality and social justice.

The condition of women didn't improve even having a woman prime minister for few numbers of years. Women's representation in politics all over the world began to assume importance from mid 1970s when United Nations (UN) declared 1975 as the 'International Women's Year'. This was followed by the UN's decade for Women from 1976-1985 and the theme was "Equality, Development and Peace". Women's participation in politics remained quite

inconsequential in India even today but some sort of improvement took place by the 73rd and 74th constitutional amendment acts which gave boost to the status of women at the political level by giving opportunity to women in the process of decision-making.⁹ The 73rd and 74th Amendments (1993) to the constitution of India have provided for reservation of seats in the local bodies of panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local level.

1.2 Future Strategies and Implications

Women's empowerment in education is crucial for social, economic, and political development. Over the years, significant progress has been made in increasing female enrolment in schools and universities. However, challenges such as gender discrimination, cultural barriers, economic constraints, and lack of leadership opportunities still persist. To address these issues and ensure equitable education for women, strategic approaches must be implemented for long-term impact.

1. Enhancing Access to Education

- **Universal Primary and Secondary Education:** Governments should ensure that all girls have access to free and compulsory education.
- **Bridging the Gender Gap in Higher Education:** Scholarships, financial aid, and mentorship programs should be expanded for women pursuing higher education.
- **Distance and Online Learning Opportunities:** Expanding digital education platforms can help women, especially in rural areas, access quality education without mobility constraints.

2. Improving Quality of Education

- **Gender-Sensitive Curriculum:** Schools and universities should implement curricula that promote gender equality and challenge stereotypes.
- **Teacher Training Programs:** Educators must be trained to provide inclusive and unbiased teaching methods that support female students.
- **STEM Education for Girls:** Special initiatives should be launched to encourage more girls to take up Science, Technology, Engineering, and Mathematics (STEM) subjects.

3. Strengthening Policy and Legal Frameworks

- **Implementation of Gender Equality Laws:** Governments should enforce policies that prevent discrimination in educational institutions.
- **Anti-Harassment Policies in Schools and Universities:** Strict measures should be taken to ensure safe learning environments for women.
- **Maternity and Childcare Support for Female Students and Educators:** Institutions should provide daycare facilities and maternity support for student mothers and women educators.

4. Economic and Social Support

- **Financial Aid and Scholarship Programs:** More funding should be directed towards scholarships, especially for marginalized communities.
- **Vocational Training and Entrepreneurship Programs:** Encouraging skill development and

entrepreneurship will empower women to be financially independent.

- Community Awareness and Advocacy: Programs should focus on changing societal perceptions of women's education and encouraging family support.

5. Leadership and Participation in Decision-Making

- Women in Educational Leadership: Encouraging more women to take leadership roles in schools and universities will foster inclusive policies.
- Mentorship and Role Model Programs: Successful women educators and professionals should mentor young women to inspire them to pursue leadership roles.
- Women's Representation in Policy-Making Bodies: Governments should ensure that women participate in educational policymaking and decision-making.

1.3 Findings

The implementation of Women Empowerment in the field of Education has led to a several notable findings, highlighting both the potential benefits and challenges with the comprehensive educational reform

1. Increased Enrollment & Access

- Over the past few decades, more girls have gained access to education, leading to higher female literacy rates.
- Government initiatives like free education, scholarships, and midday meal programs have encouraged female enrollment.

2. Higher Graduation Rates

- Women are excelling in higher education, with increasing numbers graduating from universities in various fields, including STEM.
- In many countries, female students outperform male students in academic achievements.

3. Economic & Social Benefits

- Educated women are more likely to contribute to the workforce, leading to economic independence and financial stability.
- Women with education tend to have better health outcomes, lower child mortality rates, and improved family well-being.

4. Challenges & Barriers

- Gender disparity still exists, especially in rural areas where cultural norms and financial constraints limit girls' education.
- Issues like early marriage, safety concerns, and gender bias in certain subjects hinder progress.

5. Women in Leadership & Teaching Roles

- More women are taking up leadership roles in education, serving as teachers, professors, and policymakers.
- Female role models in education inspire young girls to pursue higher studies and break stereotypes.

6. Impact of Technology & Digital Learning

- E-learning platforms and digital education initiatives have improved access for women, especially in remote areas.
- However, the digital divide still affects women's participation in tech-driven learning.

Conclusion:

Women empowerment in the education sector is a crucial step toward achieving gender equality and sustainable development. Over the years, significant progress has been made in providing women with access to education, leadership opportunities, and professional growth. However, challenges such as gender biases, socio-cultural norms, and lack of equal opportunities still hinder the full potential of women in education.

Empowering women in education is not only about ensuring equal access to learning but also about encouraging them to take up leadership roles as teachers, administrators, and policymakers. When women are given the opportunity to contribute to education, they bring diverse perspectives, foster inclusive learning environments, and serve as role models for future generations. This, in turn, helps break the cycle of gender inequality and promotes a more just and progressive society.

Governments, organizations, and communities must work together to remove barriers that prevent women from excelling in education. Policies that support girls' education, scholarships, mentorship programs, and safe learning environments are essential for fostering their growth. Furthermore, gender-sensitive curricula and awareness campaigns can help challenge stereotypes and change societal perceptions about women's roles in education and beyond.

The impact of empowering women in education extends far beyond the classroom. Educated women are more likely to contribute to economic development, advocate for social change, and ensure the well-being of their families and communities. By investing in women's education, societies can cultivate a more knowledgeable, skilled, and empowered population that drives progress and innovation.

diversity, and progress.

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LEGAL PROTECTION OF CHILD FROM SEXUAL ABUSE AND PORNOGRAPHY THROUGH SOCIAL MEDIA

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Abstract –

With ease to the access of internet, the issue of child pornography has increased in a massive rate. In a report published by the Interpol, there have been 24 lakh cases of abuse of children reported during the pandemic period till 2022. It clearly shows that the sexual exploitation of children on the internet has widely spread. Artificial intelligence nowadays has countless applications. It has helped business organisations to reach their clients and give them better services. In today's time, the accuracy of estimation of age by an artificial intelligence differs only by few years from the actual age. With enhancement, Artificial intelligence can also be used to detect obscene images of children. This paper deals with the present status of artificial intelligence in detecting obscene images and the parameters used to determine the age by analysing an image. It also deals with the laws regarding the sexual exploitation, abuse of children and Deepfakes.

Keyword- Child Pornography, Social Media, Technology, Deep fake, Internet.

I. Introduction

“Pornography” originated from a Greek word “porno-graphs” which literally means writing about sex workers.[1]

In present times pornography is defined as an explicit and obscene (verbal or pictorial) content which is primarily focused on the sexual arousal of its spectators.

Children in any country are considered to be the major determinant factor of what a country will become in future. The circumstances in which the youth of a country grow, determines the direction of development that country will have in future. Exploitation of children in their young age has an impact that remains for the rest of their life. In the era of internet, where every person has easy access to the internet, the cases of sexual exploitation of children have also seen a massive hike.[2]

Internet is playing a key role in the spread of child pornography and other contents that include assaulting and abuse of children. The emergence of deepfakes is one of the major catalysts in the spreading of child pornography. It is a type of media where several pictures of a person are combined together with a video clip using a specific artificial intelligence, to make a fake video that seems realistic.

This is a major problem which cries for immediate attention. The present laws are not in conformity with the gravity of the problem. Laws need to be upgraded, with inclusion of

technology, to tackle the crime that feeds solely on technology. Artificial intelligence has seen an immense growth in few decades and still growing gradually every day. The scope of artificial intelligence is varied, from maintaining a room's temperature to describing the content of a picture to a visually challenged person.

Among the giant corporations (Google, Facebook, Microsoft) Artificial intelligence is the buzzword, as in today's time most of the tasks of these corporations are being handled by the artificial intelligence, only very critical tasks are reviewed by humans. It can be used for different purposes including biometric, human interaction with computer and further for detection of child pornography using the age estimation technology based on the facial details of a person. [3] In coming future, it could be the most effective solution against the problem of sexual exploitation and abuse of children on the internet. For the protection of children from indulging in the redlight areas of the internet, handfuls of resources are available on the internet.

II. Current Legal Frameworks

A. Legislation in India

Constitutional provision: India has different laws that provide protection to children against any maltreatment. The constitution of India in its Article 21 serves the right to life and freedom. Article 24 of the Indian Constitution prohibits the employment of children below the age of 14 year in mines, plants or to participate in any dangerous business/ hazardous activity. Article 39(f) of the constitution imposes a duty on the state for the well-being of the children. Article 45 of the Constitution provides that the state shall give proper care, teaching and training to children below 6 years of age.

Protection of Children from Sexual Offences (POCSO) Act 2012: The POCSO Act 2012 was enacted to deal with the protection of children from sexual offences, sexual maltreatment and to establish a special court to deal with the concerned offences. Article 15(3) gives power to any state to form special provisions regarding the protection of children from sexual offences. India signed the Convention on the rights of child, on 11-12-1992, by virtue of which, it's the duty of the state to abide by the convention.

The convention lays down the essential measure to be taken to prevent:

- 1) Forceful involvement of a child in any sexual conduct.
- 2) Unlawful use of children for prostitution and any other sexual conduct.
- 3) Exploitation of children for any pornographic performance.

The act also aims for the overall development of the child i.e., emotional, physical, social and help the child to overcome the judicial procedure by ensuring the privacy and confidentiality.

Information Technology Act 2000: There is no act in India that deals directly with the issue of child pornography. The insertion of section 67B in the Information Technology Act 2000 covers the depiction of a child in an obscene act or explicit conduct etc. [4] The law not only makes the production and sharing of child pornography in any electronic form illegal but also the browsing of child porn. The offence of producing, sharing, storing, distributing, promoting, seeking, advertising any material in e-form that portrays a child in any indecent, sexually explicit and

obscene act can be punishable up to 5 years of imprisonment and fine that can exceed up to five lakh rupees. In case of a second time offender, the punishment can exceed 10 year of imprisonment and up to ten lakh rupees fine. The section 67 of the Information Technology Act 2000 specifically deals with the provisions of pornography. The insertion of section 67B by the amendment focuses specifically on punishment for the offences that include sexually explicit electronic or online content that portray children in it. The offence under section 67B is a non-bailable offence in the new Information Technology Act.

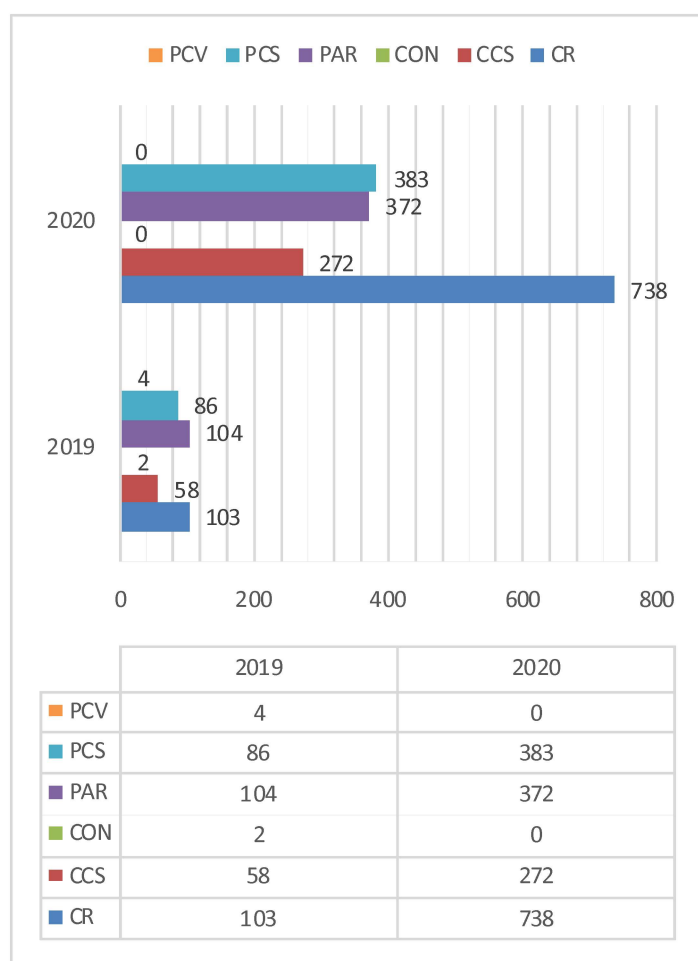


Figure 1. The chart represents numbers of child pornography cases in the year 2018 and 2019. Cases Registered (CR), Cases Charge Sheeted (CSS), Cases Convicted (CON), Person Arrested (PA), Persons Charge Sheeted (PCS), Persons Convicted (PCV)[10]

B. Legislation in United Kingdom

The legislation for the protection of children was passed in the year 2003. In UK, the legislation is known as Sexual offences Act 2003.

The act in United Kingdom aims to protect and prevent children from sexual harassment. In UK, performing a sexual activity in front of a child is a punishable offence with imprisonment up to ten years and making a child to see a such activity is also an offence. In addition, provoking and inciting to indulge in pornography is also considered to be an offence. Sexual grooming is a term in the UK Act, describing the act of meeting or travelling to meet a child with the intention of abetting the child for any punishable offence mentioned in the act and such an offender will be considered as guilty of sexual grooming.

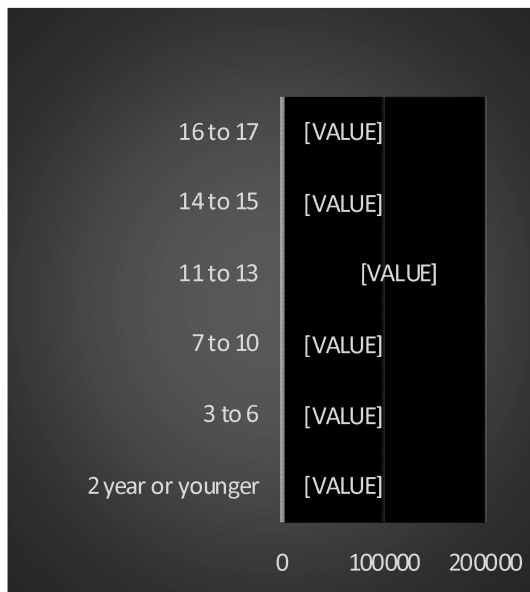


Figure 2. Number of child abuse reports in UK,2021.[9]

C. Legislation in United States of America

In the United States Code, Section 2256 of Title 18 defines child pornography as portrayal of any sexually explicit act involving a child under the age of 18. Under the federal law, any undeveloped tape, clip, computer generated image or electronic data stored, which can be turned into any form of child pornography are deemed to be illegal. Federal law applies to almost every offence committed with the use of internet regarding violation of child pornography.

Under section 2251, Title 18 of the United States Code, the first-time offender of production of child porn is punishable with fine and imprisonment of 15 years which may exceed up to 30 years whereas a first-time offender of transferring child pornography from outside the borders or inside is punishable with fine and imprisonment of 5 years which may exceed up to 20 years under section 2252, Title 18 of the United States code. [5]

Section 2260, Title 18, applies to any person who resides outside the border of united states, produces, distributes any form of child Pornography with an objective to transmit it into the United States.

In addition, under United States Code, section 2251A of Title 18, prohibits selling and transferring of the custody of the child for the production of child pornography by any legal guardian, parent or any person having the legal custody of a child.

I. Emergence of Synthetic Child pornography:

Deepfakes:

Deepfakes are the videos and images that are morphed, in a way that the person in it originally seems to be doing something which he didn't. [6] The emergence of computer-generated explicit images, also known as synthetic child pornography saw a technological boom after the year 2016 with disastrous result.

Deepfakes are especially troubling as it can be used to generate new child pornographic

content from the content already in existence. Theoretically, deepfake's creator can make more pornographic content of children being abused, or even create content using pictures of children who have never been subject to a sexual maltreatment. Deepfake technology applies face of one person onto the body of another person in a video, a producer of deepfake content could take picture of a minor from any online site-Instagram, for example-and use the face of the child in a video depicting sexual abuse of another child. The deepfake technology can also generate an absolutely fake and unreal person. Most of the deepfake videos contain sexual cruelty, making it unfit for general public.

Apps that use artificial intelligence are designed specifically to allow a person with no technical background to create a fake explicit video or picture.

The procedure is uncomplicated:

1. Download a specifically developed artificial intelligence program for example FakeApp.
2. A computer with a graphic card.
3. Select a video from the internet.
4. Collect number of images of the victim (images from a video can also be taken)
5. Feed the images to the App and execute the program.

Sweetie Avatar: Sweetie avatar is an animated computer-generated/synthetic pornographic child created in order to identify the online predators of child pornography and catch them but it has caused an increase in the production of AI generated porn. Sweetie technology is similar to deepfake, where deepfake depicts a real person, sweetie depicts a fake and unreal person.

The children need and deserve an effective legal framework against the creators of deepfakes, in order to hold them liable. An amalgamation of evolving deepfake laws and existing laws that deal with child pornography will result to a legal framework that criminalises the explicit deepfakes portraying children. Accompanying the requirement of a strict legal framework that outlaws deep faked child pornography is a need of some exceptions in these legal frame works. The exception so made shall empower the government agencies to use the same technology to fight against the mushrooming problem of child pornography on the internet.

III. Detection of child pornography:

Pornographic videos contain a lot of information in form of movements, sounds, frame, frequent tilting and zooming.

This information can be extracted and processed to detect an explicit content. Erotic sounds present in the video enhance the accuracy of the result.

The system of detection can be divided into three phases:

- Segmentation phase takes the video as input and extracts the images that might have nude and explicit content.
- Detection phase detects the amount of nudity.
- The classification phase marks a video to be porn and non-porn based on the judgement criteria. [7]

Software are available on the internet that are aiming to protect children from entering the red-light area of the internet.

Software like Net Nanny scans and filters the explicit content on a website and also blocks any such site.

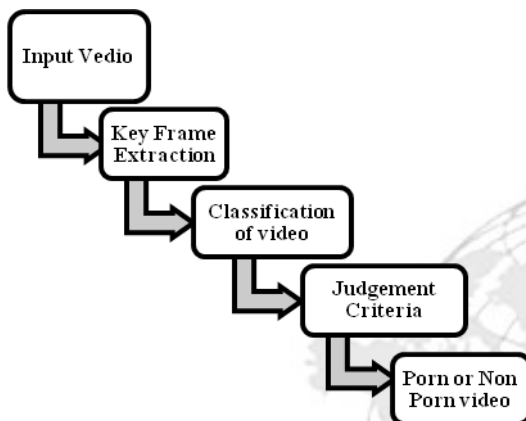


Fig. 3 Process of porn detection

IV. Effective Legal Framework for Law Enforcement:

The most effective exception of the legal framework and measure to criminalize the synthetic child pornography is to use synthetic materials for law enforcement in online sting operations.

Use of Synthetic Child Pornography for Law Enforcement:

Government agencies including FBI, uses it for operations in order to detect and remove any site or user producing and spreading child pornography on the internet.

FBI's recent operation Pacifier is the best example in reliance, which took down Playpen, which is the largest website of online child pornography. The online sting operation Pacifier used the "honeypot" to aim and eliminate Playpen. [10]

Honeypot is designated region within a computer system or network, made especially with the assumption that it will be attacked by a hacker or scammer. It was originally designed to trap the scammers and hackers.

Honeypot that focuses on the child pornography is a site, specifically designed to contain child pornography, is a set up made by police to track the IP addresses of the predators of child pornography that visit or download image from the site. Honeypot aims to entice the perpetrator and provides information of the perpetrator who took the bait, to the law enforcement authorities. [9].

Another strategy of an effective online sting is the computer-generated animated AI avatar girl, Sweetie. Sweetie is used to engage with online predators initially on chat rooms and then on video calls in order to extract the information of the online predator trying to take advantage of a

minor girl. Sweetie collects and submits the details of exploitation and the essential information needed in identifying the predator to Interpol.

The examples mentioned above shows that technology that is exploitative in wrong hands can be used to assist in stopping online child pornography. The similarity in Deepfake and Sweetie is noticeable. Deepfake technology can be used with honeypot to hunt the online predators. Efforts of law enforcement will be more improved when the use of completely synthetic and deepfake content is made in online stings operations. [8]

Conclusion

The availability of internet and technology like deepfake has boost up the production and transmission of child pornography. The synthetic child pornography is yet to contribute in the present crisis of child pornography. The deepfake child pornography is not on its peak yet. Considering the current poor legal framework and the knowledge of deepfake technology, it is the best time to implement the use of emerging technology in the legal framework. Laws should be laid down criminalizing deepfakes for child pornography purposes but with the specific exceptions that allows the law enforcement agencies to utilize the same technology to alleviate the ongoing crisis of child pornography.

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THE NATIONAL EDUCATION POLICY (NEP) 2020

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Introduction

The National Education Policy NEP 2020 Prioritizes gender equity and women's Empowerment by ensuring equitable access to quality Education promoting skill development, and creating inclusive Learning. NEP 2020 encourages the recruitment of more female teachers, Particularly in remote rural areas, to provide girls which strong female role models Empowering Female role Models. Empowering female Teachers through professional development programs ensures that they can pursue education and so careers goals.

Women empowerment of women Europe Institute for Gender Equality women's empowerment (or female) empowerment may be defined in several method, including accepting women's viewpoints, making an effort to Seek them and.

The Key objectives of the National Education Policy NEP 2020 are to create a flexible, holistic, and multidisciplinary Education System that promotes equity, inclusivity, and critical Thinking, while also enhancing the quality of education and fostering a Love Holistic Principles and Goals

The policy aims to develop all capacity of Woman beings Intellectual, aesthetic, Social physical, emotional and moral in an integrated manner NEP 2020 Madhya Pradesh -NEP 2020 encourages a multidisciplinary approach to higher education allowing Students in Madhya Pradesh to Pursue a wider range of subjects across Various discipline, This can Lead to the The establish. This can Lead to Establishment of New Interdisciplinary Programs and colleges within the State,

The National education Policy of India 2020 by (NEP) 2020, which was start Started by the union cabinet of India on 29 July 2020 Outlines the vision of new education system of India. The new policy replaces The Previous National policy on education, 1986.

National education Policy

Created 2020, commissioned by ministry of Education, Government of India Subject - education. Shortly after the release of the policy, the government clarified that no One will be forced to study any particular Language and that the medium of instruction will not be shifted from English to any Regional Language. The Language Policy in NEP is a broad guideline and advisory policy in NEP is a broad guideline and advisory in nature and it is up to the states, institutions, and Schools to decide on the implementation education in India is a concurrent List subject

The policy has faced criticism from an multiple Scholars and education nests for its hasty implementation, with some calling it a threat to equitable education its implement notation India Framework

The NEP 2020 Replaces the National Policy education of 1986. In January 2015, a committee Under former cabinet secretary T.S.R.. Subramaniam started the consultation process.

for the New education policy, Based on the Committee report, in June 2017, The draft NEP was submitted in 2019 by a panel led by Former Indian Space Reserch organisation. (ISRO) Chief Krishnaswan my Kasturirangan. The Draft New Education policy (DNEP) 2019 was later released by ministry of Human Resource Development, followed by a number of publicConsultations. The Draft NEP NEP was 484 pages. The ministry undertook a rigorous Consultation process in Formulisation give draft policy. Over two Lakh suggestions. - from 2.5 Lakh gram panchayats, 6,600 blocks, 6,000 Urban Local Bodies (ULBS) 676 districts were received, Online conclave on NEP 2020 alt ende by prime minister Narendramodion 7 August 2020. on the left is i Kasturirangan. The NEP 2020 being discussed with educational institutions across the country.visible are BITS PilamijamiamilliaIslamia Panjab University, Tez par university Assam and Central of Kerala

Provisions

The NEP 2020 enacts numerouschanges in India'sEducation Policy, Il aims to increase State expenditure on education from around 3% to 6% of the LDP as soon as Possible.

Languages

The National education Policy.Keeps the mother tongue as the medium of Instruction til Grates while recommending its continua me till Grade 8 and beyond. Sanskrit and foreign Languages will also be given emphasis, The Policy recommends is that all Students will Learn the Languagein school under the formula, of which atLeast two should be native of India it also states that no Language will be imposed on the students. Shortly after the release of the policy, the government clarified that the Language policy in NEP is broad guideline, and that it was up to the states, Indications and schools to decide the implementation on A more de ta.

The corrun three Languageformula. Proposed by NE 2020 has considerby. Departed from the prevent enunciated policy in 1960 which emphasised study of Hindi English and of the southern Language in non-Hindi speaking Language in contrastprovides The NEP 2020.state greater Flexibility in the Three language for multi subjects The new National Education Policy (NEP) 2020 emphasizes a tress Language formula, encouraging to students to Learn at least two Indian Languages, including their mother tongue of regional Language, and Hindi and mar thee and English and gender and parasite Lang wisetetaxation class Starts

Explanation of 5+3+3+4 structureHere is the class and age -wise detailed explanation given. Children will spend five years in the Foundational Stage. 3 years in the preparatory stage, 3 years in the middle stage, and 4 years in the secondary stage, according to the Secondary stage.according to thenew School education system outlined in NEP 2020 what she 5+3+3+4 Formula?

The 5+ 3+3th system does not mean more school years. The actual number of years that a student spends in a school system is unaffected. The new System incorporates play schools within the realm formal education, combining nursery and Kindergarten classes with classes & and 2 The method is designed to blur the lines between Occupational and academic pursuits, as well as curricular and extracurricular pursuits.

Since the NEP 2020 also expands the scope of the Entire School education how to organize. The entire school education period so that there is more access, affordability, accountability and universalization at the early childhood care and Education CE CCE or pre-School Level, all while providing better quality Education

According to the Current Arbaneducation. System, children initially enrol in playschools then transfer to schools, where they complete two years of Kindergarten courses (KG classes) & allowed by f2 years of school education. This Switch from the 10+2 to the 5+3+3+4 System would allow for a more uniform and inclusive transition from pre-School to highest education (9 to 12).

Conclusion

Explanation of 5+3+3+4 structure Here is the class and age-wise detailed explanation given

1. children will spend five year's in the Foundational Stage, 3 years in the preparatory stage, 3 years in The middle stage, according to the secondary Stage, according to the new school education system, outlined in NEP 2020.
2. The Phases have been divided according to the stages of cognitive development that a kid goes Through in early childhood, School, and secondary school.

The following is a break down of the various stages of the new school.

School education system by age Further more, the NEP 2020 recognizes. The need to incorporate technology into Library Services, such as providing access toe books e, journals, and other digital resources, The policy. et also highlights the importance of promoting Local and indiginecrus Knowledge through The development of community Libraries

The "New Shishaniti you're likely referring to is the National Education" Policy (NEP 2020) which aims to revamp India's education system, focusing on quality, equity and accessto education. at all Levels, and replaces.

Conclusion:

It is concluded that the India education system is under scrutiny for its heavy emphasis on rote learning, Fierce Competition, and unequal opportunities. To address these issues, it crucial transition from memorization to fostering concept Thinking creativity and practical Knowledge.

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महिलांच्या संरक्षण आणि सुरक्षेची जाणीव जागृती - एक अभ्यास

अर्चना रमेश भालेवार

सहा. प्रा. शिक्षणशास्त्र महाविद्यालय शिवळे

सारांश

महिलांना समाजात भयमुक्त वावरता यावे पुरुषांच्या खांद्याला खांदा लावून काम करता यावे तसेच त्यांच्या हक्काचे संरक्षण व्हावे यासाठी संविधानामध्ये तरतूद करण्यात आली आहे त्याचबरोबर वेळोवेळी आवश्यकतेनुसार कायद्यांची निर्मिती करण्यात आली आहे त्यामुळे महिला सुरक्षित झाल्या असून गुन्हेगारी प्रवृत्तींना आळा बसला आहे.

भारतीय राज्य घटनेच्या कलम १४ नुसार कायद्यासनोर सर्व समान आहेत. कलम १५ नुसार धर्म, जात, लिंग भेद करता येत नाही. तर कलम १६ नुसार सर्वांना विकासाच्या समान संधी मिळतात. राज्यघटनेच्या मार्गदर्शक तत्त्व कलम ३८, ३९, ३९ (अ) आणि ४२ नुसार समाजातील विषमता दूर करून जनतेच्या कल्याणासाठी (स्त्री, पुरुष, बालके) न्याय व्यवस्था निर्माण करणे आपणा सर्वांची गरज आहे. कायद्याने महिलांना विविध बाबीत संरक्षण दिले आहे.

महत्त्वाचे शब्द: संरक्षण, सुरक्षा, जाणीव जागृती.

प्रस्तावना :

महिला संरक्षण आणि सुरक्षा ही केवळ एक सामाजिक जबाबदारी नसून, समाजाच्या प्रगतीसाठी आवश्यक बाब आहे. आजही अनेक ठिकाणी महिलांना शारीरिक, मानसिक आणि सामाजिक अत्याचारांना सामोरे जावे लागते. त्यामुळे महिलांचे हक्क, संरक्षण आणि सुरक्षितता याबाबत जनजागृती करणे महत्त्वाचे आहे.

महिलांच्या सुरक्षेचा विषय केवळ त्यांच्या व्यक्तिगत सुरक्षिततेपुरता मर्यादित नाही, तर तो संपूर्ण समाजाच्या स्थैर्याशी जोडलेला आहे. जेथे महिला सुरक्षित असतात, तेथे शिक्षण, रोजगार आणि आर्थिक विकासाची संधी वाढते. सुरक्षित महिला कुटुंब आणि समाज घडवण्यास मोठे योगदान देतात. महिला सुरक्षित असतील, तरच समाज प्रगत होईल. महिलांच्या सुरक्षेसाठी केवळ सरकारचे प्रयत्न पुरेसे नाहीत, तर समाजातील प्रत्येक व्यक्तीने त्यात सक्रिय सहभाग घ्यावा. जनजागृती करून महिलांना सक्षम बनवणे ही आपली जबाबदारी आहे. महिलांचे संरक्षण हे केवळ त्यांच्या अस्तित्वासाठी नव्हे, तर संपूर्ण मानवजातीच्या उज्ज्वल भविष्यासाठी आवश्यक आहे.

गर्भलिंग निदान प्रतिबंधक कायदा

गर्भधारणापूर्व व प्रसवपूर्व गर्भलिंग निदान प्रतिबंधक कायदा १९९४ (सुधारित २००३) या कायद्याचे उल्लंघन करण्याविरुद्ध कडक शिक्षेची तरतूद आहे. गर्भलिंग निदान करणाऱ्या डॉक्टरला ३ वर्षे सश्रम कारावास व १० हजार रुपये दंड आणि पुन्हा हा गुन्हा केल्यास ५ वर्षे कारावास व ५० हजार दंड इतक्या शिक्षेची तरतूद आहे. तसेच संबंधित गुन्हेगाराचा वैद्यकीय परवानाही रद्द होऊ शकतो.

वैद्यकीय गर्भपाताचा कायदा १९७१ (सुधारित २००३)

या कायद्यानुसार १९७१ सालापासून स्त्रियांचा गर्भपाताचा अधिकार देण्यात आला आहे. गरोदरपणाच्या १२ आठवड्यांपर्यंत सरकारमान्य गर्भपात केंद्रामध्ये खालील पाच करणांसाठी गर्भपाताची सेवा देता अगर घेता येते.

- गरोदर महिलेच्या जीवितास धोका असेल तर.
- गरोदर महिलेच्या शारीरिक अगरमानसिक आरोग्यास गंभीर स्वरूपाचा धोका असल्यास.
- अतिप्रसंगामुळे अस्तित्वात आलेली गर्भधारणा असल्यास.
- जन्माला येणाऱ्या बाळामध्ये शारीरिक, मानसिक, गंभीर स्वरूपाचे अपंगत्व येण्याची शक्यता असल्यास.

■ कुटुंब नियोजनाची साधाने अयशस्वी ठरल्यास.

गर्भलिंग निदान करून गर्भपात करणे, हा गंभीर स्वरूपाचा गुन्हा आहे. २० आठवड्यांनंतर अगर १४ आठवड्यांनंतर गर्भलिंगनिदान करून गर्भपात केल्यास गर्भपात करून घेणाऱ्या गरोदर महिलेवर देखील गुन्हा दाखल होऊ शकतो. जिल्ह्यात गर्भपाताच्या कायद्याच्या अंमलबजावणीसाठी जिल्हा सल्लागार समिती अस्तित्वात आहे. गैरप्रकार आढळल्यास अगर उल्लंघन आढळल्यास आरोग्य अधिकाऱ्यामार्फत पोलीस स्टेशनमध्ये प्रकरणाची पूर्ण चौकशी करून गुन्हा दाखल करण्यात येतो. सदर कायद्याचे उल्लंघन आढळल्यास आय.पी.सीकलम ३१२ ते ३१८ नुसार संबंधित पोलीस स्टेशनमध्ये जिल्हा शल्यचिकित्सकांनी गुन्हा दाखल केल्यानंतर संबंधित गरोदर महिला, हॉस्पिटल, नातेवाईक, एजंट यांच्यावरती दखलपात्र, अजामिनपात्र, नॉन कंपाऊंडेबल गुन्हा दाखल होऊ शकतो. सदर गुन्ह्यासाठी ७वर्षे सक्तमजुरी आणि रु.५०,०००/- पर्यंत दंडाची शिक्षा होऊ शकते.

मोफत आणि सक्तीच्या शिक्षणाचा हक्क २००९ :

६ ते १४ वयोगटातील मुलामुलीच्या मोफत व सक्तीच्या शिक्षणासाठी हा कायदा पारीत करण्यात आला. कायद्याच्या कलम ३ नुसार भारतातील ६ ते १४ वयोगटातील बालकांना जवळच्या शाळेत मोफत व सक्तीचे शिक्षण घेण्याचा अधिकार प्रदान करण्यात आला आहे.

अनैतिक व्यापार प्रतिबंध कायदा:

अनैतिक व्यापार प्रतिबंध कायदा १९५६मध्ये २५ हून अधिक कलमे आहेत. कलम ३ नुसार जागेचा, घराचा, हॉटेलचा अगर वाहनाचा वेश्यागृह चालवण्यासाठी करण्यात येणाऱ्या वापराबद्दल कमीत कमी १ वर्षे आणि जास्तीत जास्त ३ वर्षांची शिक्षा आणि रु.२०००/- पर्यंत दंडाची तरतूद आहे. तर कलम ४ नुसार वेश्या व्यवसाय करायला लावून त्या कमाईवर जगणारे संबंधित मुलीचे पालक, इतर महिला, तिला ठेवणारी घरवाली आदींना ७ ते १० वर्षे मजुरीच्या शिक्षेची तरतूद आहे.

बालकामगार प्रतिबंधक कायदा - १९८६

या कायदानुसार १४ वर्षाखालील बालकांना कामावर ठेवणे गुन्हा आहे. बालकामगारांना कामावर ठेवणाऱ्यांना कलम ३ नुसार ३ महिन्यापेक्षा जास्त आणि १ वर्षांपर्यंत शिक्षा आणि रु. १०,०००/- ते ५०,०००/-रुपयांपर्यंत दंडाची शिक्षा होऊ शकते.

कामाच्या ठिकाणी होणारा महिलांचा लैंगिक छळ प्रतिबंधक कायदा :

कामाच्या ठिकाणी होणारा महिलांचा लैंगिक छळ प्रतिबंधक कायदा (प्रतिबंध, मनाई व न्याय निवारण) कायदा २०१३ (विशाखा गार्डलाईन्स) नुसार लैंगिक छळ म्हणजे नकोसा शारीरिक संपर्क आणि लगट, लैंगिक वर्तणुकीची मागणी किंवा विनंती, लैंगिक शेरबाजी, पोर्नोग्राफी दाखवणे, शारीरिक किंवा शाब्दिक किंवा इतर प्रकारे नको असलेले लैंगिक वर्तन करणे होय. संबंधित महिलेला रोजगारात प्राधान्य देण्याचे उघड वा छुपे वचन, कामात अडथळे, रोजगाराला धोका, भयप्रद, अपमानास्पद वागणूक याही कृती लैंगिक छळात अंतर्भूत आहेत. कामाच्या ठिकाणी, निवासाच्या ठिकाणी कामावर असणारी कोणत्याही वयाची स्त्री याविषयी तक्रार करू शकते. सदर स्त्री शारीरिक अथवा मानसिक कारणासाठी सक्षम नसल्यास तिचे सहकर्मचारी, नातेवाईक अगर मैत्रीण ही तक्रार देऊ शकतात. तक्रार लेखी असावी व घटनेच्या तीन महिन्यांच्या आत केली जावी.

विनयभंग :

भारतीय दंड संहिता ३५४ नुसार लज्जा उत्पन्न करणारे वर्तन करणे आणि स्त्रीला मानहानिकारक वाटेल असे बोलणे, गलिच्छ हेतूने स्पर्श करणे म्हणजे विनयभंग. या कायदानुसार गुन्हेगारास २ वर्षे मजुरी, दंड किंवा दोन्ही शिक्षा होऊ शकतात.

बलात्काराबाबत:

संविधानाच्या कलम-३७५ मध्ये बलात्काराची व्याख्या, गुन्ह्याची आणि शिक्षेची चर्चा करण्यात आली आहे. कलम-

२८८ (ए) नुसार बलात्कारित स्त्रीचे नाव गोपनीय ठेवणे बंधनकारक असून तिचे नाव जाहीर केल्यास २ वर्षे तुरुंगवास आणि दंडाची शिक्षा होऊ शकते. सी.आर.पी. सी. कलम-१६४ (ए) नुसार महिलेच्या वैद्यकीय तपासणीला परवानगी आहे. तर ३२७ (२) नुसार गोपनीय पद्धतीने इन कॅमेरा पीडितमहिलेचा जबाब नोंदवण्यात यावा बलात्कार, बालकांवरील लैंगिक अत्याचार, अॅसिड हल्ल्यातील पीडित महिला व बालक यांना पुनःस्थापक न्यायाची खात्री देण्यासाठी राज्य सरकारने मनोर्धैर्य ही योजना सुरू केली.

जातपंचायतीबाहेर वाळीत टाकणे :

सदर गुन्हा दखलपात्र असून जात पंचायती विरुद्ध भारतीय दंड संहिता कलम-१२० (ब) नुसार पूर्वनिर्णयित कटकारस्थान, कलम-५०३ आणि कलम-३४ नुसार एकाच उद्देशाने, कलम-५३ (अ), कलम-३८६ नुसार दहशत निर्माण करणे, कलम-३८९ नुसार भीती दाखवण्याविरोधात गुन्हा दाखल होतो.

हुंडा प्रतिबंधक कायदा

हुंडा प्रतिबंधक कायदा १९६१ च्या कलम ३ नुसार हुंडा घेणाऱ्यास ५ वर्षे सक्त मजुरी आणि रु. १५,०००/- पर्यंत दंडाची शिक्षा आहे. हुंडा मागणी हा देखील गुन्हा असून त्यासाठी ६ महिने पर्यंतची कैद आणि रु.१०,०००/- दंडाची शिक्षा आहे. भारतीय दंड संहिता कलम-४९८ (अ) नुसार लग्नानंतर १० वर्षांपर्यंत विवाहितेला पैसे, चीज-वस्तू, सोने यासाठी शारीरिक, मानसिक त्रास देणे गुन्हा आहे. यासाठी १० वर्षांपर्यंत सक्त मजुरी व दंडाची शिक्षा होऊ शकते.

बालकांचे लैंगिक शोषण प्रतिबंधक कायदा - २०१२

कोणत्याही प्रकारच्या नैसर्गिक किंवा अनैसर्गिक पद्धतीने लैंगिक वर्तन करायला मुलामुलींना भाग पाडणे यासाठी ७ वर्षे सक्तमजुरी ते जन्मठेपेची शिक्षा असून त्यासाठी दंडही ठोठावण्यात येऊ शकतो.

कौटुंबिक हिंसाचारापासून महिलांचे संरक्षण -

कौटुंबिक हिंसाचारापासून महिलांचेसंरक्षण अधिनियम-२००५ हा कायदा दिनांक २६.१०.२००६ पासून अमलात आला आहे. त्यानुसार एखादी कृती महिलेच्या मानसिक किंवा शारीरिक आरोग्यास, सुरक्षिततेस, जीवितास, अवयवास, कल्याणास धोकादायक, अपायकारक किंवा उपद्रवी असेल किंवा तसे करण्याकडे कल असेल आणिज्यामध्ये महिलेचा शारीरिक, लैंगिक, तोंडी, भावनिक किंवा आर्थिक दुरुपयोग होत असेल, अशाप्रकारचे मानहानी करणारे किंवा महिलेच्या प्रतिष्ठेवर इतर मार्गांनी अतिक्रमण करणारे कृत्य, अपमानकारक उपहासात्मक विशेषकरून मूल नसल्यामुळे किंवा मुलगा नसल्यामुळे किंवा आर्थिक प्राप्ती मिळत असेल किंवा त्यास पात्र असेल त्यास हानी पोहोचेल अशा गोष्टींचा कौटुंबिक हिंसाचाराच्या व्याख्येत समावेश आहे. महिला किंवा महिलेच्या नात्यातील व्यक्तीस हुंड्याची मागणी, इतर मिळकत किंवा मौल्यवान वस्तू मिळवण्याकरिता केलेले कृत्य, महिलेसाठी हानिकारक, वेदनाकारक किंवा त्रासदायक स्वरूपाचे व धमकी देण्याच्या उद्देशाने केलेल्या कृत्याविरोधात गुन्हा दाखल करता येतो.

घरात राहण्याचा हक्क :

कलम -१७ नुसार

प्रत्येक महिलेला जी कौटुंबिक नात्यामध्ये आहे तिला एकत्रित घरात राहण्याचा हक्क आहे. सदर मालमत्तेमध्ये तिचा काही हक्क असो अथवा नसो म्हणून कोणताही पुरुष तिला घराबाहेर घालवू शकत नाही.

आर्थिक लाभ :

कलम-२० अन्वये दंडाधिकारी प्रतिवादीला अशा प्रकरणात महिलेला जे नुकसान झाले आहे त्याच्या नुकसान भरपाईसाठी प्रतिवादीने खर्चाची रक्कम द्यावी असे आदेश काढू शकतात. उदा. महिलेच्या उत्पन्नाचे नुकसान, वैद्यकीय उपचारासाठी खर्च, मालमत्तेचे नुकसान, अपत्यांच्या देखभालीच्या खर्चासंबंधित व्यक्तीचे साधारण राहणीमान बघून आर्थिक नुकसान भरपाई मिळते.

मुलांच्या ताब्याचा आदेश : कलम-२१

अन्वये दंडाधिकारी मुलांच्या ताब्याबाबत पीडित महिलेच्या बाजूने मुलाच्या किंवा मुलाच्या हंगामी ताब्याबाबत, आवश्यकता असेल तर प्रतिपक्षाने मुलाला किंवा मुलांना कधी भेटावे याबाबतच्या व्यवस्थेसंबंधीही आदेश काढू शकतात.

स्वसंरक्षण व सुरक्षा वाढवण्यासाठी टिप्स :

स्वसंरक्षण प्रशिक्षण घ्या – कराटे, जूडो, कुंग-फू किंवा सेल्फ-डिफेन्स क्लासेस जॉइन करा.

सुरक्षिततेसाठी ॲप्स वापरा – "bSafe," "My Safetipin," "Citizen," यांसारखी ॲप्स मदतीस येऊ शकतात.

संशयास्पद परिस्थितीत सतर्क राहा – सार्वजनिक ठिकाणी किंवा प्रवास करताना सावध राहा.

सामाजिक व कायदेशीर हक्क जाणून घ्या – महिलांसाठी असलेल्या कायद्यांची माहिती ठेवा, जसे की POSH (Sexual Harassment Law), Domestic Violence Act, आणि Self-defense Rights.

महिला सुरक्षेसाठी उपयोगी संस्था आणि हेल्पलाइन:

महिला हेल्पलाइन: 1091 (भारत)

पोलीस आपत्कालीन सेवा: 112

नॅशनल कमिशन फॉर वुमन (NCW): www.ncw.nic.in

निष्कर्ष:

महिला संरक्षण आणि सुरक्षा हे केवळ कायद्यापुरते मर्यादित नसून, संपूर्ण समाजाची जबाबदारी आहे. महिलांना सुरक्षित वातावरण मिळावे, त्यांना स्वसंरक्षणाचे प्रशिक्षण द्यावे आणि त्यांच्या हक्कांची जाणीव करून द्यावी, हे अत्यंत महत्त्वाचे आहे.

महिला संरक्षण ही केवळ महिलांची जबाबदारी नसून संपूर्ण समाजाची जबाबदारी आहे. महिला सशक्त झाल्या की त्यांचे संरक्षण अधिक प्रभावी होते. त्यामुळे महिलांनी स्वतःच्या हक्कांबद्दल जागरूक राहावे, आत्मरक्षा कौशल्य आत्मसात करावे आणि समाजाने महिलांना सुरक्षित आणि सन्मानपूर्वक जीवन जगण्यासाठी सहकार्य करावे.

संदर्भ सूची:

1. डॉ. जयश्री देवरे, महिला सक्षमीकरण आणि शासकीय योजना
2. www.mahaswayam.in
3. www.devt.gov.in

व्यवसाय क्षेत्रातील महिलांचा सहभाग

डॉ. अनुजा राहुल शेटी

प्रस्तावना

महिला सशक्तीकरण हा कोणत्याही देशाच्या सामाजिक आणि आर्थिक विकासाचा महत्त्वाचा भाग आहे. व्यवसाय क्षेत्रातील महिलांचा सहभाग वाढल्याने अर्थव्यवस्थेला चालना मिळते आणि समाजात सकारात्मक बदल घडतात. पारंपरिक काळात महिलांना व्यवसायात मर्यादित संधी होत्या, परंतु आज त्या विविध क्षेत्रांत उल्लेखनीय कामगिरी करत आहेत. भविष्यात महिला उद्योजकतेला अधिक संधी आणि पाठबळ मिळाल्यास भारताची आर्थिक प्रगती वेगाने होईल. महिलांचा व्यवसाय क्षेत्रातील सहभाग हा कोणत्याही अर्थव्यवस्थेच्या प्रगतीसाठी महत्त्वाचा घटक आहे. भारतासारख्या देशात महिलांना स्वतःचा व्यवसाय सुरू करण्यासाठी अनेक संधी उपलब्ध आहेत, परंतु त्याचबरोबर त्यांना काही अडचणींचा सामना करावा लागतो. या संशोधन लेखात महिलांच्या व्यवसाय क्षेत्रातील सहभाग, त्यांना येणाऱ्या अडचणी आणि त्यावरील उपाययोजना यांचा अभ्यास केला आहे.

भूतकाळ: पारंपरिक व्यवसायातील महिलांची भूमिका

भारतातील पारंपरिक समाजव्यवस्थेत महिलांना मुख्यतः कौटुंबिक जबाबदाऱ्या सांभाळण्याला लागत होत्या. काही विशिष्ट व्यवसाय, जसे की हातमाग, कृषी पूरक उद्योग, आणि लघुउद्योग यामध्ये त्यांचा सहभाग होता. महिला उद्योजकतेसाठी सामाजिक बंधने, शिक्षणाचा अभाव आणि आर्थिक मदतीच्या मर्यादा होत्या.

उदाहरणार्थ, कलावती परुळेकर आणि सावित्रीबाई फुले यांनी शिक्षण आणि सामाजिक सुधारणांमध्ये योगदान दिले, तर अहिल्याबाई होळकर यांनी प्रशासन आणि आर्थिक व्यवस्थापनात आपली गुणवत्ता सिद्ध केली. परंतु, मोठ्या व्यावसायिक क्षेत्रात महिलांचा सहभाग मर्यादित राहिला.

वर्तमान: व्यवसाय क्षेत्रातील महिलांची स्थिती

आजच्या काळात महिलांनी उद्योग आणि व्यवसायात मोठ्या प्रमाणावर सहभाग घेतला आहे. बँकिंग, तंत्रज्ञान, स्टार्टअप, ई-कॉमर्स, आणि उत्पादन क्षेत्रात महिला आघाडीवर आहेत.

भारतात महिलांचे व्यवसाय क्षेत्रातील प्रमाण हळूहळू वाढत आहे. स्टार्टअप, लघुउद्योग, सेवा क्षेत्र, कृषी व्यवसाय यामध्ये महिलांचा सहभाग महत्त्वपूर्ण ठरत आहे. भारत सरकारच्या 'स्टार्टअप इंडिया', 'मुद्रा योजना', 'स्टँडअप इंडिया' यांसारख्या योजनांमुळे महिलांना आर्थिक मदत आणि प्रेरणा मिळत आहे.

महिला उद्योजकतेची वाढ:

2020 मध्ये महिलांच्या मालकीच्या व्यवसायांचे प्रमाण सुमारे 14% होते.

ग्रामीण भागात स्वयंरोजगार करणाऱ्या महिलांचे प्रमाण वाढत आहे.

डिजिटल प्लॅटफॉर्मच्या मदतीने महिला घरबसल्या व्यवसाय करत आहेत.

महिला उद्योजकतेसाठी प्रमुख कारणे:

शिक्षण आणि कौशल्य विकास: मुलींना उच्च शिक्षण मिळू लागल्याने त्या व्यवसाय क्षेत्रात पुढे येत आहेत.

सरकारच्या योजना: स्टार्टअप इंडिया, मुद्रा योजना, आणि महिला स्वयंरोजगार कार्यक्रमांमुळे आर्थिक मदत मिळते.

तंत्रज्ञान आणि डिजिटल प्लॅटफॉर्म: ऑनलाइन व्यवसाय आणि ई-कॉमर्समुळे महिलांना व्यवसाय वाढवता येतो.

प्रमुख महिला उद्योजिका:

किरण मुझुमदार-शॉ (बायोकोन) – भारतातील जैवतंत्रज्ञान उद्योगातील प्रमुख नाव.

फाल्गुनी नायर (नायका) – महिलांसाठी सौंदर्य आणि फॅशन उद्योगात मोठे योगदान.

वंदना लुथरा (VLCC) – सौंदर्य आणि आरोग्य क्षेत्रातील यशस्वी उद्योजिका.

भविष्य: महिलांच्या व्यवसायातील संधी आणि आव्हाने

भविष्यात महिला उद्योजकता अधिक वाढण्याची शक्यता आहे. तंत्रज्ञान, कृत्रिम बुद्धिमत्ता (AI), ग्रीन बिझनेस, आणि सोशल एंटरप्राइजेस या क्षेत्रांत महिलांसाठी मोठ्या संधी आहेत.

महिलांसाठी पुढील संधी:

स्टार्टअप आणि इनोव्हेशन: महिलांचे स्टार्टअप क्षेत्र वाढत असून भविष्यात ते अधिक व्यापक होईल.

आंतरराष्ट्रीय व्यापार: महिला उद्योजक ग्लोबल बिझनेस नेटवर्कशी जोडल्या जात आहेत.

ESG (Environment, Social, Governance) आधारित व्यवसाय: पर्यावरणपूरक आणि सामाजिक दायित्व असलेले उद्योग महिलांसाठी महत्त्वाचे ठरतील.

भविष्यातील आव्हाने:

लैंगिक भेदभाव: अजूनही काही क्षेत्रांत महिलांना समान संधी मिळत नाहीत.

आर्थिक मदतीची आवश्यकता: गुंतवणूकदार आणि बँकांकडून महिलांच्या स्टार्टअपसाठी अधिक आधार मिळायला हवा.

कार्य-जीवन समतोल: महिलांसाठी कौटुंबिक आणि व्यावसायिक जबाबदाऱ्या सांभाळणे एक आव्हान असते.

सामाजिक आणि सांस्कृतिक बंधने: अनेक ठिकाणी महिलांच्या कार्यक्षमतेबद्दल शंका घेतली जाते.

उपाययोजना आणि धोरणे:

महिला व्यवसाय क्षेत्रात अधिक सक्रीय होतील यासाठी पुढील उपाययोजना आवश्यक आहेत:

आर्थिक मदतीचा विस्तार

महिलांसाठी विशेष बँकिंग योजना आणि कमी व्याजदरावर कर्ज उपलब्ध करणे.

'महिला उद्योजकता निधी' स्थापन करणे.

शिक्षण आणि कौशल्य विकास: महिलांसाठी विशेष व्यवसाय प्रशिक्षण कार्यक्रम राबवणे. डिजिटल आणि आर्थिक साक्षरता वाढवणे.

सामाजिक आणि सरकारी समर्थन: महिला उद्योगांसाठी कर सवलती आणि अनुदाने देणे.

'सेल्फ हेल्प ग्रुप' आणि इन्क्युबेशन सेंटरद्वारे महिलांना आधार देणे.

निष्कर्ष

महिला व्यवसाय क्षेत्रात आपली ओळख निर्माण करत आहेत आणि भविष्यातही त्यांचा सहभाग वाढत जाईल. सरकारच्या धोरणांचा प्रभाव, तंत्रज्ञानाचा वाढता वापर, आणि समाजातील सकारात्मक बदलांमुळे महिला उद्योजकतेला चालना मिळेल. समान संधी आणि योग्य पाठबळ दिल्यास महिलांचा व्यवसायातील सहभाग भारताच्या अर्थव्यवस्थेला नवा आयाम देऊ शकतो. महिलांचा व्यवसाय क्षेत्रातील सहभाग हा केवळ आर्थिक वृद्धीसाठीच नव्हे, तर सामाजिक आणि सांस्कृतिक परिवर्तनासाठीही महत्त्वाचा आहे. महिलांना योग्य संधी, आर्थिक मदत, आणि सामाजिक पाठबळ मिळाल्यास त्या यशस्वी उद्योजिका बनू शकतात. सरकार, समाज आणि उद्योग क्षेत्राने एकत्रित प्रयत्न केल्यास महिला उद्योजकतेत मोठी वाढ होईल.

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महिला सक्षमीकरणातून महिला आरोग्य संवर्धन काळाची गरज

डॉ. सोनवणे सुनील अर्जुन

सहयोगी प्राध्यापक

शासकीय अध्यापक महाविद्यालय, मुंबई

प्रास्ताविक

कोणत्याही देशाच्या आर्थिक विकासांमध्ये त्या देशांतर्गत असणाऱ्या भौतिक, जैविक व मानवी संपदाद्वारा महत्त्वाची भूमिका बजावत असतात. जगाच्या सर्वच देशांमध्ये वरील सर्व संपदा सारख्याच प्रमाणात असतील असे नाही त्यांचे प्रमाण कमी अधिक असू शकते. अर्थात वरील संपदांचे वितरण कमी किंवा जास्त काहीही असले तरी त्या देशाच्या विकासांमध्ये मानवी संपदाच महत्त्वाची भूमिका बजावत असतात. कोणत्याही भौतिक किंवा जैविक संपदेचा उपयोग कौशल्यपूर्ण करण्याच्या दृष्टिकोनातून मानवी संपदाच महत्त्वपूर्ण ठरत असतात. मानवी संपदा मध्ये प्रामुख्याने स्त्री आणि पुरुष अशा दोन प्रमुख घटकांचा समावेश होतो असतो. तेव्हा या दोन्ही घटकांना समान स्वरूपामध्ये महत्त्व दिले जावे, मात्र असे आढळून येत नाही. विविध देशांमध्ये स्त्री-पुरुष अंतर्गत भेदभाव केला गेल्यामुळे स्त्रियांवर नेहमी अन्याय झालेला आहे. भारतासारख्या देशात सुद्धा प्राचीन काळापासून स्त्रियांच्या संदर्भात अन्याय अत्याचार घडलेले आहेत. परिणामतः स्त्रिया सामाजिक जीवनामध्ये मागे पडल्यात त्यामुळे देशाच्या विकासाला त्यांचा फारसा हातभार लाभलाच नाही. आज मात्र स्त्रियांचे महत्त्व प्रत्येक देशाला कळून चुकल्यामुळे स्त्रियांना शिक्षणापासून ते विविध नोकरी, व्यवसायात पर्यंत मानसन्मानाचे स्थान प्राप्त होत आहे. स्त्रियांना त्यांच्या विकासातील असणारे विविध अडथळे दूर केले जात आहेत. स्त्रियांच्या संदर्भामध्ये प्रगत दृष्टिकोन लक्षात न घेतल्यामुळे स्त्रियांच्या सबलीकरणाची गरज आज निर्माण झालेली आहे. महिलांनी फक्त 'चूल आणि मूल' याकडेच लक्ष दिले पाहिजे असे अनेक जणांना वाटते, परंतु आता महिलांनी चुला आणि मुलासोबतच 'देश आणि विदेश' यांकडे सुद्धा लक्ष देण्याची गरज आहे.

महिलासक्षमीकरण “कायदे व कल्याणकारी कार्यक्रमांच्या माध्यमातून आर्थिक, सामाजिक, शैक्षणिक व राजकीय क्षेत्रांमध्ये महिलांना पुरुषांच्या बरोबरीने हक्क व दर्जा प्रदान करून विकासाठी संधी उपलब्ध करून देणे, तसेच स्त्री-पुरुष असमानता नष्ट करणे या प्रक्रियेला स्त्री सक्षमीकरण असे म्हणतात.”

“महिला सबलीकरण म्हणजे मानवी व्यवहाराच्या सर्वच पातळीवर स्त्रियांना पुरुषांच्या बरोबरीने संधी उपलब्ध करून देणे होय.”

स्त्री व पुरुष दोन्ही कुटुंब, समाज व देशाच्या विकासासाठी चाके असून दोघांना समान गती प्राप्त करून देण्यासाठी मागे पडलेल्या स्त्री वर्गास पुरुषांबरोबरीचे स्थान मिळून देण्याची गरज आहे. महिला सक्षमीकरण ही एक चळवळ आहे, काळाची गरज जी पुरुष आणि महिलांमधील सामाजिक, आर्थिक आणि राजकीय दरी दूर करण्यासाठी प्रयत्नशील आहे. 'महिला सक्षमीकरण' हा शब्द १९ व्या शतकात अस्तित्वात आला. सक्षमीकरणाचा अर्थ 'शक्ती बाहेर काढणे' असा होतो. भारताला स्वातंत्र्य मिळून 75 वर्षे झाली असले तरी, महिलांना अजूनही समान सामाजिक-आर्थिक दर्जा देण्यात आला नव्हता. म्हणूनच, भारत सरकार, इतर गैर-सरकारी संस्था, समाज सुधारक व प्रबोधनकार महिला व पुरुष यांनी आपल्या समाजातील महिलांच्या सर्वांगीण विकासासाठी व सक्षमीकरणाचे काम हाती घेतलेले आहे. संयुक्त राष्ट्रांनी १९७५ ते १९८५ हा काळ महिलांसाठीचा दशक म्हणून घोषित केला. याव्यतिरिक्त, २००१ हे 'महिला सक्षमीकरणाचे आंतरराष्ट्रीय वर्ष' मानले गेले, जे भारताने देखील स्वीकारले आहे. राज्याने 1994 मध्ये पहिले महिला धोरण जाहीर केले. त्यात वेळोवेळी कालसुसंगत सुधारणा करण्यात आल्या. नुकतेच राज्याचे चौथे अष्टसूत्री महिला धोरण जाहीर करण्यात आले आहे. स्त्री ही कुटुंबाचा आधार आणि समाजाचा केंद्रबिंदू आहे. म्हणून महिला सक्षमीकरण करणे आवश्यक असून यात पुढील बाबींचा समावेश केला जावा आर्थिक सक्षमता, शैक्षणिक सक्षमता, राजकीय सक्षमता, मानसिक सक्षमता, लैंगिक आरोग्य, महिला आर्थिक सबलीकरण. या विविध प्रकारच्या सक्षमता महिलांमध्ये येण्याच्या दृष्टिकोनातून शासनामार्फत विविध प्रकारच्या योजना हाताळल्या जाव्यात.

महिलासक्षमीकरणाच्या योजना - लेक लाडकी योजना, महिला उद्योगिनी योजना, स्वर्णिमा योजना, उद्योजक धोरण योजना, महिला सन्मान योजना, महाराष्ट्र विधवा पेन्शन योजना, प्रधानमंत्री मातृ वंदना योजना 2.0., माझी कन्या भाग्यश्री योजना इ. तसेच महाराष्ट्रात महिलांच्या आरोग्यासाठी विविध योजना आहेत, ज्यात जननी सुरक्षा योजना, राजमाता जिजाऊ माता-बाल आरोग्य आणि पोषण मिशन, आणि मिशन शक्ती यांसारख्या योजनांचा समावेश आहे, ज्या महिला आणि बालकांच्या आरोग्याच्या गरजा पूर्ण करण्यासाठी कार्य करतात.

महिला व आरोग्य विषयक योजना

महिलांच्या आरोग्यावर होणारे परिणाम केवळ स्वतः पुरते मर्यादित न राहता त्यांचा परिणाम कुटुंबावर विशेषता मुलांवर आणि पर्यायाने समाजावर होत असतो. त्यामुळे महिला आरोग्य हा अतिशय महत्त्वाचा लक्षात घेण्याजोगा विषय आहे. महिलांच्या केवळ शारीरिक आरोग्यावर लक्ष केंद्रित करून चालणार नसून त्यासाठी मानसिक, भावनिक, अध्यात्मिक, सामाजिक, असे सर्वांगीण आरोग्य जपणे आवश्यक आहे. त्या दृष्टीने खालील प्रमाणे पावले उचलता येतील.

1. महिलांच्या आरोग्यासाठी विशेष महिला आरोग्य अभियान राबवणे-शालेय, महाविद्यालयीन स्तरावर शिकणाऱ्या मुली तसेच शहरी व ग्रामीण भागात असणाऱ्या महिला सर्वांच्या आरोग्याची तपासणी करून त्यांच्या आरोग्याच्या संदर्भामध्ये योग्य मार्गदर्शन, समुपदेशन व उपचार यांचे नियोजन केले जावे समान स्वरूपात आढळून येणाऱ्या महिलांच्या आरोग्यविषयक समस्यासंदर्भात संशोधन करून अशा समस्या कायमस्वरूपी निर्मूलन करण्यात याव्यात. आरोग्यअभियानाद्वारे आरोग्य विषयक पुस्तकांचे प्रदर्शन, पोस्टर्स, फिल्म, खेळ, पथनाट्ययासारख्या साध्या सोप्या माध्यमातून महिलांना आरोग्य साक्षर करणे. या अभियानाद्वारे महिलांच्या शारीरिक मानसिक भावनिक आध्यात्मिक आरोग्य जपण्यावर भर दिला जावा.
2. शरीर विज्ञान विषयक माहिती विषय- प्राथमिक, माध्यमिक, उच्च माध्यमिक, उच्च शिक्षण अशा सर्व स्तरांवर शरीर विज्ञान विषयी माहिती देणारा विषय इतर विषयांबरोबर स्वतंत्र व सक्तीचा असावा या विषयातून विद्यार्थ्यांच्या शैक्षणिक स्तरनिहाय शरीर विकास, मानसिक विकास, भावनिक विकास इ. संदर्भात प्रशिक्षित शिक्षकांकडून अध्ययन-अध्यापन कार्य केले जावे.
3. विशेष प्रकारच्या आजारांचे निराकरण - महिला संदर्भात विशिष्ट असे शारीरिक व्याधी किंवा आजार यात कॅन्सर, पोटाचे विकार, वंध्यत्व, एचआयव्ही लागणयांचे मुक्त स्वरूपामध्ये इलाज केले जावेत.
4. महिलांसाठी समुपदेशन केंद्र- विविध करणांनी व्याधीग्रस्त महिलांचे मानसिक दृष्ट्या बिघडलेले संतुलन नियंत्रित करणे व मानसिक व्याधीमुक्त करणे तसेच महिलांच्या मानसिक तान तनावांचे व्यवस्थापन करण्यासाठी प्राथमिक आरोग्य केंद्रामध्ये समुपदेशन केंद्रे निर्माण केली जावीत.
5. पुनर्वसन सेवा - अन्याय, अत्याचार, लैंगिक छळ, या सारख्या बाबींना बळी पडलेल्या महिलांना संरक्षण मिळणे त्याचप्रमाणे त्यांच्या संदर्भात न्याय प्रक्रिया जलद राबवून त्यांना न्याय मिळवून त्यांचे पुनर्व्यवस्थापन करण्याची योजना शासन तसेच गैरशासकीय संघटनांमार्फत केली जावी.
6. विशेष आरोग्यसेवा व सुविधा - झोपडपट्टी तसेच दुर्गम भागातील महिलांसाठी विशेष आरोग्यसेवा राबवल्या जाव्यात यामध्ये प्रामुख्याने महिला आरोग्याचा सर्वे करून उपचार करणे, मोफत औषधे पुरविणे स्वच्छतागृहे, लसीकरण, झोपडपट्ट्यांमध्ये फिरती रुग्णालय, उपलब्ध करून दिली जावी प्रत्येक जिल्ह्यामध्ये महिलांसाठी स्वतंत्र रुग्णालय असावेत.
7. विशेष गरजा असणाऱ्या महिलांसाठी सेवा सुविधा-वृद्ध, अपंग, मनोरुग्ण आणि संवेदनशील महिलांसाठी आरोग्यविषयक सेवा तात्काळ उपलब्ध करून द्याव्यात तसेच सार्वजनिक ठिकाणी असणाऱ्या सेवा अशा व्यक्तींना विशेष प्राधान्य दिल्या जाव्यात.

8. आरोग्य विषयी जाणीव जागृती- वृत्तपत्रे, दूरदर्शन वाहिन्या, चलचित्रपटइत्यादींच्या माध्यमातून महिलांना त्यांच्या आरोग्य विषयी निगा तसेच आहार व उत्तम सवयी, व्यायाम, क्रीडा, योगा इत्यादी संदर्भात तज्ञ डॉक्टरांमार्फत मार्गदर्शन सुविधा उपलब्ध केल्या जाव्यात.
9. झोपडपट्टी, दुर्गम भाग, ग्रामीण भाग, तसेच गरजू महिलांना शारीरिक आरोग्य तंदुरुस्त राहण्यासाठी तसेच पोषक जीवनसत्वाचा अभाव व कुपोषण या सर्व बाबीं संदर्भात मोफत सकस अन्न व औषधोपचारसेवा पुरविल्याजाव्यात.
10. नोकरी करणाऱ्या महिलांसाठी त्यांच्या कार्यालयात प्राथमिक उपचारासाठी प्रथमोपचार पेटी, सॅनिटरी नॅपकिन उपलब्धता, विश्रांती कक्ष, इनडोअर स्पोर्ट्स इत्यादींची सोय सुविधा उपलब्ध असणे.

समारोप

महिला सक्षमीकरण हे एक शाश्वत आणि प्रगतीशील समाज निर्माण करण्यासाठी एक शक्तिशाली साधन आहे. आपल्या देशातील महिलांना अनेक छळ, शाब्दिक गैरवापर, मानसिक छळ, बलात्कार, कामाच्या ठिकाणी भेदभाव इत्यादी पासून मुक्त करणे. तथापि, सामाजिक, आर्थिक, शैक्षणिक, राजकीय आणि मानसिक अशा विविध प्रकारच्या सक्षमीकरणाद्वारे महिलांना या अन्यायांपासून स्वतःचे रक्षण करण्यास मदत करणे गरजेचे आहे. भारत सरकार व राज्य सरकारमहिलांना आधार देण्यासाठी अनेक योजना राबवत आहेत. आरोग्य विषयीसेवा सुविधा उपलब्धता व जाणीव जागृती करण्याच्या संदर्भामध्ये तसेच आरोग्य टिकवण्याच्या दृष्टिकोनातून विविध योजना हाती घेऊन महिलांना पुरुषांच्या बरोबरीने सहभागाची संधी उपलब्ध करून देणे काळाची गरज आहे. त्याशिवाय खऱ्या अर्थाने महिला सक्षमता सध्य होणार नाही.

संदर्भ ग्रंथ

1. 'स्त्री प्रश्नांची चर्चा' रानडे प्रतिभा, पापुलर प्रकाशन, मुंबई
2. 'महिला सशक्तिकरण का सच' मीनाक्षी निशांत सिंह, ओमेगा पब्लिकेशन, नवी दिल्ली
3. 'महिला व बालकल्याण' डॉ. एसटी शिरसाट. चिन्मय प्रकाशन, संभाजीनगर
4. 'भारतातील सामाजिक समस्या' पी के कुलकर्णी, विद्या प्रकाशन, नागपूर
5. 'महिला सक्षमीकरण' डॉ. उपमा सक्सेना

WOMEN EMPOWERMENT IN ARTIFICIAL INTELLIGENCE**Kasturi Ashok Shirke***JSMs College of Education (B.Ed) Shivle, Murbad.*

Abstract:-

This research study investigates the effects of Artificial Intelligence (AI) on women's empowerment in the context of India. Artificial intelligence has the capacity to greatly empower women and promote gender equality on global scale. It delves into AI's capacity to mitigate gender gaps, enhance educational and healthcare accessibility, bolster women's economic standing, and advocate for gender parity. Through an examination of diverse initiatives and case studies, the article underscores the potential benefits and hurdles associated with AI in propelling women's rights and facilitating their engagement across different domains of Indian society. The results indicate that while AI holds promise for advancing women's empowerment, it necessitates diligent efforts to mitigate biases and uphold inclusivity. The findings provide significant knowledge for policymakers, researchers, and practitioners who aim to utilise AI's revolutionary capacity to promote gender equality and empower women on a global scale.

Keywords :- Education, Ethical considerations, Women Empowerment, Artificial Intelligence.

Introduction:-

The convergence of artificial intelligence and women's empowerment has gained significant attention in recent years as a crucial field of study and intervention. In recent years, Artificial Intelligence (AI) has emerged as a potent force capable of reshaping numerous facets of society. Within India, a nation grappling with entrenched gender disparities and social hurdles, AI stands poised to wield substantial influence in advancing women's empowerment. This article seeks to delve into the background and ramifications of AI on the empowerment of women in India. Despite strides made towards women's empowerment in this diverse and culturally vibrant country, persistent gender inequities endure across key domains such as education, employment, and healthcare. Deep-rooted societal biases, unequal access to resources, and limited opportunities continue to impede the advancement of women throughout the nation.

Objectives of the study AI:-

1. To Investigate the role that AI plays in facilitating women's empowerment.
2. To Analyze the tangible effects of AI implementation on the empowerment of women.
3. To Evaluate the extent of AI's potential contribution to advancing women's empowerment initiatives.
4. To Examine and identify gender biases inherent in AI algorithms.

Advancing women's empowerment in India :-

Women's empowerment in India represents an ongoing and significant process characterized by notable progress and enduring challenges. Over time, there has been an increasing recognition of the importance of empowering women and ensuring their equal participation across

all facets of life. Indian women have made remarkable strides in education, politics, entrepreneurship, and various other spheres. One of the notable successes in women's empowerment in India is the increased emphasis on female education. Efforts to promote access to schooling for girls have led to a considerable rise in female literacy rates. Women entrepreneurs are emerging across diverse industries, driving economic growth and creating job opportunities. Despite these achievements, women in India continue to face persistent challenges such as gender-based violence, discrimination, and unequal access to resources. Economic empowerment is another crucial aspect of women's emancipation in India. Various measures, including skill development programs and microfinance schemes, have been implemented to assist women in starting enterprises and achieving financial independence. Women entrepreneurs are emerging across diverse industries, driving economic growth and creating job opportunities.

The significance of women's Empowerment:-

Women's empowerment is indispensable for fostering a fair and egalitarian society. It entails creating an environment where women can assert control over their lives, make informed choices, and actively participate in all facets of life. Here are some key reasons why women's empowerment holds such importance:

1. **Gender Equality:** Empowering women is crucial for achieving gender equality. It recognizes that women possess the same rights and capabilities as men, deserving equal respect and dignity.
2. **Economic Development:** Women constitute a significant portion of the global population, and their active involvement in the workforce is essential for economic advancement.
3. **Education and Healthcare:** Women's empowerment is closely linked to improved access to education and healthcare. Educated and healthy women are empowered to make informed decisions regarding their reproductive health, thereby reducing maternal and new-born mortality rates..

Artificial Intelligence (AI):-

Artificial Intelligence (AI) refers to the field of computer science dedicated to creating intelligent systems capable of performing tasks that typically require human intelligence. It finds applications across diverse sectors such as healthcare, finance, transportation, and more. AI enables systems to analyse vast amounts of data, identify patterns, and make informed decisions, leading to enhanced efficiency and accuracy. AI is utilized in various applications including medical diagnosis, fraud detection, autonomous vehicles, personalized recommendations, natural language processing, and virtual assistants. Its potential for revolutionizing businesses and society lies in augmenting human capabilities and driving innovation. In terms of definition and concept, AI involves the replication of human cognitive abilities in robots, enabling them to perform tasks that require human-like intelligence. This encompasses a wide array of technologies and methodologies aimed at enabling robots to perceive, reason, learn, and make decisions akin to humans. The focus of AI lies in developing intelligent systems capable of analysing large datasets, extracting relevant insights, and adapting their behaviour based on changing circumstances. Key

components of AI include machine learning, which enables systems to learn from data and enhance their performance over time, and natural language processing, enabling machines to understand and generate human language. Other AI approaches encompass computer vision, robotics, expert systems, and neural networks

The potential of AI for women's empowerment:-

1. **Education and Skill Development:-** AI has the capacity to revolutionize education and skill development, ensuring women have equal access to high-quality learning opportunities. This has the potential to bridge educational gaps, empowering women to pursue their aspirations, enhance employability, and achieve economic independence.
2. **Employment and Entrepreneurship:-** AI can foster fair and transparent recruitment processes, mitigating gender biases in the workplace. Through AI-driven technologies, biases in job advertisements, selection procedures, and performance evaluations can be minimized. Additionally, AI can facilitate remote work and flexible schedules, expanding opportunities for women to enter and excel in various industries.
3. **Healthcare and Well-Being:-** AI holds promise in improving healthcare outcomes and increasing women's access to quality healthcare services. AI-driven solutions can aid in disease identification, early detection, personalized treatment plans, and remote patient monitoring.
4. **Safety and Security:** AI-based solutions can contribute to enhancing women's safety by addressing issues such as harassment, violence, and security concerns. Smart surveillance systems, facial recognition technology, and predictive analytics can assist in preventing crimes against women.

Challenges and risks of AI in women's empowerment:-

AI initiatives aimed at women's empowerment face significant challenges and risks, including the reinforcement of existing gender biases, widening the digital divide, and concerns regarding privacy, data security, and algorithmic accountability. Addressing these challenges requires a concerted effort to promote diversity and inclusivity in AI development, rigorous testing, and robust regulatory frameworks.

1. **Bias and Discrimination:** Bias and discrimination embedded in AI systems pose serious threats to women's empowerment. Despite their objective nature, AI systems can inadvertently perpetuate societal prejudices, exacerbating gender discrimination and hindering progress towards gender equality.
2. **Lack of Diversity in AI Development:** The underrepresentation of women in AI research and development is a significant barrier to women's empowerment in this field. Historically, cultural biases and societal norms have discouraged women from pursuing careers in science and technology, leading to a gender gap in STEM education and professional opportunities. To address this, it is essential to promote diversity in AI research teams and decision-making processes.

Ethical considerations in artificial intelligence:-

As artificial intelligence (AI) becomes increasingly integrated into various aspects of our lives, ethical concerns surrounding its use are paramount. The rapid advancement of AI technology has given rise to numerous significant ethical issues:

1. **Transparency and Accountability:** AI systems must be transparent and accountable to ensure that their decision-making processes are explainable and understandable to users.
2. **Privacy and Data Protection:** In the AI sector, privacy and data protection are crucial ethical considerations. AI systems rely on vast amounts of data to learn and make decisions.
3. **Socioeconomic Impact:** The influence of AI on employment and socioeconomic disparities must be carefully considered. While AI technology has the potential to automate tasks and increase efficiency, it may also lead to job displacement.
4. **Digital Divide:** The digital divide refers to the gap between those who have access to and understanding of digital technology and those who do not. While AI has the potential to bridge this gap by offering innovative solutions such as online learning platforms, it can also exacerbate existing disparities.

CONCLUSION:-

Artificial Intelligence (AI) holds significant promise in addressing and mitigating various challenges faced by women, including gender bias and discrimination. By leveraging AI algorithms, biases in recruitment processes, performance evaluations, and decision-making systems can be reduced, leading to fairer outcomes and increased opportunities for women in education, employment, and leadership roles. Additionally, AI has the potential to enhance women's economic empowerment by providing access to new markets, entrepreneurship opportunities, and flexible work arrangements. Furthermore, AI applications can improve women's access to quality healthcare and address gender-specific health issues. However, it is crucial to recognize and address potential challenges and risks associated with AI. Gender bias in training data and algorithmic decision-making can perpetuate existing inequalities and further marginalize women. By embracing inclusive and ethical AI practices, we can harness the full potential of AI as a powerful tool for achieving gender equality and creating a more inclusive and empowered society for all. Through collaboration and commitment to ethical guidelines, AI can contribute to breaking down barriers and fostering a more equitable and just future for women around the world.

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EMPOWERED WOMEN, STRONGER COMMUNITIES: THE CATALYST FOR SOCIAL CHANGE

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Abstract

Women's empowerment is a fundamental driver of sustainable development, economic growth, and social progress. When women have access to education, employment, and leadership opportunities, they contribute significantly to the well-being of their families and communities, creating a ripple effect of positive change. This article explores the interconnection between women's empowerment and community development, highlighting its impact on economic stability, education, health, and governance. It also examines the challenges women face, including gender discrimination, lack of access to education, economic dependence, and limited political representation. Additionally, the article outlines strategies for enhancing women's empowerment through education, financial inclusion, legal reforms, community advocacy, and digital literacy. Case studies from various countries demonstrate the transformative role of empowered women in fostering inclusive and resilient societies. By addressing gender disparities and promoting equal opportunities, communities can achieve sustainable progress and social transformation.

Keywords: Women's empowerment, community development, gender equality, economic growth, education, leadership, social change, digital literacy, policy reforms, sustainable development.

Introduction

Women's empowerment is one of the most powerful drivers of economic growth, social progress, and community development. It encompasses giving women the tools, resources, and opportunities to participate fully in all aspects of life—economically, socially, and politically. When women are empowered, they become catalysts for positive change, breaking cycles of poverty, discrimination, and inequality. The impact of women's empowerment extends beyond the individual level; it strengthens families, fosters economic stability, and builds stronger, more resilient communities.

Empowering women is not just about achieving gender equality; it is about creating a society where everyone benefits. Studies have shown that when women are given equal access to education, healthcare, employment, and leadership opportunities, entire nations progress. Women's empowerment leads to lower child mortality rates, better health and education outcomes for future generations, and increased economic productivity.

However, despite the strides made towards gender equality, millions of women worldwide still face barriers such as gender discrimination, unequal pay, limited access to education, and societal norms that restrict their opportunities. Overcoming these barriers requires collective

efforts from governments, organizations, and individuals to create inclusive environments where women can thrive. This article explores the importance of women's empowerment and its direct impact on communities, emphasizing the need for education, economic inclusion, legal rights, and community engagement to drive social change.

What is Women's Empowerment?

Women's empowerment is the process of enabling women to take control of their lives by providing them with the necessary resources, education, skills, and opportunities to make independent decisions. It involves promoting equal rights, eliminating gender-based discrimination, and ensuring that women have the same access to opportunities as men in various spheres of life.

Women's empowerment can be categorized into five key dimensions:

- 1. Social Empowerment** – This involves breaking down societal norms and stereotypes that limit women's roles and rights. It includes ensuring women have access to education, healthcare, and the freedom to make choices regarding their lives.
 - *Example:* In many rural areas of India, organizations like Educate Girls work to challenge societal norms and increase school enrollment rates for girls, ensuring they receive quality education.
- 2. Economic Empowerment** – Economic independence allows women to support themselves and their families. Providing women with equal access to jobs, entrepreneurship opportunities, and financial resources leads to overall economic growth.
 - *Example:* In Bangladesh, the Grameen Bank has helped thousands of women start their own small businesses through microfinance loans, lifting many families out of poverty.
- 3. Political Empowerment** – Encouraging women's participation in politics and leadership positions ensures that policies and laws reflect gender equality and community development.
 - *Example:* Rwanda has one of the highest percentages of women in parliament, leading to progressive policies that promote gender equality, education, and healthcare improvements.
- 4. Legal Empowerment** – Strengthening laws that protect women from discrimination, violence, and exploitation is crucial for their empowerment.
 - *Example:* The Domestic Violence Act in South Africa provides legal protection for women against abuse, ensuring that victims have access to justice.
- 5. Psychological Empowerment** – Boosting self-confidence, decision-making ability, and awareness of rights allows women to take charge of their lives and contribute meaningfully to society.
 - *Example:* Women's self-help groups (SHGs) in India provide emotional and financial support, giving women the confidence to start their own businesses and participate in decision-making.

Women's empowerment is a multidimensional process that transforms not just individual lives but entire societies. By ensuring women have equal rights, access to education, economic

opportunities, and representation in leadership roles, communities become more stable, prosperous, and progressive.

The following sections will explore the direct link between women's empowerment and community development, the challenges women face, and the strategies needed to ensure a more inclusive society.

The Interconnection Between Women's Empowerment and Community Development

The empowerment of women directly impacts the progress and development of communities. This interconnection manifests in several ways:

1. Economic Growth and Stability

- When women engage in income-generating activities, they contribute to household incomes and overall economic growth.
- Example: In Bangladesh, the Grameen Bank provides microloans to women, enabling them to start small businesses. This has led to increased financial independence and reduced poverty levels in rural areas.
- Studies show that women reinvest up to 90% of their income into their families and communities, leading to better health, education, and living standards.

2. Improved Education and Literacy Rates

- Educated women are more likely to send their children to school, breaking the cycle of poverty and illiteracy.
- Example: The Malala Fund has helped millions of girls worldwide access education, leading to higher literacy rates and better employment prospects.
- Girls' education reduces child marriage rates, enhances health outcomes, and increases economic independence.
- Communities with higher female literacy rates tend to be more progressive and equitable.

3. Better Health and Well-being

- Empowered women make informed decisions about healthcare, leading to reduced maternal and child mortality rates.
- Example: In India, the Accredited Social Health Activist (ASHA) program trains women to provide essential healthcare services in rural areas, improving maternal and child health.
- Women's participation in public health initiatives improves awareness and access to essential healthcare services.
- Gender-sensitive policies that address reproductive health rights contribute to overall community well-being.

4. Social and Political Transformation

- Women's involvement in governance and decision-making leads to policies that address social justice, gender equality, and community welfare.
- Example: Rwanda has the highest percentage of women in parliament globally, resulting in policies that promote gender equality and economic development.
- Increased female political representation results in legislation that supports women's rights,

environmental sustainability, and poverty alleviation.

- Grassroots movements led by women have played a key role in advocating for human rights and social change.

Challenges to Women's Empowerment

Despite significant progress, various barriers still hinder women's empowerment:

- **Gender Discrimination:** Deep-rooted cultural norms and biases often restrict women's opportunities.
 - Example: In some regions, women are still denied inheritance rights, limiting their financial independence.
- **Lack of Access to Education:** Many girls, especially in rural and underprivileged areas, face barriers to education due to poverty and societal norms.
 - Example: In Afghanistan, restrictions on girls' education have hindered progress in gender equality.
- **Economic Dependence:** Women's financial independence is often limited by unequal pay, lack of employment opportunities, and restricted property rights.
- **Violence and Exploitation:** Gender-based violence, domestic abuse, and human trafficking remain major obstacles to women's empowerment.
 - Example: The #MeToo movement exposed workplace harassment and led to policy changes in many organizations.
- **Limited Political Representation:** Women are underrepresented in leadership positions, reducing their influence on policy-making and governance.

Strategies for Women's Empowerment and Community Strengthening

To overcome these challenges and create stronger communities, several strategies must be implemented:

1. Education and Skill Development

- Ensuring equal access to quality education for girls.
- Example: The "Educate Girls" initiative in India works to improve girls' enrollment and retention in schools, significantly increasing literacy rates among girls in rural areas.
- Promoting vocational training and digital literacy for women.
- Example: The Barefoot College in India trains rural women to become solar engineers, allowing them to electrify their villages and gain economic independence.
- Encouraging mentorship programs that support young women's aspirations.
- Example: The "Lean In" movement founded by Sheryl Sandberg provides mentorship and support networks for women to achieve leadership roles in the workplace.

2. Economic Inclusion and Financial Independence

- Providing women with access to credit, loans, and entrepreneurship opportunities.
- Example: Women-owned businesses in Kenya have flourished through financial inclusion programs like the Women Enterprise Fund, which provides microloans to female entrepreneurs.

- Addressing the gender wage gap and advocating for fair employment policies.
- Encouraging women's participation in industries traditionally dominated by men.
- Example: In STEM fields, organizations like "Girls Who Code" help bridge the gender gap by training young women in computer science.
- 3. **Legal and Policy Reforms**
 - Strengthening laws against gender-based violence and discrimination.
 - Example: The Domestic Violence Act in South Africa provides legal protection for women against abuse, ensuring better support systems.
 - Implementing policies that support parental leave, childcare, and workplace equality.
 - Ensuring women's land and inheritance rights are protected.
 - Example: In Ethiopia, legal reforms have granted women equal rights to land ownership, improving their economic security.
- 4. **Community Engagement and Advocacy**
 - Promoting awareness campaigns on gender equality and women's rights.
 - Example: UN Women's "HeForShe" campaign encourages men to advocate for gender equality.
 - Encouraging men and boys to participate in gender equity efforts.
 - Supporting grassroots organizations that work towards women's empowerment.
 - Example: The Self Employed Women's Association (SEWA) in India organizes women workers in the informal sector, improving their wages and working conditions.
- 5. **Technology and Digital Empowerment**
 - Bridging the digital divide by increasing women's access to technology and the internet.
 - Example: In Nigeria, the "She Leads Africa" initiative helps women entrepreneurs leverage digital platforms for business growth.
 - Providing online platforms for women entrepreneurs to expand their businesses.
 - Encouraging female participation in STEM (Science, Technology, Engineering, and Mathematics) fields.
 - Example: The "Technovation Challenge" is a global initiative that teaches young girls how to code and develop mobile apps to address community problems.

Conclusion

Women's empowerment is not just a moral imperative but also a fundamental driver of societal progress. When women are given equal opportunities, they contribute to economic growth, improve community well-being, and foster social change. Addressing gender disparities through education, economic inclusion, and policy reforms can lead to more inclusive and resilient societies. By empowering women, we empower entire communities, creating a world that is more just, equitable, and prosperous for all. The future of strong communities depends on the active participation and leadership of empowered women.

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**THE INFLUENCE OF SOCIAL MEDIA ON GENERAL WELL-BEING AND
STUDY HABITS: A COMPARATIVE STUDY ACROSS DIFFERENT FACULTIES
OF EDUCATION**

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Abstract

This study examines the impact of social media usage on students' general well-being and study habits across different faculties of education (Science, Humanities, Commerce, Management, and Education). Using a quantitative approach, data were collected via structured questionnaires and analyzed through correlation and ANOVA. Findings reveal that excessive social media use negatively affects well-being and study habits, particularly among higher secondary students, while moderate use shows some benefits. Gender-based variations also indicate differing impacts on study behaviours. The study highlights the need for faculty-specific interventions to promote responsible social media use, digital literacy, and effective study habits, offering insights for educators and policymakers.

Keywords: Social media, well-being, study habits, faculties of education, academic performance, digital literacy.

Introduction

Social media has become an integral part of students' daily lives, influencing their academic routines, social interactions, and overall well-being. With the increasing accessibility of digital platforms, students from various faculties engage with social media for educational, social, and recreational purposes. While these platforms offer numerous benefits, such as enhanced learning opportunities and connectivity, excessive usage raises concerns about its impact on general well-being and study habits.

This study explores the influence of social media on students across different faculties of education—Science, Humanities, Commerce, Management, and Education. Existing research highlights both positive and negative effects of social media usage. While it facilitates access to educational resources, peer collaboration, and knowledge sharing, uncontrolled usage can lead to distraction, reduced academic performance, and adverse mental health effects. The extent of these impacts, however, may vary based on students' educational backgrounds, study patterns, and personal engagement with social media.

Through a comparative approach, this study aims to identify faculty-specific trends and differences

in social media usage, its correlation with general well-being, and its effect on study habits. Additionally, it examines variations across gender and education levels (higher secondary, undergraduate, and postgraduate). The findings will help educators, policymakers, and students develop strategies for balanced and responsible social media use, ensuring that its benefits are maximized while mitigating potential drawbacks.

STATEMENT OF THE PROBLEM

“Usage of Social Media and its impact on General Wellbeing and Study Habits of different faculties of education”

OPERATIONAL DEFINITIONS OF THE TERMS

Social Media

Social media is a collective term for websites and applications that focus on communication, community-based input, interaction, content-sharing and collaboration. People use social media to stay in touch and interact with friends, family and various communities. Facebook, YouTube, WhatsApp, Instagram, Snapchat, Pinterest, LinkedIn, Twitter are some of the major social media platforms.

General Wellbeing

Wellbeing is not just the absence of disease or illness. It's a complex combination of a person's physical, mental, emotional and social health factors. Wellbeing is strongly linked to happiness and life satisfaction. General Wellbeing is considered to be the quality of life of a person/individual in terms of health, happiness, and prosperity. In this study, the General Well-being of higher secondary school students means the quality of their life in the physical, emotional, social, and school aspects.

STUDY HABITS

Study habits are defined as those techniques, such as summarizing, note taking, outlining or locating material, memorizing formulae, reading, doing homework etc. which a student employs for an efficient learning course he/she has undertaken. Study habits depend upon the learner's mood, interest and experience. It denotes the suitable or convinced methods of study which the learners follow during their learning process. It may differ from individual to individual to a considerable extent.

AIMS OF THE STUDY

To study the usage of social media and its impact on the general wellbeing and study habits on different faculties of education.

OBJECTIVES OF THE STUDY

1. To study the extent of social media usage on different Faculties of Education (Education, Science, Humanities, Commerce and management)
2. To assess the relationship between social media and general wellbeing with respect to the Faculties of Education (Education, Science, Humanities, Commerce and management)

3. To identify whether social media has any effect on the study habits with respect to the Faculties of Education (Education, Science, Humanities, Commerce and management)

NULL HYPOTHESIS OF STUDY

The following hypotheses were formulated in pursuance of the objectives and variables of the study.

- There is no significant difference in the extent of social media usage with respect to Faculties of Education (Education, Science, Humanities, Commerce and management)
- There is no significant relationship between social media usage and general wellbeing among the students of different Faculties of Education (Education, Science, Humanities, Commerce and management)
- There is no significant relationship between social media usage and study habits among the different Faculties of Education (Education, Science, Humanities, Commerce and management)

METHODOLOGY

The study adopted a descriptive survey research design. In the present study, quantitative methods were used, variables were measured quantitatively. Researcher used self-developed and readymade scales were used to measure the usage of social media, and study habits.

SAMPLING SIZE AND NATURE OF THE PRESENT STUDY

Data was collected from a representative sample of respondents in order to make generalisations on the target population. For the study while the target population was made up of all students of higher secondary, undergraduate and postgraduate courses in Thane district of Maharashtra state. Stratified random sampling technique was used to select students from the sampled institutions. A total 1026 students of different faculties of education were part of this study.

TOOLS OF THE PRESENT RESEARCH.

Researcher prepared a tool to measure the usage of social media and Study habits scale.

TECHNIQUES OF DATA ANALYSIS

Descriptive Analysis

- a) Measures of central tendencies: 1. Mean, 2. Median, 3. Mode.
- b) Measures of variability: Standard deviation, Skewness, and Kurtosis.

Inferential Analysis: ANOVA and Co-efficient of correlation 'r' test.

SCOPE OF THE STUDY

This study explores the impact of social media usage on students' study habits across different educational levels. It specifically focuses on widely used social media platforms among youth and examines how engagement with these platforms influences academic behaviours. The study includes students from higher secondary, undergraduate, and postgraduate levels, representing both male and female participants. Conducted in various educational institutions across Thane district, Maharashtra, the research aims to analyse the correlation between social

media usage and students' study habits, highlighting patterns of academic engagement, potential distractions, and their overall effects on learning outcomes.

DELIMITATIONS OF STUDY

The present study included Higher Secondary, undergraduate and postgraduate students and did not include students of secondary school, technical education and research scholars. The sample is delimited to students of Thane district of Maharashtra. The study examined the effects of social media which is very popular among the youth of Mumbai suburbs.

MAJOR FINDINGS AND CONCLUSIONS OF THE STUDY

The findings of the present study yield valuable insights into the usage of social media and its repercussions on the study habits of students. The conclusions drawn from the study are discussed below:

There is no significant difference in the extent of social media usage with respect to the faculties of education.

Variability	SS	df	MS	F	p-value	Level of Significant
Between-Group	743.77	2	371.887	5.20	0.0057	Significant
Within-Group	73,132.44	1023	71.488			
Total	73,876.22	1025				

Interpretation:

- The F-ratio (5.20) is the ratio of the Treatment MS to the Error MS. It measures whether the variation between group means is greater than what would be expected due to random chance.
- The associated p-value (0.0057) is the probability of observing an F-ratio as extreme as the one obtained, assuming the null hypothesis (no group differences) is true.

Conclusion and Discussion

The p-value of 0.0057, being below the 0.05 significance level, indicates a significant difference in social media usage among faculties of education, supported by an F-ratio of 5.20, leading to the rejection of the null hypothesis. **This finding suggests that students from different faculties engage with social media in varying ways, which may influence their academic performance and well-being differently.** Institutions should consider faculty-specific strategies to promote balanced social media usage and minimize its negative impact on study habits. **Targeted digital literacy programs can help students use social media effectively for academic enrichment while avoiding excessive usage.** Policymakers and educators must develop interventions tailored to faculty-specific needs to foster a healthier digital learning environment.

Variability	SS	df	MS	F	p-value	Level of Significant
Between-Group	21,278.72	3	7,092.906	10.95	4.40E-07	Significant
Within-Group	6,61,813.11	1022	647.567			
Total	6,83,091.83	1025				

Interpretation:

- The F-ratio (10.95) is the ratio of the Treatment MS to the Error MS. It measures whether the variation between group means is greater than what would be expected due to random chance.
- The associated p-value (4.40E-07 or 0.00000044) is the probability of observing an F-ratio as extreme as the one obtained, assuming the null hypothesis (no group differences) is true.

Conclusion and Discussion:

The p-value of 4.40E-07, being far below the 0.05 significance level, indicates a highly significant difference in general well-being across faculties of education. The F-ratio of 10.95 further supports this, leading to the rejection of the null hypothesis. **This suggests that students from different faculties experience varying levels of well-being, likely influenced by their academic environment and study demands.** Educational institutions should implement faculty-specific mental health support and stress management programs to address these disparities. **Policymakers and educators must promote holistic student well-being by integrating mental health awareness and support systems into academic curricula.**

Social Media Score versus	Study Habits			
Faculties of Education	Education	Science	Commerce	Arts
N	177	297	297	255
Pearson's r	0.150	-0.183	0.022	-0.090
95% confidence interval	0.003 - 0.354	-0.346 - -0.082	-0.113 - 0.168	-0.248 - 0.038
P value (two tailed)	.0468	.0016	.7022	.1508
r ²	0.022	0.033	0.000	0.008
Level of Significant	Significant	Significant	Not Significant	Not Significant

Interpretation:

- For the Education Faculties, there is a positive correlation between Social Media Score and Study Habits, and the correlation is statistically significant at the 0.05 significance level.
- For the Science Faculties, there is a negative correlation between Social Media Score and Study Habits, and the correlation is statistically significant at the 0.0016 significance level.
- For the Commerce and Arts Faculties, the correlations are not statistically significant, as their p-values are above the 0.05 significance level.

Conclusion and Discussion:

There is a significant relationship between social media usage and study habits across different faculties of education. **A positive correlation is observed in the Faculty of Education ($r=0.150$, $p=0.0468$), while a negative correlation is found in the Faculty of Science ($r=-0.183$, $p=0.0016$), both statistically significant.** However, the correlations for Commerce ($r=0.022$, $p=0.7022$) and Arts ($r=-0.09$, $p=0.1508$) are not significant. **These findings suggest that social media influences study habits differently based on academic disciplines, with Science students experiencing more negative effects.** Institutions should develop faculty-specific digital literacy programs to help students optimize social media usage for academic growth while mitigating distractions.

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**LEGAL REFORMS AND GENDER-BASED VIOLENCE: A CRITICAL
ANALYSIS OF THE INTERSECTION OF LAW, POLICY, AND SOCIAL
CHANGE**

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Abstract:

Globally, women and girls are impacted by gender-based violence (GBV), which exacerbates inequality, marginalization, and exclusion. This essay explores how legal reforms can help combat GBV, emphasizing how law, policy, and social change are intertwined. Legal reforms can be a useful tool in avoiding and responding to GBV, but only if they are coupled with more significant social and cultural changes, according to a critical review of the literature and case studies that are currently available. According to the report, in order for legal reforms to be effective, they must address the underlying causes of GBV, which include discriminatory legislation, patriarchal attitudes, and insufficient access to justice. The ultimate goal of this paper is to aid in the creation of more sensible law changes that put prioritize women's and girls' safety.

Keywords: Gender Discrimination, Legal reforms, Legal policies, legal rights.

Introduction:

Gender-based violence is a widespread problem that impacts women and girls globally, sustaining exclusion, marginalization, and inequality. One in three women globally have been victims of physical or sexual violence at some point in their lives, according to the World Health Organization (WHO) (WHO, 2013). GBV can take many different forms, such as female genital mutilation (FGM), human trafficking, sexual abuse, and domestic violence

Violent crimes perpetrated predominantly or solely against women are collectively referred to by the technical phrase "violence against women." Like hate crimes, this kind of violence mostly targets a certain group and is motivated by the victim's gender. There have been uneven and ill-considered attempts to address the problem of violence against women. The Dowry Prohibition Act, for instance, which was introduced in 1961 and revised in 1984 and 1986, focuses only on marital violence in relation to dowries. The United Nations General Assembly describes "violence against women" to mean "any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." According to the 1993 Declaration on the Elimination of Violence against Women, family members, the "State" itself, and attackers of any gender could all commit this violence like sexual harassment, rape, sexual exploitation in prostitution, and sexual debasement in pornography, are exclusively targeted at women. Domestic abuse can take many forms, including torture, death, and battery. Through a

range of initiatives, governments and organizations around the world actively seek to prevent violence against women. In these situations, the doctor is frequently notified initially by the emergency department or a legal body. Additionally, marital abuse "is a major risk factor for serious injury and even death and women in violent marriages are at much greater risk of being seriously injured or killed (National Advisory Council on Violence against Women 2000)."

Rape, sexual harassment, sexual exploitation (like in prostitution), sexual debasement (like in pornography), and domestic violence (including abuse, torture, and even death) are some types of violence that are specifically targeted at women.

Domestic Violence: Women are abused both within and outside of their homes. Often referred to as "Intimate Partner Violence" or IPV, women are more likely to be victims of someone with whom they have an intimate relationship. The fact that 40–70% of female homicides are committed by their spouse or partner serves as an illustration of how domestic violence contributes to the overall problem of violence against women. According to studies, violence can also be verbal or psychological in nature, rather than only being committed through physical means.

Domestic Abuse Power dynamics in a household are related to the use of physical violence and overt forms of hostility by the more powerful members of the household to enforce obedience from the weaker members. The female body is a source of both power and desire at every stage of life. Domestic violence include violence committed by other family members as well as violence between spouses. In general, the dowry and its consequences play a significant role in the power dynamics between spouses and their families.

Wife abuse is widely accepted in society and is frequently even justified in specific situations. For example, disagreements over dowries, a wife's sexual infidelity, her neglect of household responsibilities, and her refusal to follow her husband's instructions are all accepted reasons for beating a wife. The majority of women only seemed inclined to speak up when the torture became intolerable or when death seemed certain. Through a range of initiatives, governments and organizations around the world actively seek to prevent violence against women. November 25 was declared the International Day for the Elimination of Violence Against Women by a United Nations resolution.

Child Sexual Abuse: Any sexually oriented conduct, commentary, or gestures, intentional and repeated, not desired or accepted freely by their object, for whom it is an imposition, a humiliation, or an attack on their dignity" is the definition of child sexual abuse. Abuse encompasses both physical and non-physical behaviors. Long hours of work, frequently both inside and outside the home, food deprivation, disregard for illnesses, verbal and physical abuse by the spouse and occasionally other family members are just a few of the institutionalized forms of it. The issues brought on by the limited definition of sexuality as a way to maintain control over their bodies and minds in a marriage are much harder to recognize. Beijing hosted the Fourth World Conference on Women in 1995.

Child Marriage Because she is a female and a youngster, a girl child is twice as susceptible. They are discriminated against from the moment of their birth and throughout their development. They

are susceptible to violence and child abuse both inside and beyond the family because of their psychological, physical, and financial reliance on the family. The following initiatives have been undertaken to legalize the minimum marriage age since 1872. Raja Ram Mohan Roy's efforts led to the passage of the Civil Marriage Act of 1872. Prior to this, a section of the Indian Penal Code deemed marriage consummation before the girl was 10 punishable by life in prison. Social reformers in the 19th and 20th centuries attempted to prevent child marriage because they believed it was impeding children's ability to advance economically, educationally, and physically.

Dowry Harassment and Bride Burning At the time of marriage, dowry is a transfer of property from the bride's family to the bridegroom's. As of right now, the bridegroom and his family typically receive material presents and cash as part of the dowry. Even after marriage, this custom persists. When it comes to the daughter's marriage, there are other transactions than the dowry paid at the time of marriage. The daughters in the family are connected to a number of rites. the custom of presenting the husband's family with material and in-kind presents, as well as customs related to pregnancy, childbirth, and piercing the girl's ear, among other things. The presents are now an intricate demand from the married family rather than a sign of love from the parents to the daughter.

EXISTING LEGAL REFORMS IN INDIA:

The constitutional precepts of equality and nondiscrimination serve as the foundation for India's legislative frameworks pertaining to gender equality. The Indian Constitution's Articles 14, 15, and 16 guarantee equal job opportunities and protection from gender-based bias by outlawing discrimination based on gender. To combat gender-based violence, laws have been passed, such as the Criminal Law (Amendment) Act. The Maternity Benefit Act, which offers maternity leave and benefits, places a strong emphasis on workplace gender equity. Notwithstanding these legal underpinnings, practical issues continue to arise, exposing weaknesses in areas such as the recognition of marital rape and economic inequality. Legal changes, historic rulings, and judicial activism highlight a changing legal environment that seeks to promote gender equality and combat cultural practices that support gender-based discrimination.

Constitutional Provisions

A number of clauses in the Indian Constitution support the idea of gender equality. Important clauses pertaining to gender equality in the constitution include: Article 14: Equality of Rights: "The State shall not deny to any person equality before the law or the equal protection of the laws within the territory of India."

Discrimination is prohibited by Article 15: (1) "The State shall not discriminate against any citizen on grounds only of religion, race, caste, sex, place of birth or any of them." (2) "No citizen shall, on grounds only of religion, race, caste, sex, place of birth or any of them, be subject to any disability, liability, restriction or condition with regard to access to shops, public restaurants, hotels and places of public entertainment; or the use of wells, tanks, bathing ghats, roads and places of public resort maintained wholly or partly out of State funds or dedicated to the use of the general public."

Equality of Opportunity in Public Employment, Article 16: (1) "There shall be equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State." (2) "No citizen shall be excluded from or subjected to discrimination with regard to any employment or office under the State solely on the basis of religion, race, caste, sex, descent, place of birth, residence, or any of these."

"Article 39(a) - Equal Justice and Free Legal Assistance: "The State shall secure that the operation of the legal system promotes justice, on a basis of equal opportunity, and shall, in particular, provide free legal aid, by suitable legislation or schemes or in any other way, to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities." The following is stated in Article 42: "The State shall make provisions for securing just and humane conditions of work and for maternity relief."

Article 51A (e) - Fundamental Duties: "It shall be the duty of every citizen of India to promote harmony and the spirit of common brotherhood amongst all the people of India transcending religious, linguistic and regional or sectional diversities; to renounce practices derogatory to the dignity of women." These constitutional clauses provide the groundwork for advancing gender equality in a number of spheres of life, such as the promotion of justice and humane working conditions, the right to equality, nondiscrimination, and equal job opportunities. The Constitution's Directive Principles of State Policy also serve as a direction for the government when it comes to creating laws that support gender equality.

Despite significant legal reforms, several challenges hinder the achievement of gender justice in India:

1. **Implementation Gaps:**

- **Infrastructure Deficits:** Enough facilities for reporting and submitting complaints are part of the robust infrastructure required for the effective enforcement of the legislation. Many Indian districts, particularly rural ones, lack the infrastructure necessary to support the execution of laws pertaining to gender justice.
- **Lack of Awareness and Training:** People, especially in marginalized communities, usually lack awareness and training about gender justice laws and rights. To ensure that gender justice laws are understood and appropriately implemented, training programs must be attended by judges, law enforcement officers, and members of the public.
- **Social Opposition:** Deeply embedded patriarchal cultural norms and attitudes usually oppose legal reforms. Because those who stand to benefit from the status quo typically resist its adoption, it is challenging to acquire widespread acceptance and compliance for gender equity laws.

2. **Patriarchal Norms:**

Impact on Social Behavior: Patriarchal norms influence how individuals and societies perceive and interact with gender roles. These norms encourage biases and assumptions that hurt women and other marginalized genders, leading to discrimination and violence.

Discrimination and Violence: Patriarchal ideologies contribute to gender-based violence and discrimination. Addressing these attitudes requires a cultural revolution that promotes gender equality and dispels harmful stereotypes. The Need for Cultural Change: Gender equity requires a cultural revolution in addition to new legislation. This means encouraging gender-neutral media representations, promoting gender-sensitive education, and fostering environments that promote gender equality.

3. Judicial Sensitivity:

Gender Sensitivity in the Judiciary: Ensuring gender equity requires the judiciary. Judges and solicitors must be sensitive to gender problems in order to fairly adjudicate conflicts involving gender. • Fair Handling of Gender-Related instances: Courts that are cognizant of gender issues are better equipped to deal with instances involving violence against women, discrimination, and other gender-related issues in a more sympathetic and equitable manner.

4. Access to Justice:

Financial Barriers: Many marginalized individuals, including women, struggle to pay for the judicial system. Legal aid services, financial support, and easily accessible legal counsel are necessary to ensure that no one is denied the opportunity to pursue justice because of a lack of funds. Social shame: The social shame associated with exposing abuse and prejudice against women sometimes deters people from seeking justice. Public awareness campaigns and welcoming environments can help reduce stigma and encourage reporting. Legal Literacy and Support Systems: Increasing people's knowledge of the law through awareness-raising and education initiatives can empower them to know their rights and seek justice. Furthermore, establishing support systems such as shelters and counseling services can assist those affected by violence and discrimination against women by providing them with the assistance they require.

Policy Recommendations:

1. Strengthening Legal Frameworks: In order to address emerging issues with gender justice, it is imperative that legal frameworks be continuously examined and strengthened. This means updating existing laws as needed and enacting new ones that consider socioeconomic realities.
2. Strengthening execution protocols: The successful implementation of gender justice legislation requires strong accountability and monitoring protocols. Establishing unbiased organizations to oversee enforcement and manage complaints helps increase compliance.
3. Promoting Gender Education: Including gender education in school curricula and fostering chances for lifelong learning are two ways to advance gender equality. Education gives people the skills they need to speak up in favor of gender parity, dispels stereotypes, and promotes critical thinking.

Conclusion:

As much as legislation has the power to reroute or strengthen social norms, social and cultural beliefs also influence policy. Thus, it is important to recognize the significant disparities

that still exist in India's efforts to close the gender gap, especially with regard to GBV. Over the past 40 years, India has made great strides in tackling the problem of violence against women. However, a review of the policy response to GBV shows that while India has laws protecting women, they are mostly penal. A patriarchal framework, insufficient institutional infrastructure, gender-biased views that impact execution, services for survivors' rehabilitation, and loopholes in the law are some of the important issues that underlie GBV but are not adequately addressed in policymaking. By eradicating conflict and deprivation, expanding access to opportunities, and striking a balance between prosperity and security, policymakers aim to lessen social instability. India is at risk of GBV, a problem that impedes social welfare, raises the likelihood of war, and impedes global growth, becoming even more endemic as a result of its failure to address a critical issue that directly affects half of its people. For a more sophisticated generation of answers, India's governmental approach must balance both social and legal facets of this serious problem.

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**A COMPARATIVE STUDY OF SCIENTIFIC ATTITUDE AMONG THE
STUDENTS OF STANDARD 9TH OF MARATHI MEDIUM AND ENGLISH
MEDIUM SCHOOLS IN AURANGABAD DISTRICT**

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ABSTRACT

Scientific attitude is important for every person for development. The present study was aimed to determine the difference of scientific attitude in secondary school students with the help of Scientific Attitude Scale. Survey method of research was used for present study. Sample consists of 200 students of 9th standard, studying in Marathi Medium and English Medium Schools affiliated SSC board, Pune. Data was collected with the help of Scientific Attitude Scale constructed by Dr. Amandeep Kaur & Dr. S. C. Gakhar. The findings of the study indicated that with the help of Achievement Test developed by the researcher scientific attitude of secondary school students improves

Keywords: Scientific attitude.

1 INTRODUCTION

While learning science, the students should be able to solve problems independently and to apply the theories learnt in practical situations. He should develop a scientific attitude, interest and curiosity. We cannot develop these qualities by giving only factual information. Science students should be considered as little scientists working in laboratories, the teacher should guide and lead students to discoveries and to solving problems. This is the first step to scientific literacy. Students gain a lot by doing experiments individually and also in groups. The discussions, experimentation, observations all help the students to attain higher educational objectives. The task of science teachers is to develop and experiment new strategies which will help the students to acquire the ever increasing knowledge of science.

The present study is aimed to determine the difference of scientific attitude in secondary school students through scientific attitude scale. Survey method of research has used for the present study. The sample consists of 100 students of Marathi Medium and 100 students of English Medium Secondary Schools of Aurangabad district, affiliated to SSC board, Pune.

1.1 IMPORTANCE OF DEVELOPMENT OF SCIENTIFIC ATTITUDE

The scientific mindset is one that harnesses and directs the power of the human brain, turning it to the investigation of the observable world. Scientists learn to think in specific ways, deducing patterns and principles from observations of the way things work. Over time, the collective effort of scientists in a given field produces a body of reliable knowledge that can be used as a stepping stone to new discoveries. This progress begins with a few simple attitudes and behaviours.

1.2 ATTITUDE

The term 'attitude' encompasses a wide range of affective behaviours. It is a mental state of readiness exerting direct or indirect influence upon an individual's response to all objects and situations with which it is related.

1.3 SCIENTIFIC ATTITUDE

The views regarding scientific attitude expressed at a work shop conducted by the NCERT (National Council of Educational Research and Training) at Chandigarh in 1971 can be summarised the following specific behaviours of a pupil who has developed scientific attitude :

- Is clear and precise in his activities and makes clear and precise statement.
- Always bases his judgement on verified facts and not on opinions.
- Prefers to suspend his judgement if sufficient data is not available.
- Is objective in his approach and behaviour.
- Is free from superstitions.
- Is honest and truthful in recording and collecting scientific data.
- After finishing his work takes care to arrange the apparatus, equipments etc. at their proper places.
- Shows a favourable reaction towards efforts of using science for human welfare.

NSSE (National Society of the Study of Education) has defined scientific attitude as “open mindedness, a desire for accurate knowledge, confidence in procedure for seeking knowledge and the expectation that the solution of the problem will come through the use of verified knowledge”.

Scientific attitudes can be regarded as a complex of "values and norms which is held to be binding on the man of science. The norms are expressed in the forms of prescriptions, proscriptions, preferences and permissions. They are legitimized in terms of institutional values," (Barnes and Dolby, 1970:3).

The current set of scientific attitudes of objectivity, open-mindedness, unbiased, curiosity, suspended judgement, critical mindedness, and rationality has evolved from a systematic identification of scientific norms and values.

1.4 NEED OF THE RESEARCH

Scientific temper is an attitude of mind which calls for a particular outlook and pattern of behaviour. No learning or very less learning will be the effect if a student is taught science as long as he does not have a positive attitude to science and scientific concepts. The secondary schooling age is just the entry level of adolescence, which is a stage of stress and storm. In this period, they must be properly guided and counselled, otherwise there arises the problem of maladjustment. If the adolescents are once properly guided and aroused right educational aspirations, they will excel in all aspects of life and education. The first and foremost step for the betterment of science learning is to make a positive attitude to the subject by teachers, educators, parents and the Governments. This study attempts to find the level of development of scientific attitude of

secondary school students in Aurangabad, Maharashtra, India with an objective eye. The study will help the educators, teachers and other authorities to be informed about the present status of student's scientific attitude and to formulate curricular plans to improve the same in students.

Enhancing the quality of secondary education is vital key to improving the teaching method in school. If the school is able to offer to the children diverse opportunity to learning by doing various activities then the school will be an attractive place for the pupils. These activities are guided by teacher in class-room situation.

1.5 OBJECTIVES OF THE STUDY

- (1) To study the scientific attitude of the students of standard 9th of Marathi medium school and English medium school.
- (2) To investigate the difference between medium wise of the students of standard 9th of Marathi medium school and English medium school.
- (3) To give suggestions to students, teachers and head masters regarding development of scientific attitude.

1.6 STATEMENT OF THE PROBLEM

“A Comparative Study of Scientific Attitude among the Students of Standard 9th of Marathi Medium and English Medium Schools in Aurangabad District.”

1.7 OPERATIONAL DEFINITIONS

1.7.1 COMPARATIVE STUDY

Here comparative study implies comparison of scientific attitude of students of Marathi and English medium secondary schools of Aurangabad district (Maharashtra).

1.7.2 SCIENTIFIC ATTITUDE

Scientific attitude implies open mindedness, a desire for accurate knowledge, confidence in procedure for seeking knowledge and the expectation that the solution of the problem will come through the use of verified knowledge.

Here scientific attitude means the scientific attitude of the students measured through standardized scientific attitude scale constructed and standardized by Dr. Amandeep Kaur and Dr. S.C. Gakhar.

1.7.3 SECONDARY SCHOOL STUDENTS

For present research work students means those students who are studying in Marathi and English medium secondary schools of Aurangabad district recognised by Government of Maharashtra.

1.7.4 RESEARCH HYPOTHESES

H₁ There is significant difference between the scientific attitude among the Marathi medium and English medium students of Standard 9th.

1.7.5 NULL HYPOTHESES TESTED

H₀ There is no significant difference between the scientific attitude of the students of Marathi and English medium.

2 RESEARCH DESIGN

The survey method was used to identify the difference of scientific attitude which need to be improved.

2.1 RESEARCH SAMPLE

Research sample for the present study consists of students of boys and girls of Marathi medium to a total of 100 and similarly 100 students of English medium of 9th standard.

2.2 DATA COLLECTION TOOL USED

Researchers have selected scientific attitude scale constructed and standardized by Dr. Amandeep Kaur and Dr. S.C. Gakhar.

2.3 DATA ANALYSIS TOOLS

Mean, standard deviation and T-test are the statistical measures used in the present study.

3 ANALYSIS AND INTERPRETATION OF DATA

3.1 COMPARISON OF MEAN SCORES

Table showing Mean score of scientific attitude of the students of Marathi medium and English medium of standard 9th.

Group	N	M	S.D	T
Marathi	100	57.2	23.74	0.46
English	100	55.8	18.3	

3.2 OBSERVATION AND INTERPRETATION

Since the obtained 't' value is greater than the table 't' value with *df* equal to 50 at 0.01 level, the difference is significant. Therefore, the null hypothesis H_0 is rejected and alternative hypothesis H_1 is accepted.

3.4 INTERPRETATION

The calculated critical ratio is 0.46 which is less than 1.97 hence difference is significant at 0.05 level of confidence. The total score of scientific attitude of Marathi medium students is greater than English medium students.

5 RESULTS AND DISCUSSION

According to the table it is show that the critical ratio is less than the *df* value, so it is concluded that the scientific attitude of Marathi medium students is greater than English medium students.

6 MAIN CONCLUSIONS

From the results of this present study it is proved that, there is significant difference of scientific attitudes among the adolescents with respect to medium wise and gender wise also.

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ENHANCING GENDER EQUALITY AND WOMEN'S EMPOWERMENT THROUGH THE NATIONAL EDUCATION POLICY 2020: A CRITICAL ANALYSIS

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ABSTRACT

The National Education Policy 2020 (NEP) is a transformative framework designed to revamp India's education system. One of its key objectives is to promote gender equality and women's empowerment within the sector. This research article critically examines the policy's provisions and their implementation in relation to these goals.

The study assesses the NEP's impact on reducing gender disparities in access to education, retention rates, and learning outcomes. It also explores how the policy challenges gender stereotypes and fosters an inclusive, empowering learning environment for all students, regardless of gender. Key areas of analysis include the effectiveness of measures such as curriculum reforms, teacher training, and the establishment of safe, inclusive spaces within educational institutions. Furthermore, this research identifies gaps and challenges in the policy's implementation concerning gender equality and women's empowerment. These include issues related to translating policy into practice, capacity-building for educators, and the effectiveness of monitoring mechanisms to track progress. Based on its findings, the article offers recommendations to enhance the NEP's effectiveness in promoting gender equality. These include strategies for policy implementation, teacher training programs, curriculum development, and strengthening stakeholder and civil society involvement.

The study adopts a mixed-methods approach, incorporating qualitative data from interviews and focus groups alongside quantitative data from surveys and policy analysis. By critically examining the NEP 2020, this research contributes to existing literature on gender equality and women's empowerment in education, providing valuable insights and recommendations for policymakers, educators, and stakeholders working towards these goals within India's education system.

Keywords: Education system: Policy Implementation: Gender Disparities: Gender Stereotypes: Inclusive learning Environment

Introduction

Gender equality and empowerment are essential for progress, inclusivity, and sustainable development. Recognizing education as a key driver of social transformation, India's National Education Policy (NEP) 2020 aims to eliminate gender disparities and create an equitable education system where all individuals have equal opportunities to access and benefit from quality education. This research critically examines the provisions, objectives, and implementation

strategies of the NEP 2020 in promoting gender equality. It evaluates key aspects such as inclusive curricula, teacher training, equitable access, digital learning, and safe learning environments while highlighting both opportunities and challenges in integrating gender-responsive practices.

A critical assessment is necessary to determine whether the policy effectively addresses deep-rooted gender barriers, including curriculum biases, societal norms, digital divides, and implementation gaps. This study identifies areas for improvement, such as gender-sensitive curricula, safe learning environments, and teacher capacity-building, offering practical recommendations to strengthen gender mainstreaming in education. Ultimately, this research explores the NEP 2020's potential as a transformative force for gender equality and empowerment. By analyzing its strengths, limitations, and areas for improvement, this study contributes to the broader discourse on creating an inclusive, equitable, and empowering educational landscape for all.

Objective of Study: The National Education Policy 2020: A Critical Analysis

1. Key Provisions and Objectives of NEP 2020 on Gender Equality and Empowerment

The National Education Policy (NEP) 2020, introduced by the Government of India, outlines several key provisions aimed at fostering gender equality and empowerment within the education system. Recognizing the significance of addressing gender disparities and ensuring equal educational opportunities for all individuals, the policy introduces a comprehensive framework to create a more inclusive and equitable learning environment. Below are the major provisions and objectives of NEP 2020 related to gender equality and empowerment:

(a) Inclusive and Equitable Education

The NEP 2020 underscores the need for inclusive education, ensuring that students of all genders, social, and economic backgrounds have equal access to quality education. It advocates for the elimination of gender-based discrimination and the creation of safe, diverse, and inclusive learning environments that foster gender equality.

(b) Gender-Sensitive Curriculum

The policy emphasizes the development of a gender-responsive curriculum that challenges gender stereotypes, promotes gender equality, and integrates diverse perspectives, experiences, and contributions of both men and women across academic disciplines. It seeks to ensure that education empowers students to critically analyze gender roles and advocate for a more inclusive society.

(c) Women's Leadership in Education

The policy prioritizes the empowerment of women in leadership roles within the education sector. It encourages the appointment of women in decision-making positions at administrative, managerial, and institutional levels while promoting capacity-building programs to enhance women's participation in leadership and governance.

2. Critical Analysis of NEP 2020: Strengths, Limitations, and Potential Impact on Gender Disparities in Education

Strengths:

(a) Commitment to Inclusive Education

One of the key strengths of the NEP 2020 is its strong emphasis on inclusive education and the creation of safe, equitable learning environments. By prioritizing gender equality and diversity, the policy acknowledges the need for equal access to education for all students, regardless of their gender, socioeconomic status, or background. This inclusive approach fosters a more supportive and empowering educational experience.

(b) Gender-Sensitive Curriculum

The policy's focus on integrating a gender-sensitive curriculum is a significant step toward challenging gender stereotypes and promoting equality. By incorporating diverse perspectives, experiences, and contributions of both men and women across various disciplines, NEP 2020 aims to create a balanced and inclusive learning experience that nurtures gender-sensitive awareness among students.

Limitations:

(a) Implementation Challenges

While the NEP 2020 introduces commendable provisions for promoting gender equality, its successful implementation remains a significant challenge. Limited resources, inadequate infrastructure, and a lack of trained personnel at the grassroots level may hinder the effective execution of the policy's objectives. Ensuring sufficient funding, institutional capacity, and local-level engagement is crucial for translating policy into tangible outcomes.

(b) Need for Robust Monitoring and Accountability

The NEP 2020 lacks a comprehensive monitoring and accountability framework to ensure that gender equality objectives are effectively met. Without clear benchmarks, regular assessments, and strict enforcement mechanisms, there is a risk of policy objectives remaining unfulfilled or receiving inadequate attention. Establishing a transparent, data-driven evaluation system is essential for tracking progress and ensuring measurable impact.

Potential Impact

(a) Advancing Gender Parity in Education

The NEP 2020 has the potential to significantly improve gender parity by addressing systemic barriers and biases that have historically limited educational opportunities for girls and women. By ensuring equal access, supportive policies, and targeted interventions, the policy can lead to higher enrollment, improved retention rates, and greater educational attainment among female students.

(b) Challenging Gender Stereotypes

Through the promotion of a gender-sensitive curriculum and an inclusive educational environment, the NEP 2020 aims to challenge traditional gender stereotypes. By encouraging critical thinking and fostering awareness, the policy can help students question societal norms, reject discriminatory practices, and embrace gender equality in both academic and personal spheres.

Enhancing the NEP 2020's Alignment with International Frameworks and Best Practices

While the NEP 2020 aligns well with global frameworks and best practices, there are areas where further refinements could enhance its effectiveness in promoting gender equality. Key areas

for improvement include:

(a) Strengthening Intersectionalist in Policy Design

The NEP 2020 could improve its alignment with international frameworks by explicitly addressing the intersectionalist of gender with other social categories, such as caste, ethnicity, disability, and socioeconomic status. A more intersectional approach would ensure that the unique challenges faced by marginalized groups are effectively addressed, leading to more inclusive and equitable educational opportunities.

(b) Comprehensive Strategy to Address Gender-Based Violence

A holistic approach to preventing and addressing gender-based violence in educational institutions could further enhance the policy's alignment with global best practices. This should include preventive measures, awareness programs, counseling and support services for survivors, and strict enforcement of anti-harassment policies. Creating a safe and supportive learning environment is essential for ensuring that students, especially girls, can pursue education without fear or discrimination.

(c) Expanding Gender-Sensitive Teacher Training Programs

While the policy recognizes the importance of teacher training, a greater emphasis on gender sensitivity in educator training programs would significantly strengthen its impact. Teachers play a crucial role in shaping students' perspectives on gender; therefore, equipping them with inclusive pedagogical skills, gender-awareness training, and strategies to combat bias would contribute to a more equitable learning environment.

Findings and Discussion

Key Themes and Patterns in Gender Disparities and the Effectiveness of the National Education Policy 2020

An analysis of gender disparities in education reveals several critical challenges that impact access, participation, and empowerment. The National Education Policy (NEP) 2020 seeks to address these disparities through targeted reforms, yet its success depends largely on effective implementation, enforcement, and institutional commitment.

(a) Gender Disparities in Access and Enrollment

One of the most persistent challenges in achieving gender equality in education is the unequal access and enrollment rates between boys and girls. Although notable progress has been made in recent years, socioeconomic and cultural barriers continue to hinder girls' participation in education. Factors such as traditional gender norms, early marriage, financial constraints, and safety concerns often result in girls being forced out of school. Recognizing this issue, the NEP 2020 promotes inclusive education through initiatives such as scholarships, financial aid, and improved school infrastructure to enhance enrollment and retention rates for girls.

(b) Gender Stereotypes in Curriculum and Teaching Practices

Gender biases embedded in school curricula and teaching methodologies continue to reinforce traditional gender roles and limit opportunities for students. The NEP 2020 acknowledges the need for a gender-sensitive curriculum that actively challenges stereotypes and

fosters equality. By integrating diverse perspectives, experiences, and contributions of both women and men across various academic disciplines, the policy aims to create an inclusive learning environment that empowers students to critically evaluate societal norms and adopt a more gender-equitable mindset

(c) Women's Representation in Educational Leadership

The underrepresentation of women in leadership roles within the education sector remains a critical issue. Despite their significant contributions to education, women face systemic barriers to accessing leadership and decision-making positions. The NEP 2020 prioritizes women's empowerment in educational leadership by promoting the appointment of women to administrative and managerial roles and supporting capacity-building programs to enhance their leadership skills. Increasing gender diversity in decision-making structures is essential to creating policies and practices that reflect the needs and aspirations of all learners.

Key Research Findings and Their Implications

1. Gender Disparities in Access and Enrollment

While the NEP 2020 acknowledges gender disparities in access to education, research underscores the need for targeted interventions to address the specific barriers faced by girls. Recommendations include scholarships, transportation facilities, and community sensitization programs to emphasize the importance of girls' education. Implementing these measures can increase enrollment rates and improve educational outcomes for girls

2. Gender-Sensitive Curriculum and Teaching Practices

A gender-sensitive curriculum plays a crucial role in challenging stereotypes and promoting equality. The NEP 2020 emphasizes this approach, aligning with global best practices. However, its successful implementation depends on comprehensive teacher training programs, continuous monitoring, and sustained investment. Collaboration between educational institutions, policymakers, and educators is essential to ensure effective curriculum delivery.

3. Safety and Gender-Based Violence in Educational Institutions

Addressing gender-based violence (GBV) in schools and colleges is critical for creating safe learning environments. While the NEP 2020 recognizes the importance of safety, research highlights the need for strict enforcement of anti-harassment policies, awareness campaigns, and survivor support mechanisms. Ensuring a secure and inclusive learning space is vital for fostering educational participation and well-being, particularly for girls.

4. Women's Empowerment in Educational Leadership

The NEP 2020 advocates for increased representation of women in leadership roles within the education sector, which is a significant step toward gender equality. However, research suggests that additional measures—such as mentorship programs, professional development opportunities, and networking platforms—are necessary to strengthen women's participation in leadership and decision-making. These efforts will help create more inclusive and equitable educational systems.

5. Monitoring and Evaluation for Gender Equality Goals

A robust monitoring and evaluation framework is essential to assess the effectiveness of the NEP 2020 in reducing gender disparities. Regular data collection, analysis, and reporting will help track progress, identify gaps, and inform evidence-based policy decisions. Establishing clear accountability mechanisms will enable timely adjustments, efficient resource allocation, and sustained efforts toward achieving gender equality in education.

Conclusion

This research on gender equality and empowerment through the National Education Policy (NEP) 2020 offers valuable insights into the policy's strengths, limitations, and potential impact. The findings highlight key aspects of the NEP 2020 and provide actionable recommendations to enhance its effectiveness in addressing gender disparities in education.

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शिक्षण क्षेत्रात महिला सबलीकरण: संधी, आव्हाने आणि प्रगतीचा मार्ग

डॉ. ज्योत्सना गणेश सांगोरे

असिस्टंट प्रोफेसर

आएशाबाई कॉलेज ऑफ एड्युकेशन

परिचय

21व्या शतकात महिला सबलीकरण हा केवळ सामाजिक सुधारणेचा विषय न राहता तो आर्थिक, शैक्षणिक आणि तंत्रज्ञानाच्या युगातील एक महत्त्वाचा भाग बनला आहे. समाजाच्या सर्वांगीण विकासासाठी महिलांना शिक्षण, आर्थिक स्थैर्य, आरोग्यसेवा आणि निर्णयक्षमतेच्या संधी मिळणे अत्यंत आवश्यक आहे. शिक्षण हे महिला सबलीकरणाचे सर्वात प्रभावी साधन आहे. शिक्षणामुळे महिलांना स्वतःच्या हक्कांची जाणीव होते, निर्णय घेण्याची क्षमता विकसित होते आणि त्यांचे जीवनमान उंचावते. शिक्षणामुळे महिलांना केवळ नोकरी मिळण्याच्या संधी वाढत नाहीत, तर त्या उद्योजिका, संशोधक, प्रशासक आणि समाजसुधारक म्हणूनही पुढे येऊ शकतात. तथापि, महिलांसमोरील सामाजिक बंधने, आर्थिक मर्यादा, सुरक्षिततेचे प्रश्न आणि तांत्रिक शिक्षणाच्या संधींमध्ये असलेली दरी या कारणांमुळे अनेक महिलांना अद्यापही समान संधी मिळत नाहीत.

भारतासह संपूर्ण जगात महिला सबलीकरणासाठी विविध योजना आणि धोरणे राबवली जात आहेत. केंद्र व राज्य सरकारे मुलींच्या शिक्षणासाठी विशेष योजना सुरू करत आहेत. तसेच डिजिटल शिक्षण आणि तंत्रज्ञानाचा वापर वाढल्यामुळे महिलांसाठी शिक्षण घेणे अधिक सोपे आणि सुलभ झाले आहे.

या लेखात आपण शिक्षण क्षेत्रात महिलांना मिळणाऱ्या संधी, त्यांना भेडसावणारी आव्हाने आणि त्यांच्या प्रगतीचा मार्ग कसा असावा, याचा सविस्तर आढावा घेणार आहोत. महिलांचे शिक्षण हे समाजाच्या प्रगतीसाठी कसे महत्त्वाचे आहे, यावरही आपण प्रकाश टाकणार आहोत. शिक्षणाच्या माध्यमातून महिलांना सक्षम बनवणे हा सामाजिक समतेचा मार्ग आहे आणि तो आपल्याला पुढे नेणारा महत्त्वाचा टप्पा ठरेल.

महिला सबलीकरणाचे महत्त्व

शिक्षण हे केवळ व्यक्तीला ज्ञान देण्याचे साधन नसून, ते तिच्या व्यक्तिमत्त्वाचा आणि समाजातील स्थानाचा विकास करणारे प्रभावी माध्यम आहे. महिलांचे शिक्षण केवळ त्यांच्यासाठीच नव्हे, तर संपूर्ण समाजाच्या प्रगतीसाठी महत्त्वाचे आहे.

1. आर्थिक स्वायत्तता आणि आत्मनिर्भरता

शिक्षण आणि आर्थिक सबलीकरणामुळे महिलांना स्वतःच्या गरजा पूर्ण करण्यासाठी सक्षम बनवता येते. स्वावलंबी महिला समाजात अधिक आत्मविश्वासाने राहू शकते.

फाल्गुनी नायर (Nykaa) – त्यांनी सौंदर्य उत्पादनांच्या व्यवसायात मोठी भरारी घेतली आणि महिलांसाठी मोठ्या प्रमाणावर रोजगाराच्या संधी उपलब्ध करून दिल्या.

सेल्फ हेल्प ग्रुप्स (SHGs) – ग्रामीण भागातील महिलांनी लघुउद्योग सुरू करून आर्थिक स्वातंत्र्य मिळवले आहे. उदाहरणार्थ, **लिज्जत पापडहा** महिलांनी सुरू केलेला उद्योग आज जागतिक स्तरावर पोहोचला आहे.

2. शिक्षण आणि निर्णयक्षमता

शिक्षणामुळे महिलांना स्वतःचे अधिकार, कर्तव्ये आणि निर्णय घेण्याची क्षमता प्राप्त होते. शिक्षित महिला स्वतःबरोबरच कुटुंब आणि समाजाचा विकास साधू शकते.

सावित्रीबाई फुले – भारतातील पहिल्या महिला शिक्षिका आणि समाजसुधारक ज्यांनी मुलींसाठी शिक्षण उपलब्ध करून दिले.

मलाला युसूफझाई – शिक्षणाच्या हक्कासाठी लढणारी कार्यकर्ती, जिने मुलींच्या शिक्षणासाठी जागतिक स्तरावर जनजागृती

केली.

3. कुटुंब आणि समाजातील आरोग्य सुधारणा

महिलांचे शिक्षण आणि सबलीकरण कुटुंबाच्या आरोग्यासाठी महत्त्वाचे ठरते. स्त्री शिक्षणामुळे कुपोषण, बालमृत्यू दर आणि जनसंख्या नियंत्रण यासारख्या सामाजिक समस्यांवर नियंत्रण मिळवता येते.

POSHAN अभियान (राष्ट्रीय पोषण मिशन) – या योजनेमुळे महिलांना पोषण आणि आरोग्यासंदर्भात माहिती मिळत आहे, ज्यामुळे कुपोषण कमी होत आहे.

सुमन शर्मा (आशा कार्यकर्त्या) – अनेक गावांमध्ये महिलांना आरोग्य आणि स्वच्छता याबद्दल मार्गदर्शन करणाऱ्या आशा कार्यकर्त्या समाजाच्या आरोग्य सुधारण्यास मदत करत आहेत.

4. सामाजिक परिवर्तन आणि महिलांचे नेतृत्व

महिला सबलीकरणामुळे समाजात सकारात्मक बदल घडतात. महिलांनी वेगवेगळ्या क्षेत्रांत नेतृत्व करून समाज सुधारण्यासाठी मोठे योगदान दिले आहे.

द्रौपदी मुर्मू – भारताच्या पहिल्या आदिवासी महिला राष्ट्रपती, ज्यांनी सामाजिक आणि शैक्षणिक क्षेत्रात मोठे योगदान दिले आहे.

कल्याणकारी योजना:50% महिला पंचायत आरक्षण – या धोरणामुळे महिलांचा राजकीय सहभाग वाढला आहे, आणि आज अनेक महिला स्थानिक प्रशासनात महत्त्वाची भूमिका बजावत आहेत.

5. वैज्ञानिक आणि तंत्रज्ञान क्षेत्रातील महिलांची प्रगती

महिलांनी विज्ञान, तंत्रज्ञान, अभियांत्रिकी आणि गणित (STEM) क्षेत्रांत मोठी प्रगती केली आहे, ज्यामुळे नव्या संधी निर्माण होत आहेत.

कल्पना चावला – पहिली भारतीय महिला अंतराळवीर, जिने जागतिक स्तरावर भारताचे नाव उज्ज्वल केले.

सायना नेहवाल आणि पी. व्ही. सिंधू – या महिला खेळाडूंनी क्रीडा क्षेत्रात जागतिक स्तरावर भारताचे नेतृत्व केले आहे.

महिला सबलीकरणासाठी उपाय आणि पुढील दिशा

महिला सबलीकरण हा समाजाच्या प्रगतीसाठी अत्यंत महत्त्वाचा घटक आहे. महिलांना योग्य शिक्षण, सुरक्षितता, आर्थिक मदत आणि आरोग्य सेवा मिळाल्यास त्यांचा आत्मविश्वास वाढतो आणि त्या समाजाच्या विकासात महत्त्वाची भूमिका बजावू शकतात. पुढील काही प्रभावी उपाययोजना आणि पुढील दिशा महिलांना सक्षम करण्यासाठी उपयुक्त ठरतील.

1. शिक्षण: मुलींना मोफत आणि सक्तीचे शिक्षण देणे

शिक्षण हे महिला सबलीकरणाचे मूलभूत साधन आहे. शिक्षणामुळे महिलांना स्वतःच्या हक्कांची जाणीव होते आणि त्या आर्थिक व सामाजिकदृष्ट्या स्वयंपूर्ण बनतात.

मोफत आणि सक्तीचे शिक्षण: सरकारने 6 ते 18 वयोगटातील मुलींसाठी मोफत आणि सक्तीचे शिक्षण द्यावे.

शिष्यवृत्ती योजना: गरीब आणि मागासवर्गीय मुलींना शिक्षणासाठी शिष्यवृत्ती दिल्यास त्यांच्या शिक्षणातील अडथळे दूर होतील.

महिला विद्यापीठे आणि विशेष शिक्षण केंद्रे: महिलांसाठी विशेष विद्यापीठे आणि कौशल्य विकास केंद्रे उघडावीत.

STEM शिक्षणाला प्रोत्साहन: विज्ञान, तंत्रज्ञान, अभियांत्रिकी आणि गणित (STEM) क्षेत्रातील शिक्षणासाठी मुलींना प्रोत्साहन द्यावे.

उदा. बेटी बचाव, बेटी पढाव योजना – मुलींच्या शिक्षणासाठी केंद्र सरकारची योजना.

CBSE आणि राज्य मंडळांनी मुलींसाठी ट्यूशन फी माफ केली आहे.

कोडिंग आणि तंत्रज्ञान शिक्षणासाठी 'उदान' (Udaan) प्रकल्प.

2. सुरक्षितता: महिलांसाठी सुरक्षित कार्यस्थळ आणि कायदे प्रभावीपणे अंमलात आणणे.

महिलांची सुरक्षितता ही त्यांना स्वयंपूर्ण बनवण्यासाठी अत्यंत महत्त्वाची आहे. घरापासून कार्यस्थळापर्यंत महिलांसाठी सुरक्षित वातावरण असणे आवश्यक आहे.

कडक कायदे आणि त्यांची अंमलबजावणी: कार्यस्थळी लैंगिक शोषण रोखण्यासाठी POSH (Prevention of Sexual Harassment) कायदा प्रभावीपणे लागू करावा.

महिला हेल्पलाईन आणि तक्रार केंद्रे: महिलांसाठी 24x7 हेल्पलाईन आणि सशक्त तक्रार निवारण प्रणाली विकसित करणे.

सुरक्षित वाहतूक सेवा: महिला प्रवाशांसाठी विशेष बस, गाड्या आणि अधिक सुरक्षा यंत्रणा विकसित कराव्यात.

महिला पोलीस दल: प्रत्येक जिल्ह्यात महिलांसाठी स्वतंत्र पोलीस पथक नेमणे.

उदा. She-Box: भारत सरकारने महिलांसाठी ऑनलाइन तक्रार नोंदणी प्रणाली सुरू केली आहे.

निर्भया फंड: महिलांच्या सुरक्षिततेसाठी भारत सरकारने वेगवेगळे उपक्रम सुरू केले आहेत.

BPO आणि IT कंपन्यांमध्ये महिलांच्या सुरक्षिततेसाठी रात्रीच्या वेळी कडक नियम लागू केले गेले आहेत.

3. आर्थिक मदत: महिला उद्योजकांसाठी विशेष कर्ज योजना

महिला आर्थिकदृष्ट्या सक्षम झाल्यास त्या अधिक आत्मनिर्भर होतात आणि आपल्या कुटुंबासोबत समाजालाही आर्थिकदृष्ट्या पुढे नेऊ शकतात.

महिला उद्योजकांसाठी विशेष कर्ज योजना: महिलांना व्यवसाय सुरू करण्यासाठी कमी व्याजदरावर कर्ज उपलब्ध करून देणे.

स्वयंरोजगार आणि स्टार्टअपसाठी मदत: महिलांसाठी खास स्टार्टअप आणि स्किल डेव्हलपमेंट प्रोग्रॅमसंचालवणे.

महिला बचत गट आणि सहकारी संस्था: ग्रामीण भागात महिलांना आर्थिक मदत मिळण्यासाठी स्वयं-सहायता गट (SHG) आणि सहकारी संस्था स्थापन करणे.

नोकरीसाठी कौशल्य प्रशिक्षण: महिलांना टेलरिंग, ब्यूटी पार्लर, डेटा एंट्री, डिजिटल मार्केटिंग यासारख्या कौशल्यांमध्ये प्रशिक्षित करणे.

उदा. मुद्रा योजना: महिला उद्योजकांना कमी व्याजदरावर कर्ज दिले जाते.

Stand-Up India Scheme: महिला आणि मागासवर्गीय उद्योजकांना आर्थिक मदत दिली जाते.

SEWA (Self-Employed Women's Association): महिलांना लघुउद्योग आणि स्वयंरोजगारासाठी मदत करणारी संघटना.

4. आरोग्य: महिला आरोग्यासाठी विशेष आरोग्य अभियान राबवणे

महिला सबलीकरणासाठी त्यांच्या शारीरिक व मानसिक आरोग्याची काळजी घेणे अत्यंत महत्त्वाचे आहे.

मुलींसाठी पोषण आहार योजना: किशोरवयीन मुलींसाठी अंगणवाडी केंद्रांमध्ये पोषण आहार आणि आरोग्य तपासणी योजना राबवणे.

प्रसूतीसाठी मोफत आरोग्य सेवा: ग्रामीण भागातील गरोदर महिलांसाठी मोफत प्रसूती सेवा उपलब्ध करून देणे.

मासिक पाळी स्वच्छता योजना: ग्रामीण भागातील महिलांसाठी सुलभ आणि परवडणाऱ्या सॅनिटरी नॅपकिन्स उपलब्ध करून देणे.

मानसिक आरोग्य सेवा: महिलांसाठी मानसिक आरोग्य तपासणी आणि समुपदेशन केंद्रे सुरू करणे.

उदा. जननी सुरक्षा योजना: गरोदर महिलांसाठी मोफत आरोग्य तपासणी आणि प्रसूती सेवा.

PM मातृ वंदना योजना: पहिल्या अपत्यासाठी महिलांना आर्थिक मदत.

सुविधा सॅनिटरी नॅपकिन योजना: ग्रामीण महिलांसाठी परवडणाऱ्या किमतीत सॅनिटरी नॅपकिन्स उपलब्ध.

महिला सबलीकरणसाठी शिक्षण, सुरक्षितता, आर्थिक मदत आणि आरोग्य सेवा या चार प्रमुख क्षेत्रांमध्ये सुधारणा करणे अत्यंत गरजेचे आहे. शिक्षणामुळे महिलांना समान संधी मिळतात, सुरक्षिततेमुळे त्या निर्भय होतात, आर्थिक मदतीमुळे त्या आत्मनिर्भर बनतात आणि उत्तम आरोग्य सुविधांमुळे त्यांचे संपूर्ण जीवनमान सुधारते. सरकार, समाज आणि स्वयंसेवी संस्थांनी एकत्र येऊन महिलांना सक्षम करण्यासाठी या उपाययोजना अधिक प्रभावीपणे राबवायला हव्यात. महिलांनीही स्वतः पुढाकार घेत नवे कौशल्य आत्मसात करावे, आत्मनिर्भर बनावे आणि समाजाच्या विकासात महत्त्वाचे योगदान द्यावे. महिला सक्षम झाल्या तर संपूर्ण समाज सक्षम होईल, कारण "स्त्री शिक्षित झाली तर संपूर्ण कुटुंब शिक्षित होते, आणि कुटुंब शिक्षित झाले तर समाज प्रगत होतो."

महिला सबलीकरणामुळे होणारे सकारात्मक बदल

महिला सबलीकरण हा समाजाच्या विकासासाठी एक महत्त्वाचा टप्पा आहे. शिक्षण, आर्थिक स्थिरता, आरोग्य, आणि सामाजिक सहभाग यामुळे महिलांचे संपूर्ण जीवनमान सुधारते. सबलीकरणामुळे महिलांना केवळ वैयक्तिक प्रगतीच नाही, तर संपूर्ण समाजात परिवर्तन घडवण्याची संधी मिळते. खालील महत्त्वाचे सकारात्मक बदल महिला सबलीकरणामुळे दिसून येतात.

1. स्वतंत्र निर्णयक्षमता

महिला सबलीकरणामुळे महिलांना आर्थिक, सामाजिक आणि राजकीय स्वायत्तता मिळते. त्यांना स्वतःच्या आणि त्यांच्या कुटुंबाच्या हितासाठी स्वतंत्र निर्णय घेण्याचे स्वातंत्र्य मिळते.

- शिक्षणामुळे महिलांना माहिती आणि ज्ञान मिळते, त्यामुळे त्या तर्कशुद्ध निर्णय घेऊ शकतात.
- घरगुती निर्णयांमध्ये वाढती भूमिका: शिक्षित आणि आत्मनिर्भर महिला घरगुती खर्च, मुलांचे शिक्षण, आरोग्य आणि गुंतवणूक यासारख्या महत्त्वाच्या निर्णयांमध्ये सक्रीय सहभाग घेतात.
- राजकीय सहभाग: महिला स्थानिक आणि राष्ट्रीय राजकारणात सहभाग घेऊन समाजाच्या विकासात योगदान देतात. अनेक देशांमध्ये महिलांचे मतदान आणि राजकारणातील सहभाग वाढला आहे.
- स्वतःच्या हक्कांची जाणीव: महिला कायद्यांबद्दल अधिक जागरूक होऊन अन्यायाविरुद्ध लढू शकतात.

उदा. इंदिरा गांधी, कल्पना चावला, किरण बेदी यांसारख्या महिलांनी आपल्या निर्णयक्षमतेमुळे इतिहास घडवला आहे.

राजस्थानच्या स्वयं-सहायता गटांच्या महिलांनी आपल्या आर्थिक आणि सामाजिक परिस्थितीत सुधारणा केली आहे.

2. आर्थिक स्थिरता

महिला शिक्षण आणि आर्थिकदृष्ट्या आत्मनिर्भर झाल्यास कुटुंबाची आणि संपूर्ण समाजाची आर्थिक स्थिती सुधारते. महिला जेव्हा कमावत्या होतात, तेव्हा त्या आपल्या कुटुंबाच्या आर्थिक स्थैर्यात मोठे योगदान देतात.

- स्वावलंबन: महिलांना स्वतःच्या पायावर उभे राहण्याची संधी मिळते आणि त्या कोणावरही अवलंबून राहत नाहीत.
- कुटुंबाचे आर्थिक नियोजन सुधारते: महिला बचत आणि गुंतवणुकीच्या माध्यमातून कुटुंबासाठी आर्थिक सुरक्षेची हमी देतात.
- स्त्री उद्योजकता: अनेक महिला आज लघु उद्योग, स्वयंरोजगार, आणि मोठ्या व्यवसायांत उतरून समाजात आपली ओळख निर्माण करत आहेत.
- गरिबी निर्मूलन: महिला काम करू लागल्यास गरिबी कमी होते आणि एकूणच देशाचा GDP वाढतो.

उदा. "मुद्रा योजना" अंतर्गत अनेक महिलांनी व्यवसाय सुरू करून यश संपादन केले आहे.

सेल्फ हेल्प ग्रुप (SHG) आणि महिला बचत गटांनी ग्रामीण भागातील महिलांना आर्थिकदृष्ट्या सक्षम केले आहे.

"लिज्जत पापड" आणि "अमूल" सारख्या यशस्वी उद्योगांमध्ये महिलांचा मोठा वाटा आहे.

3. आरोग्य आणि कुटुंब नियोजन

शिक्षित आणि सक्षम महिला आपल्या कुटुंबाच्या आरोग्यासाठी महत्त्वाचे निर्णय घेऊ शकतात. आरोग्यविषयक जागरूकता वाढल्यामुळे कुटुंबाच्या कल्याणासाठी योग्य उपाययोजना करता येतात.

- मुलांचे आरोग्य सुधारते:शिक्षित माता आपल्या मुलांच्या लसीकरणाची, पौष्टिक आहाराची आणि आरोग्याची विशेष काळजी घेतात.
- कुटुंब नियोजन:महिलांना गर्भनिरोधक उपायांची माहिती मिळते, त्यामुळे त्या योग्य वेळी गर्भधारणा आणि परिवार नियोजनाचे निर्णय घेऊ शकतात.
- महिला आरोग्य सुधारते:मासिक पाळी स्वच्छता, प्रसूती सेवा आणि माता-बालक आरोग्यसेवा याविषयी शिक्षित महिला अधिक जागरूक असतात.
- कमी बालमृत्यू दर:शिक्षित महिला गर्भवती असताना आरोग्य सेवा घेतात, यामुळे नवजात बालकांचे मृत्यूदर कमी होण्यास मदत होते.

उदा. जननी सुरक्षा योजना:गरीब आणि ग्रामीण महिलांसाठी मोफत प्रसूती सेवा उपलब्ध आहे.

सुविधा सॅनिटरी नॅपकिन योजना:ग्रामीण भागातील महिलांसाठी सुलभ सॅनिटरी नॅपकिन उपलब्ध आहेत.

ममता योजना:गर्भवती महिलांसाठी पोषण आणि आरोग्य तपासणी सेवा प्रदान करते.

4. समाजात परिवर्तन घडवणे

शिक्षित आणि सबल महिला समाजात सकारात्मक बदल घडवू शकतात. त्यांचा सहभाग केवळ कुटुंबापुरता मर्यादित न राहता, तो संपूर्ण समाजाच्या प्रगतीसाठी उपयुक्त ठरतो.

- नवीन पिढीसाठी प्रेरणा:सक्षम महिला पुढच्या पिढीला शिक्षण, स्वातंत्र्य आणि समानतेच्या दिशेने वाटचाल करण्यास प्रेरित करतात.
- लैंगिक समानता:महिलांना सक्षम केल्याने स्त्री-पुरुष समानता साध्य होते.
- सामाजिक सुधारणा:महिलांचा सहभाग वाढल्यास समाजातील अन्याय, भेदभाव आणि स्त्रीशोषण यांना आळा घालता येतो.
- पर्यावरण संवर्धन:अनेक महिला गट आज पर्यावरणपूरक उपक्रम, झाडे लावणे, पुनर्वापर आणि कचरा व्यवस्थापन यांसारख्या क्षेत्रात पुढाकार घेत आहेत.

उदा. मलाला युसूफझाई:शिक्षणासाठी लढा देणारी जागतिक महिला.

सावित्रीबाई फुले:भारतातील पहिल्या महिला शिक्षिका, ज्यांनी स्त्री शिक्षणाचा पाया घातला.

"माजी वसुंधरा अभियान"मध्ये महिलांचा मोठा सहभाग होता, जिथे त्यांनी वृक्षारोपण आणि पर्यावरण संवर्धन केले.

महिला सबलीकरणामुळे संपूर्ण समाजात सकारात्मक बदल घडतात. महिलांना स्वतंत्र निर्णय घेण्याचे स्वातंत्र्य मिळते, आर्थिक स्थिरता मिळते, आरोग्य सुधारते आणि समाजात परिवर्तन घडते. शिक्षण, सुरक्षितता, आर्थिक मदत आणि आरोग्य सुविधा यांचा महिलांना लाभ दिल्यास त्या आपल्या जीवनात आणि समाजाच्या प्रगतीत मोठे योगदान देऊ शकतात.स्त्रीशक्तीच्या विकासाशिवाय देशाचा आणि समाजाचा विकास अशक्य आहे. म्हणूनच, "एक शिक्षित स्त्री केवळ स्वतःलाच नाही, तर संपूर्ण पिढीला शिक्षित करते."

सद्यस्थितीत शिक्षण क्षेत्रातील महिलांसाठी संधी

1. डिजिटल शिक्षण आणि तंत्रज्ञानाचा वापर

सध्याच्या काळात डिजिटल शिक्षणामुळे महिलांसाठी शिक्षणाच्या नवीन संधी उपलब्ध झाल्या आहेत. ऑनलाईन शिक्षणाच्या माध्यमातून महिला विविध अभ्यासक्रम शिकू शकतात, कौशल्ये विकसित करू शकतात आणि घरबसल्या शिक्षण

घेऊ शकतात.

- SWAYAM आणि DIKSHA सारख्या भारत सरकारच्या ऑनलाइन शिक्षण मंचांवरून हजारो महिला मोफत शिक्षण घेत आहेत.
- Udemy, Coursera, आणि edX यांसारख्या जागतिक व्यासपीठांवर भारतीय महिला तंत्रज्ञान, व्यवस्थापन आणि विविध क्षेत्रांत कौशल्य वाढवत आहेत.

2. सरकारी आणि खाजगी शिष्यवृत्ती योजना

- बेटी बचाव, बेटी पढाव योजना – मुलींच्या शिक्षणासाठी केंद्र सरकारची योजना.
- सीएसआयआर शिष्यवृत्ती – उच्च शिक्षणात संशोधन करणाऱ्या महिलांसाठी.
- UGC PG Scholarship for Single Girl Child – एकुलत्या एका मुलीला पदव्युत्तर शिक्षणासाठी मदत करणारी योजना.
- महिला विद्यापीठे आणि महाविद्यालये – जिथे महिलांना उच्च शिक्षणासाठी उत्तम संधी मिळतात.

3. महिला उद्योजकता आणि शिक्षण

- फाल्गुनी नायर (Nykaa) – ऑनलाईन ब्युटी ब्रँड स्थापनेतून महिलांसाठी रोजगार निर्माण केला.
- किरण मजूमदार शॉ (Biocon) – जैवतंत्रज्ञान क्षेत्रात जागतिक स्तरावर यशस्वी झाल्या.

4. महिला नेतृत्व आणि शिक्षण व्यवस्थापन

महिला शिक्षणतज्ज्ञ, संशोधक आणि प्रशासक यांची संख्या वाढत आहे. महिला शाळा-कोलेजांच्या प्रमुख पदांवर कार्यरत आहेत.

- सुधा मूर्ती – शिक्षण आणि सामाजिक कार्यात महत्त्वाची भूमिका बजावणाऱ्या महिला.
- गौरी अरोरा (AICTE) – अभियांत्रिकी आणि उच्च शिक्षण क्षेत्रात योगदान देणाऱ्या महिला.

महिला सबलीकरणाच्या वाटचालीतील प्रमुख आव्हाने

1. शिक्षणातील लिंगभेद आणि सामाजिक अडथळे

- आजही ग्रामीण भागात आणि काही ठिकाणी मुलींच्या शिक्षणाकडे दुय्यम महत्त्व दिले जाते.
- स्त्री शिक्षणावरील खर्च कमी करण्याच्या मानसिकतेमुळे मुलींना शिक्षणात मर्यादा येतात.

2. सुरक्षिततेचा अभाव आणि लैंगिक शोषण

- शाळा, महाविद्यालये आणि कार्यस्थळी महिलांच्या सुरक्षिततेचा प्रश्न गंभीर आहे.
- महिला सुरक्षेसाठी कडक कायदे असूनही त्यांची अंमलबजावणी अद्याप प्रभावी नाही.

3. डिजिटल दरी आणि इंटरनेटचा अभाव

- ग्रामीण भागातील महिलांना डिजिटल शिक्षण घेण्यास अडचणी येतात.
- इंटरनेट आणि डिजिटल उपकरणांच्या कमतरतेमुळे ऑनलाइन शिक्षणाची संधी सर्वांपर्यंत पोहोचत नाही.

4. कौटुंबिक जबाबदाऱ्या आणि सामाजिक बंधने

- महिलांना घरगुती जबाबदाऱ्यांमुळे शिक्षण आणि करिअरच्या संधी गमवाव्या लागतात.
- विवाहानंतर अनेक महिलांना उच्च शिक्षण सोडावे लागते.

सद्यस्थितीत महिलांसाठी उपाययोजना आणि विकासाचे मार्ग

1. तांत्रिक आणि डिजिटल शिक्षणाला प्रोत्साहन

- महिलांसाठी मोफत ऑनलाईन शिक्षण आणि डिजिटल साक्षरता अभियान हाती घेणे आवश्यक आहे.
- PMGDISHA (Pradhan Mantri Gramin Digital Saksharta Abhiyan) यांसारख्या उपक्रमांचा

ग्रामीण महिलांना लाभ मिळू शकतो.

2. महिलांच्या सुरक्षेसाठी कठोर उपाययोजना

- शाळा-महाविद्यालयांमध्ये महिला सुरक्षा धोरणे अधिक प्रभावी करणे गरजेचे आहे.
- **She Box (Govt. of India Initiative)** – महिलांसाठी लैंगिक शोषणविरोधी ऑनलाइन तक्रार व्यासपीठ.

3. महिलांसाठी विशेष शैक्षणिक योजना आणि प्रोत्साहनपर कार्यक्रम

- शिक्षणामध्ये महिलांना विशेष सवलती आणि आर्थिक मदतीच्या योजना राबवणे गरजेचे आहे.
- **स्टेम (STEM) क्षेत्रात महिलांना प्रोत्साहन** – विज्ञान, तंत्रज्ञान, अभियांत्रिकी आणि गणित या क्षेत्रांत महिलांची संख्यात्मक वाढ आवश्यक आहे.

4. कौशल्य विकास आणि उद्योजकतेला चालना

- महिलांसाठी व्यवसायिक शिक्षण आणि स्टार्टअपसाठी भांडवली सहाय्य उपलब्ध करून देणे आवश्यक आहे.
- **Stand-up India Scheme** – महिला उद्योजकांना प्रोत्साहन देण्यासाठी सरकारकडून आर्थिक मदत.

महिला सबलीकरणासाठी शिक्षण हे सर्वात प्रभावी साधन आहे. शिक्षणामुळे महिलांना सामाजिक, आर्थिक आणि तांत्रिक सक्षमता मिळते. मात्र, अजूनही अनेक आव्हाने आहेत ज्यावर उपाययोजना करण्याची गरज आहे. समाजाने, सरकारने आणि शिक्षण संस्थांनी एकत्र येऊन महिलांना अधिक संधी उपलब्ध करून द्याव्यात. महिलांनी शिक्षणाच्या माध्यमातून स्वतःची प्रगती साधावी आणि समाजाच्या विकासात महत्त्वपूर्ण योगदान द्यावे.

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आर्टिफिशियल इंटेलिजेंस (AI) में महिला सशक्तिकरण एक अध्ययन

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प्रभारी प्राचार्य

कॉलेज ऑफ एजुकेशन शिवले

सार

आर्टिफिशियल इंटेलिजेंस (AI) में महिला सशक्तिकरण एक महत्वपूर्ण और उभरता हुआ मुद्दा है जिसका उद्देश्य AI विकास, अनुसंधान और नवाचार में महिलाओं की भागीदारी, नेतृत्व और प्रतिनिधित्व को बढ़ाना है। चूंकि AI भविष्य को आकार देना जारी रखता है, इसलिए लैंगिक अंतर को दूर करना और यह सुनिश्चित करना आवश्यक है कि महिलाएं उन प्रौद्योगिकियों के विकास में योगदान दें जो बड़े पैमाने पर समाज को प्रभावित करती हैं।

परिचय

आर्टिफिशियल इंटेलिजेंस (कृत्रिम बुद्धिमत्ता - एआई) एक ऐसा क्षेत्र है जिसमें आर्टिफिशियल इंटेलिजेंस और तकनीकी उपकरणों को शामिल करने की क्षमता दी जाती है। इसका उद्देश्य ऐसे कार्य करने में सक्षम बनाना है जो सामान्यतः मनुष्य करते हैं, जैसे कि सीखना, निर्णय लेना, और भाषा समझना जैसी प्रक्रियाएँ।

1. एआई में लैंगिक विविधता को बढ़ावा देना

- **प्रतिनिधित्व में वृद्धि:** एआई और कंप्यूटर विज्ञान जैसे तकनीकी क्षेत्रों में महिलाओं का प्रतिनिधित्व अभी भी कम है। एआई में महिलाओं को सशक्त बनाने के लिए, इन क्षेत्रों में महिलाओं की भर्ती, उन्हें बनाए रखने और उन्हें आगे बढ़ाने के लिए एक ठोस प्रयास किए जाने की आवश्यकता है। इसमें छात्रवृत्ति, मेंटरशिप कार्यक्रम और युवा लड़कियों और महिलाओं को एआई में करियर बनाने के लिए प्रेरित करने के लिए डिजाइन की गई पहल शामिल हैं।
- **समावेशी कार्यस्थल बनाना:** संगठनों को ऐसा माहौल बनाना चाहिए जहाँ महिलाएँ AI में अपने करियर को आगे बढ़ाने और आगे बढ़ाने में समर्थित महसूस करें। इसमें पूर्वाग्रहों को संबोधित करना, करियर विकास के लिए समान अवसर प्रदान करना और कार्य-जीवन संतुलन प्रदान करना शामिल है।

2. महिला अधिकारों और सामाजिक भलाई के लिए एआई

- **AI में लैंगिक पूर्वाग्रह को संबोधित करना:** AI सिस्टम अक्सर उस डेटा के पूर्वाग्रहों को दर्शाते हैं जिस पर उन्हें प्रशिक्षित किया जाता है। कई AI सिस्टम, विशेष रूप से चेहरे की पहचान और भर्ती एल्गोरिदम में, लिंग के आधार पर पक्षपातपूर्ण परिणाम दिखाए हैं, जो महिलाओं को असमान रूप से प्रभावित करते हैं। AI में महिलाओं को सशक्त बनाने का मतलब उन AI सिस्टम के विकास की दिशा में काम करना भी है जो निष्पक्ष, पारदर्शी और लैंगिक पूर्वाग्रह से मुक्त हों।
- **महिला सशक्तिकरण के लिए एआई:** एआई तकनीक का उपयोग महिलाओं के स्वास्थ्य, सुरक्षा, आर्थिक भागीदारी और शिक्षा से संबंधित समस्याओं को हल करने के लिए किया जा सकता है। उदाहरण के लिए, एआई का उपयोग लिंग आधारित हिंसा की भविष्यवाणी करने और उसे रोकने, मातृ स्वास्थ्य सेवा में सुधार करने या महिलाओं को वित्तीय सेवाओं और शिक्षा तक अधिक पहुँच प्रदान करने के लिए किया जा सकता है।

3. शिक्षा और कौशल विकास

- **STEM में महिलाओं को प्रोत्साहित करना:** लड़कियों और युवा महिलाओं को AI अवधारणाओं से परिचित कराने के उद्देश्य से कार्यक्रम आवश्यक हैं। इसमें कोडिंग बूट कैंप, कार्यशालाएँ और विश्वविद्यालय पाठ्यक्रम शामिल

हैं जो AI, मशीन लर्निंग और डेटा साइंस पर ध्यान केंद्रित करते हैं। महिलाओं को AI-संचालित उद्योगों में प्रवेश करने और सफल होने के लिए आवश्यक कौशल से लैस होना चाहिए।

- **मेंटरशिप और नेटवर्किंग:** एआई में महिलाओं के लिए मेंटरशिप के अवसर प्रदान करना और नेटवर्क बनाना उन्हें इस पुरुष-प्रधान क्षेत्र में चुनौतियों का सामना करने में मदद कर सकता है। एआई में सफल महिलाएँ रोल मॉडल के रूप में काम कर सकती हैं और दूसरों को मार्गदर्शन प्रदान कर सकती हैं, जिससे उनमें अपनेपन और समुदाय की भावना को बढ़ावा मिलता है।

4. एआई में महिला नेतृत्व

- **नेतृत्व प्रतिनिधित्व:** एआई कंपनियों और अनुसंधान प्रयोगशालाओं में महिलाओं को नेतृत्व की भूमिका निभानी चाहिए। यह साबित हो चुका है कि विविध नेतृत्व वाली टीमों अधिक न्यायसंगत और प्रभावी निर्णय लेने में सक्षम हैं, और एआई में नेतृत्व की भूमिका में महिलाओं के होने से प्रौद्योगिकियों के विकास को अधिक समावेशी दिशा में ले जाने में मदद मिलेगी।
- **नीति वकालत:** महिलाओं को भी एआई के बारे में नीति चर्चाओं का हिस्सा होना चाहिए। एआई में महिलाओं को सशक्त बनाने के लिए ऐसे कानूनों और विनियमों को आगे बढ़ाना भी शामिल है जो एआई के सामाजिक प्रभावों को संबोधित करते हैं, विशेष रूप से उन तरीकों से जो महिलाओं को प्रभावित करते हैं।

5. एआई में महिलाओं के सामने आने वाली चुनौतियाँ

- **लैंगिक पूर्वाग्रह और रूढ़िवादिता:** महिलाओं को अक्सर लैंगिक पूर्वाग्रहों का सामना करना पड़ता है, चाहे वह सामाजिक अपेक्षाएँ हों या पेशेवर सेटिंग। ये पूर्वाग्रह महिलाओं को गंभीरता से लिए जाने या एआई क्षेत्र में अवसर दिए जाने से रोक सकते हैं।
- **प्रतिनिधित्व की कमी:** एआई में महिला रोल मॉडल की कमी युवा महिलाओं के लिए इस क्षेत्र में खुद की कल्पना करना मुश्किल बना सकती है। एआई कंपनियों में अधिक महिला शोधकर्ता, इंजीनियर और अधिकारी भविष्य की पीढ़ियों के लिए प्रेरणा का काम करेंगे।
- **कार्यस्थल असमानता:** एआई में महिलाओं को वेतन असमानता, करियर में उन्नति के कम अवसर या उनके योगदान के लिए मान्यता की कमी से संबंधित चुनौतियों का सामना करना पड़ सकता है। इन असमानताओं को संबोधित करने से ऐसा माहौल बनाने में मदद मिलेगी जहाँ महिलाएँ कामयाब हो सकें।

6. सहयोग और पहल

- **वीमेन इन एआई (WAI):** वीमेन इन एआई (WAI) जैसे संगठन एआई क्षेत्र में महिलाओं को प्रोत्साहित करने और उन्हें सशक्त बनाने पर ध्यान केंद्रित करते हैं। वे महिलाओं को इस क्षेत्र में आगे बढ़ने में मदद करने के लिए नेटवर्किंग, सीखने और सहयोग के लिए मंच प्रदान करते हैं।
- **एआई फॉर गुड ग्लोबल समिट:** अंतर्राष्ट्रीय दूरसंचार संघ (आईटीयू) द्वारा आयोजित यह शिखर सम्मेलन, महिलाओं सहित विविध पृष्ठभूमि के लोगों को एक साथ लाता है, ताकि इस बात पर चर्चा की जा सके कि सामाजिक भलाई के लिए एआई का किस प्रकार उपयोग किया जा सकता है।
- **महिला स्वास्थ्य के लिए एआई:** विभिन्न संगठन विशेष रूप से महिला स्वास्थ्य चुनौतियों, जैसे स्तन कैंसर का पता लगाना, प्रजनन स्वास्थ्य निगरानी और मानसिक स्वास्थ्य सहायता के लिए समाधान बनाने के लिए एआई का उपयोग कर रहे हैं।

कृत्रिम के विभिन्न प्रकार हैं, जैसे:

1. **मूल (Narrow AI) गया :** यह एक विशेष कार्य को बहुत ही आकर्षक तरीके से करता है, जैसे गूगल सर्च, वॉचलिस्ट

(सिरी, एलेक्सा), और चैटबॉट्स।

2. **सामान्य (सामान्य एआई)**, कई प्रकार के : यह मानव जैसी उत्कृष्टता का प्रदर्शन करने का लक्ष्य है, जिसमें यह कई प्रकार के कार्य आत्मनिर्भरता के तरीकों से समझें और हल करें।
3. **सुपर (Super AI)** एक ऐसी अवस्था जहां कृत्रिम अद्भुत मानव से भी: यह एक ऐसी कल्पना की गई है जहां कृत्रिम मानव कृति से भी कहीं अधिक क्षमता होगी।

एआई का उपयोग स्वास्थ्य, स्वचालन, वित्त, शिक्षा और मनोरंजन जैसे कई क्षेत्रों में किया जा रहा है। इसके विकास ने भविष्य में और अधिक स्टैमिना को जन्म दिया है।

महिला का मतलब महिलाओं को उनकी शक्तियों, अवसरों और क्षमताओं को प्रशिक्षित करना और उनके उपयोग के लिए प्रेरित और सक्षम बनाना है। यह एक ऐसी प्रक्रिया है जिससे महिलाओं को आर्थिक, सामाजिक, राजनीतिक और व्यक्तिगत स्तर पर मजबूत बनाया जाता है, ताकि वे समाज में समानता, स्वतंत्रता और न्याय का अनुभव कर सकें। महिला संविधान के विभिन्न उल्लेखों में शामिल हैं:

1. **शिक्षा** : महिलाओं को उच्च शिक्षा प्राप्त करने के अवसर देना और उनके ज्ञान एवं कौशल को बढ़ावा देना। यह उन्हें आत्मनिर्भर बनने और निर्णय लेने में सक्षम बनाता है।
2. **आर्थिक स्वतंत्रता** आर्थिक रूप से स्वतंत्र: महिलाओं को आर्थिक रूप से स्वतंत्र बनाना, जैसे कि उन्हें रोजगार के अवसर देना, उनका व्यवसाय शुरू करना, और उनके वेतन और अधिकारों की सुरक्षा करना।
3. **स्वास्थ्य और सुरक्षा** : महिलाओं को स्वास्थ्य देखभाल की दवाएं और सुरक्षित वातावरण प्रदान करना, ताकि वे शारीरिक और मानसिक रूप से स्वस्थ रहें।
4. **कानूनी अधिकार** और : महिलाओं को उनके अधिकारों के प्रति साजिश करना और अधिकारों की रक्षा करना, जैसे कि समान वेतन, कामकाजी अधिकार, घरेलू हिंसा से सुरक्षा, आदि।
5. **सामाजिक** : समाज में महिलाओं के प्रति नकारात्मक दृष्टिकोण और भेदभाव को खत्म करना और महिलाओं को समाज के सभी क्षेत्रों में समान अवसर देना।

महिला सशक्तिकरण का उद्देश्य महिलाओं को सभी क्षेत्रों में समान अवसर और अधिकार प्रदान करना है, जो पुरुषों को मिलते हैं। यह केवल महिलाओं के लिए नहीं, बल्कि समाज और राष्ट्र के समग्र विकास के लिए भी महत्वपूर्ण है।

महिला सशक्तिकरण कई कारणों से अविश्वसनीय रूप से महत्वपूर्ण है, क्योंकि इससे न केवल महिलाओं को लाभ होता है, बल्कि परिवारों, समुदायों और पूरे समाज पर इसका गहरा सकारात्मक प्रभाव पड़ता है। यहाँ बताया गया है कि क्यों:

1. समानता और न्याय

महिलाओं को सशक्त बनाना समानता सुनिश्चित करने का एक मूलभूत हिस्सा है। हर इंसान, चाहे वह किसी भी लिंग का हो, समान अधिकारों और अवसरों का हकदार है। महिला सशक्तिकरण लैंगिक असंतुलन को संबोधित करता है और महिलाओं को शिक्षा, काम और नेतृत्व में समान अवसर प्रदान करने का लक्ष्य रखता है।

2. आर्थिक विकास

जब महिलाओं को सशक्त बनाया जाता है, तो वे अर्थव्यवस्था में अधिक योगदान देती हैं। वे कार्यबल का एक महत्वपूर्ण हिस्सा बनती हैं, और महिलाओं को आर्थिक अवसरों तक समान पहुँच प्रदान करने से उत्पादकता बढ़ती है और आर्थिक विकास को बढ़ावा मिलता है। अध्ययनों से पता चला है कि जब महिलाएँ कार्यबल में पूरी तरह से भाग लेती हैं, तो अर्थव्यवस्था तेज़ी से बढ़ती है।

3. स्वास्थ्य और कल्याण

महिलाओं को सशक्त बनाने से परिवारों और समुदायों के स्वास्थ्य और कल्याण में सुधार होता है। महिलाएँ अपने

परिवारों के स्वास्थ्य को प्राथमिकता देती हैं, और जब उनके पास संसाधनों और शिक्षा तक पहुँच होती है, तो वे बेहतर स्वास्थ्य निर्णय ले सकती हैं। शिक्षित महिलाएँ अपने बच्चों के स्वास्थ्य और शिक्षा में निवेश करने की अधिक संभावना रखती हैं, जिससे कल्याण का एक सकारात्मक चक्र बनता है।

4. गरीबी में कमी

महिलाएँ, खास तौर पर अविकसित क्षेत्रों में, अक्सर गरीबी के प्रति सबसे अधिक संवेदनशील होती हैं। जब महिलाओं को सशक्त बनाया जाता है, तो वे गरीबी के चक्र से बाहर निकल सकती हैं। महिलाओं को शिक्षा, स्वास्थ्य सेवा और आर्थिक अवसरों तक पहुँच प्रदान करने से गरीबी कम करने और सतत विकास को बढ़ावा देने में मदद मिलती है।

5. सामाजिक और राजनीतिक परिवर्तन

महिलाओं को सशक्त बनाने का मतलब है उन्हें समाज और राजनीति में आवाज़ देना। महिलाएँ निर्णय लेने की प्रक्रियाओं में अद्वितीय दृष्टिकोण लाती हैं, और जब उनके पास राजनीतिक जीवन में भाग लेने की क्षमता होती है, तो इससे अधिक समावेशी और प्रभावी शासन होता है। नेतृत्व की भूमिकाओं में महिलाओं की भागीदारी से अधिक विविधतापूर्ण और न्यायसंगत नीति-निर्माण होता है।

6. रूढ़िवादिता और सांस्कृतिक बाधाओं को तोड़ना

महिलाओं को सशक्त बनाना हानिकारक लैंगिक रूढ़ियों और सांस्कृतिक मानदंडों को चुनौती देता है जो उनके अवसरों को सीमित करते हैं। जब महिलाएँ शिक्षा, कार्य और नेतृत्व में बाधाओं को तोड़ती हैं, तो यह भविष्य की पीढ़ियों के लिए उदाहरण प्रस्तुत करती हैं और संभावनाओं की संस्कृति का निर्माण करती हैं।

7. वैश्विक प्रगति को बढ़ावा देना

वैश्विक प्रगति हासिल करने के लिए महिला सशक्तिकरण महत्वपूर्ण है, खासकर संयुक्त राष्ट्र सतत विकास लक्ष्यों (एसडीजी) के साथ। लैंगिक समानता (एसडीजी 5) न केवल अपने आप में एक लक्ष्य है, बल्कि गरीबी में कमी, बेहतर शिक्षा और सतत आर्थिक विकास जैसे अन्य वैश्विक उद्देश्यों को प्राप्त करने का एक साधन भी है।

8. मजबूत समुदाय बनाना

सशक्त महिलाएँ अक्सर अपने समुदायों के केंद्र में होती हैं, सामाजिक नेटवर्क बनाने और उसे बनाए रखने में मदद करती हैं। वे सामाजिक स्थिरता में योगदान देती हैं और अपने पड़ोस में सकारात्मक बदलाव लाने में मदद करती हैं। उनके नेतृत्व में अक्सर ऐसी पहल की जाती है जो परिवार, शिक्षा और सामुदायिक कल्याण पर केंद्रित होती हैं।

9. भावी पीढ़ियों के लिए प्रेरणा

महिलाओं को सशक्त बनाना युवा लड़कियों और लड़कों के लिए रोल मॉडल तैयार करता है। जब वे महिलाओं को महान चीजें हासिल करते हुए देखते हैं, तो यह उन्हें अपने सपनों को पूरा करने, बाधाओं को तोड़ने और सामाजिक मानदंडों को चुनौती देने के लिए प्रेरित करता है। यह दोनों लिंगों को एक-दूसरे का सम्मान करने और एक बेहतर दुनिया की दिशा में मिलकर काम करने के लिए प्रोत्साहित करता है।

10. मानवाधिकार

महिला सशक्तिकरण एक मौलिक मानवाधिकार मुद्दा है। लिंग आधारित भेदभाव और हिंसा महिलाओं के मानवाधिकारों का उल्लंघन है। महिलाओं को सशक्त बनाने का मतलब है इन उल्लंघनों को पहचानना और उनका समाधान करना, यह सुनिश्चित करना कि महिलाएँ बिना किसी डर के रह सकें और किसी भी अन्य व्यक्ति की तरह स्वतंत्रता और न्याय का आनंद ले सकें।

संक्षेप में, अधिक समतापूर्ण, न्यायपूर्ण और समृद्ध विश्व के निर्माण के लिए महिला सशक्तिकरण आवश्यक है। यह केवल महिलाओं की मदद करने के बारे में नहीं है; यह एक ऐसा वातावरण बनाकर पूरे समाज को लाभ पहुँचाने के बारे में है जहाँ

हर कोई फल-फूल सके।

निष्कर्ष

एआई में महिला सशक्तिकरण का मतलब है एक समावेशी, विविधतापूर्ण और न्यायसंगत माहौल को बढ़ावा देना, जहाँ महिलाएँ आगे बढ़ सकें और तकनीक के भविष्य को सक्रिय रूप से आकार दे सकें। इसका मतलब है यह सुनिश्चित करना कि महिलाएँ एआई विकास के हर चरण में मौजूद हों, चाहे वह शोध और डिजाइन हो या नीति-निर्माण और नेतृत्व। एआई में महिलाओं को सशक्त बनाने से अधिक न्यायसंगत, नवीन और प्रभावशाली तकनीकें विकसित हो सकती हैं, जो पूरे समाज को लाभ पहुँचाती हैं।

अधिक लिंग-विविधतापूर्ण एआई परिदृश्य का निर्माण करने से न केवल महिलाओं के लिए बाधाओं को तोड़ने में मदद मिलती है, बल्कि यह भी सुनिश्चित होता है कि जिन प्रौद्योगिकियों पर हम भरोसा करते हैं, वे व्यापक दृष्टिकोण और जरूरतों को ध्यान में रखकर डिजाइन की गई हैं।

संदर्भ :

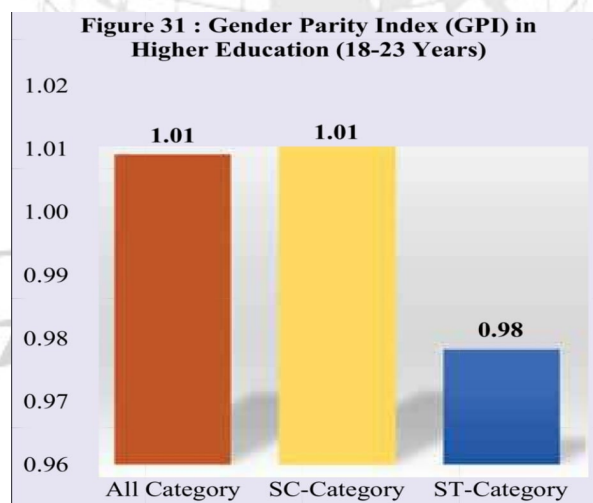
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WOMEN EMPOWERMENT & NEP 2020**Dr. Sandeep Magar***Assistant Professor**S. T. E. S. College of Education Shahapur***INTRODUCTION**

Women's empowerment through education is a pivotal aspect of India's National Education Policy (NEP) 2020, which was approved by the Union Cabinet on July 29, 2020, replacing the previous National Policy on Education, 1986. This policy aims to transform the Indian education system to be more inclusive, equitable, and aligned with 21st-century demands, with specific provisions to address gender disparities and enhance women's educational opportunities. It places a strong emphasis on women's education, recognizing that empowering women through education is key to national development. It contributes to women empowerment through a multifaceted approach aimed at addressing educational disparities and fostering gender equality.

Current situation women in Education:

The All-India Survey of Higher Education (AISHE), 2021-22 was showed as

**Comprehensive Analysis: Women's Empowerment and NEP 2020**

Women's empowerment through education is a pivotal aspect of India's National Education Policy (NEP) 2020, which was approved by the Union Cabinet on July 29, 2020, replacing the previous National Policy on Education, 1986. This policy aims to transform the Indian education system to be more inclusive, equitable, and aligned with 21st-century demands, with specific provisions to address gender disparities and enhance women's educational opportunities. Below, we explore the policy's measures, their implementation, and the current state of women's education in India, drawing on recent data and analyses.

Policy Framework and Women's Empowerment

NEP 2020 explicitly recognizes women as a significant part of Socio-Economically Disadvantaged Groups (SEDGs), noting that they constitute about half of this group and face

amplified exclusion and inequality. The policy underscores that quality education for girls is critical for increasing education levels for both present and future generations, emphasizing targeted policies and schemes for girls within SEDGs.

Key provisions include:

1. **Gender Inclusion Fund:** Section 6.8 of NEP 2020 outlines the constitution of a Gender Inclusion Fund to build capacity for equitable quality education for all girls and transgender students. This fund supports states in addressing priorities such as sanitation, toilets, bicycles, conditional cash transfers, and community-based interventions to overcome local barriers to female and transgender children's education.
2. **Infrastructure Support:** Section 6.9 proposes free boarding facilities, matching JawaharNavodayaVidyalayas standards, especially for girls from far-off areas, with safety arrangements. It also strengthens and expands Kasturba Gandhi BalikaVidyalayas to increase participation of girls from disadvantaged backgrounds up to Grade 12.
3. **Safety and Rights:** Section 8.11 emphasizes careful attention to the safety and rights of girl children, ensuring clear, safe, and efficient mechanisms for reporting and addressing infractions against children's rights or safety.
4. **Higher Education:** Section 14.4.1 calls for steps by governments to enhance gender balance in admissions to Higher Education Institutions (HEIs), promoting equal opportunities at advanced levels. These measures aim to address historical gender gaps, such as the 17% gap between male (82.14%) and female (65.46%) literacy rates noted in the 2011 census.

Implementation and Progress

Since its introduction in 2020, NEP 2020's implementation has been a collaborative effort between central and state governments, with progress monitored through themes like learner-centric education and digital learning. However, specific progress reports on women's empowerment are less detailed in publicly available data. The policy's emphasis on early childhood care and education, as part of its 5+3+3+4 structure, is designed to lay a strong foundation, potentially benefiting younger generations of women.

Comparative Analysis and Future Outlook

Comparing literacy rates, the youth female literacy rate of 96% in 2023 is notably high, suggesting that NEP 2020's focus on foundational stages is bearing fruit. However, the general female literacy rate's slower progress indicates that older generations and rural populations need targeted interventions. Programs like BetiBachaoBetiPadhao and SamagraShiksha, mentioned in recent analyses, complement NEP 2020's goals, but their integration and funding require monitoring. The policy's long-term impact may be seen in increased enrollment and retention rates for girls, particularly through initiatives like the Gender Inclusion Fund and expanded boarding facilities. However, as of March 24, 2025, comprehensive progress reports specific to women's empowerment under NEP 2020 are limited, suggesting a need for more robust data collection and public reporting.

Detailed Data Table

Below is a table summarizing key literacy statistics for women in India, based on available data:

Indicator	Value	Year
General Female Literacy Rate	77%	2023
Youth Female Literacy Rate	96%	2023
Rural Female Literacy Rate	65%	2021
Urban Female Literacy Rate	83%	2021
2011 Census Female Literacy	65.46%	2011

This table highlights the progress and disparities, providing a basis for assessing NEP 2020's impact.

Conclusion

NEP 2020 has the potential to revolutionize women's education in India by making it more inclusive, flexible, and skill-oriented. However, strong implementation and social change efforts are essential to bridge the gender gap in education and ensure that every girl gets an equal opportunity to learn and grow.

The National Education Policy (NEP) 2020 of India is a transformative framework aimed at overhauling the country's education system, with a strong emphasis on inclusivity and equity. When it comes to women's empowerment, NEP 2020 recognizes education as a critical tool to bridge gender gaps and foster socio-economic progress. It integrates specific measures to ensure that girls and women have equal access to quality education, addressing long-standing barriers and aligning with broader goals of gender equality.

NEP 2020 prioritizes gender equity by focusing on increasing female participation across all levels of education. One of its key initiatives is the establishment of the Gender Inclusion Fund (GIF), which aims to support states in implementing programs that enhance girls' access to education. This fund targets socio-economically disadvantaged groups, including girls, by addressing issues like school dropouts, early marriage, and lack of infrastructure such as safe transportation and sanitation facilities. By tackling these practical challenges, the policy seeks to keep girls in school longer and improve their educational outcomes.

The policy also emphasizes holistic education, incorporating vocational training, life skills, and STEM (Science, Technology, Engineering, and Mathematics) opportunities for girls. This approach not only equips women with knowledge but also prepares them for diverse career paths, enhancing their employability and economic independence—key pillars of empowerment. Additionally, NEP 2020 calls for gender-sensitive curricula and teacher training to challenge stereotypes and promote an inclusive classroom environment where girls feel encouraged to thrive. Another significant aspect is the focus on higher education and skill development. The policy aims to increase the Gross Enrollment Ratio (GER) in higher education, with specific attention to

underrepresented groups, including women. By promoting flexible learning options, such as online and open education, it accommodates women who face societal or familial pressures that might otherwise limit their access to advanced studies.

While NEP 2020 lays a strong foundation for women's empowerment through education, its success hinges on effective implementation. Challenges like funding allocation, regional disparities, and cultural attitudes toward girls' education remain. However, by linking education to empowerment, the policy reflects a commitment to creating a more equitable society where women can contribute fully to national development. In essence, NEP 2020 views education not just as a right but as a catalyst for transforming women's lives and, by extension, India's future.

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शिक्षणाच्या माध्यमातून महिलांचे सर्वांगीण सक्षमीकरण

डॉ. संघमित्रा व्ही. दुपारे

सहायक प्राध्यापक

व्ही. एस. पी. एम. कॉलेज ऑफ एज्युकेशन

खुटांबा रोड, काटोल - ४४१३०२ जि. नागपुर (महाराष्ट्र)

गोषवारा

महिला सक्षमीकरण म्हणजे महिलांना त्यांच्या हक्काचे क्षमतांचे आणि स्वातंत्र्याचे ज्ञान देणे व त्यांना सक्षम बनवणे शिक्षण हे महिला सक्षमीकरणाचे अत्यंत प्रभावी साधन आहे शिक्षणामुळे महिलामध्ये आर्थिक स्वावलंबन, आत्मविश्वास, आत्मनिर्भरता, स्वयं निर्णयक्षमता, स्वयंपूर्णता आणि सामाजिक समतोल निर्माण होतो. विविध क्षेत्रातील संधी शिक्षणाच्या माध्यमातून महिलांना प्राप्त होतात.

पारिभाषिक संज्ञा- शिक्षण, महिला सक्षमीकरण, सर्वांगीण विकास

प्रस्तावना

महिला सक्षमीकरण हे सामाजिक, आर्थिक आणि सांस्कृतिक विकासाचे महत्वाचे अंग आहे. शिक्षण क्षेत्रात महिलांच्या सक्षमीकरणाची प्रक्रिया केवळ व्यक्तिगत स्तरावर नव्हे तर संपूर्ण समाजाच्या प्रगतीसाठी, उन्नतीसाठी महत्वाची ठरते. शिक्षणाने महिलांना सामाजिक, आर्थिक, राजकीय आणि वैयक्तिक स्वातंत्र्य मिळविण्यास मदत होते.

महिला सक्षमीकरण म्हणजे महिलांना त्यांच्या हक्काचे क्षमतांचे आणि स्वातंत्र्याचे ज्ञान देणे व त्यांना सक्षम बनवणे. शिक्षण हे सक्षमीकरणाचे प्रभावी साधन आहे. शिक्षणामुळे महिलांमध्ये आर्थिक स्वावलंबन, आत्मविश्वास, निर्णयक्षमता, आणि सामाजिक समतोल निर्माण होतो. कायदे व कल्याण कार्यक्रमाच्या माध्यमातून आर्थिक सामाजिक, शैक्षणिक व राजकीय सर्व क्षेत्रांमध्ये महिलांना पुरुषांच्या बरोबरीने हक्क व दर्जा प्रदान करून देणे. विकासासाठी संधी उपलब्ध करून देणे आणि स्त्री-पुरुष असमानता नष्ट करणे या प्रक्रियेला स्त्री सक्षमीकरण असे म्हणतात. शिक्षणाने महिला सक्षमीकरणामध्ये महत्वाची भूमिका बजावली आहे कारण ते महिलांना आर्थिक, सामाजिक आणि राजकीय क्षेत्रात सक्षम बनवते ज्यामुळे त्या आपल्या हक्कासाठी आवाज उठवू शकतात. शिक्षण हि महिला सक्षमीकरणाची गुरुकिल्ली आहे. शिक्षणाच्या माध्यमातून महिला आपलं मत व्यक्त करू शकतात योग्य निर्णय घेण्याचे सामर्थ्य त्यांच्या अंगी येते. आत्मविश्वास वाढतो आणि त्या आत्मनिर्भर बनतात. महिला सक्षमीकरण आणि शिक्षण हे एकमेकांशी निगडित आहे शिक्षण घेवून आर्थिक दुष्ट्या स्वावलंबी होणे ही स्त्री स्वातंत्र्याच्या दृष्टीने काळाची गरज आहे.

महिला सक्षमीकरणाची वैशिष्ट्ये

● स्त्री सक्षमीकरण बहुआयामी असावे

स्त्री सक्षमीकरणाचा विचार करतांना विविध पैलूंचा विचार करणे गरजेचे आहे. महिलांचा सर्वांगीण विकास या एका समस्येचा विचार करतांना संबंधित अनेक समस्यांचाही विचार केला जावा त्यांची परिणामकारकता व पारदर्शकता तपासली जावी. स्त्रियांनी बाह्य प्रगती स्वीकारणे म्हणून स्वातंत्र्य मिळाले किंवा सक्षमीकरण झाले असे नाही तर त्याच बरोबर वैचारिक स्वातंत्र्य, मानसिक परिपक्वता, स्वातंत्र्याच्या संकल्पना, इ. चा विचार करावा.

● महिला सक्षमीकरण एक दुहेरी प्रक्रिया

स्त्री सक्षमीकरण ही एक दुहेरी प्रक्रिया आहे. पुढच्या घटकास सक्षम करताना आपणही सशक्त होते. ज्या घटकास सक्षम करायचे आहे त्याच्यासाठी धोरणे व परिपाठ करताना आपली भूमिका, मानसिकता व सकारात्मक पैलूंचा विकास इ.

गोष्टीची तयारी करावी लागते किंवा त्या आपोआप घडत जातात या सोबतच घडविणाराही या प्रक्रियेत सहभागी असतो. ज्यामुळे सक्षमीकरण अधिक प्रभावी ठरते. या प्रक्रियेत केवळ महिलांनाच नव्हे तर महिलासंबंधित अनेक घटकांना सशक्त बनविण्याची गरज आहे.

- **महिला सक्षमीकरण संपूर्ण व व्यापक असावे**

समाजातील महिलांच्या योगदानाचे महत्व समोर आणले जावे ज्यामुळे स्त्रियांचे स्थान भूमिका व महत्व स्पष्ट होईल. तिच्या कौशल्यास वाव देवून आत्मविश्वास निर्माण करावा.

- **महिला सक्षमीकरण ही स्वतंत्र कल्पना नाही**

इतर क्षेत्रातील सुद्धा महिला सक्षमीकरण विकासासाठी आवश्यक आहे स्त्री सक्षमीकरणास स्वतंत्र घटक मानणे म्हणजे स्त्रीला वेगळा घटक मानणे असे म्हणता येईल. जसे एखाद्या सामाजिक मागणीच्या मोर्चात स्त्री संख्या देखील मोठी असते तेव्हा स्त्रिया हा केवळ घटक आहे असे म्हणून विचारात घेतला जातो. तो वेगळा घटक आहे असे मानले जात नाही, स्त्रियांशी निगडित अनेक प्रश्नांवर विचार केल्याशिवाय स्त्री सक्षमीकरण साध्य करता येणार नाही म्हणून स्त्री सक्षमीकरण करतांना संबंधित मुद्दे प्रश्न, व परिस्थितीचा विचार केला जावा.

महिला सक्षमीकरणात शिक्षणाची भूमिका

शिक्षण हे महिलांना सक्षम बनवण्यात महत्वाची भूमिका बजावते. त्यांना लिंग भेदभाव रुढींना आव्हान देण्यासाठी आणि समाजात त्यांचे योग्य स्थान निश्चित करण्यासाठी ज्ञान, कौशल्ये आणि आत्मविश्वास, प्रदान करते. शिक्षण महिलांना सामाजिक अन्यायांना तोंड देण्यासाठी, समुदायांमध्ये सकारात्मक बदल घडवून आणण्यासाठी सक्षम करणे.

शिक्षण क्षेत्रात महिला सक्षमीकरणाचे महत्व

शिक्षण महिलांना विविध क्षेत्रांमध्ये संधी उपलब्ध करून देते. शिक्षित महिलांना अधिक उत्तम रोजगाराच्या संधी मिळतात त्यांमुळे त्यांच्या आर्थिक स्थितीत सुधारणा होते. याशिवाय, शिक्षणामुळे महिलांना आपल्या मुलांच्या संगोपनात अधिक प्रभावी भूमिका बजावता येते, ज्याचा समाजावर सकारात्मक परिणाम होतो.

- **आर्थिक सक्षमीकरण**

शिक्षणामुळे महिलांना व्यवसाय आणि नोकरीच्या संधी उपलब्ध होतात. ज्यामुळे त्या आर्थिकदृष्ट्या सक्षम होतात, आर्थिक सक्षमीकरण महिलांना घरातील आणि बाहेरील निर्णय प्रक्रियेत महत्वपूर्ण भूमिका बजावण्याची संधी देते.

- **सामाजिक सक्षमीकरण**

सामाजिक सक्षमीकरण महिलांना सामाजिक समस्यांवर मात करण्याची आणि समाजात सक्रियपणे सहभागी होण्याशी सक्षम बनवते. भेदभावावर मात करण्याची, आरोग्यविषमता कमी करण्याची, शिक्षणामुळे महिलांच्या सामाजिक स्वातंत्र्यात वाढ होते. त्यांना आपल्या अधिकाराबद्दल जागरूकता प्राप्त होते. आणि समाजात योग्य स्थान मिळविण्याची संधी मिळते.

- **राजकीय सक्षमीकरण**

शिक्षित महिलांना राजकारणात प्रवेश करण्याची संधी मिळते. त्यामुळे त्या स्थानिक राष्ट्रीय आणि आंतरराष्ट्रीय स्तरावर निर्णय घेण्याच्या प्रक्रियेत सहभागी होवू शकतात, महिलांना राजकीय क्षेत्रात पुरुषांच्या बरोबरीने हक्क आणि दर्जा देणे महिलांना राजकीय सक्षमीकरणाच्या माध्यमातून त्यांना राजकीय नेतृत्वाची पदे धारण करण्याची संधी मिळते.

- **लैंगिक समानतेत शिक्षणाचे योगदान**

शिक्षण हे लैंगिक समानता साधण्याचे प्रभावी साधन आहे. शिक्षणामुळे मुली आणि मुलांमध्ये असलेला भेदभाव नाहिसा होतो. शिक्षणामुळे लैंगिक समानतेबद्दल जागरूकता निर्माण होते आणि महिलांना स्वतःचे स्थान निर्माण करण्याची प्रेरणा मिळते. लैंगिक समानता हा एक महत्वाचा सामाजिक मुद्दा आहे आणि शिक्षणाचे त्यात महत्वपूर्ण योगदान आहे शिक्षण हे एक

प्रभावी साधन आहे जे लैंगिक समानता साध्य करण्यासाठी पुढाकार घेते. खालील काही मार्गांनी लैंगिक समानतेतच्या संदर्भात योगदान दिसून येते.

- **सजगता निर्माण निर्माण करणे**

शिक्षणाच्या माध्यमातून व्यक्तीमध्ये लैंगिक भेदभाव असमानता आणि लैंगिक हिंसेविरुद्ध जागरूकता निर्माण करते. विद्यार्थ्यांमध्ये योग्य मुल्याची उजवणूक करून संस्कृती विकसित होते नवीन विचारप्रणाली विकसित होते.

- **समान संधी उपलब्ध करणे**

शिक्षणाच्या माध्यमातून मुलं आणि मुलींना समान शैक्षणिक संधी उपलब्ध होतात. यामध्ये मुलींच्या शिक्षणावर विशेष भर दिला जातो ज्यामुळे त्यांना समान आर्थिक आणि सामाजिक स्थैर्य प्राप्त करता येते.

- **शिक्षणप्रणालीत आमूलाग्र बदल**

अभ्यासक्रमात नवीन विषयाची गाठ घालणे किंवा जोडणे गरजेचे आहे. शिक्षणाने लिंग भेद कमी करता येईल. नवीन विचारप्रणालीचा स्विकार करून शिक्षणाच्या माध्यमातून मुलं आणि मुली यांच्यामध्ये भेदभाव नाहीसा होईल.

- **स्वतंत्रता आणि आत्मनिर्भरता**

शिक्षणामुळे मुली आणि महिलामध्ये आत्मविश्वास वाढतो. त्यांना आपल्या हक्काविषयी माहिती मिळते. स्वतःचे निर्णय स्वतः घेण्याची क्षमता विकसित होते ज्यामुळे त्यांचे आर्थिक व सामाजिक स्वातंत्र्य वाढते.

- **रोजगाराच्या संधीमध्ये वाढ**

शिक्षण घेतलेल्या मुलींना चांगले रोजगार मिळू शकतात. ज्यामुळे त्या आर्थिक दृष्ट्या सबळ होतात आणि त्यांना समाजात समान वागणूक मिळण्यास मदत होते.

शिक्षण हे लैंगिक समानता साध्य करण्यासाठी एक प्रभावी साधन असून ते समाजात सकारात्मक बदल घडवण्यासाठी अत्यंत महत्वाचे आहे.

- **मुलींसाठी व्यावसायिक शिक्षण**

मुलींना शिक्षणातून व्यावसायिक शिक्षण द्यावे त्या स्वतंत्र, स्वावलंबी, उद्योगी बनतील. महिला आजच्या काळात कोणताही व्यवसाय करू शकतात. म्हणून त्यांना ती संधी देवून शिक्षणातून त्यांच्यातील कलागुण क्षमतांचा विकास होतो.

- **विचारसरणीत बदल**

शिक्षण व्यक्तीच्या विचारसरणीत बदल घडवून आणते. लैंगिक भेदभाव विषयी असलेल्या जुन्या विचारधारांना तिलांजली दिली जाते आणि समानतेवर आधारित समाजाची निर्मिती होते.

शिक्षण क्षेत्रातील आव्हाने.

लिंगभेद

अनेक ठिकाणी अजूनही मुलींना सहशिक्षण घेण्यासाठी मर्यादा येतात. लिंग आधारित भेदभाव आणि घरातील कामाचा ताण यामुळे मुलींना शिक्षणासाठी वेळ आणि संधी मिळत नाही.

संसाधनांचा अभाव

शिक्षण क्षेत्रात संसाधनांचा अभाव असणे एक प्रमुख आव्हान आहे. यामुळे शाळांना सर्वसमावेशक शिक्षण देण्यात अडथळा येतो. गरीब आणि ग्रामीण भागामध्ये शिक्षणासाठी आवश्यक ती संसाधने उपलब्ध नाहीत. शाळा, शिक्षक आणि शिक्षणाच्या सुविधा पुरेशा प्रमाणात उपलब्ध नसतात.

शिक्षकांचा तुटवडा आणि गुणवत्तेचा अभाव.

अनेक शाळांमध्ये प्रशिक्षित शिक्षकांची कमतरता दिसून येते त्यामुळे विद्यार्थ्यांना योग्य ते शिक्षण मिळत नसल्यामुळे

त्यांची गुणवत्ता कमी होते.

सामाजिक गाणि सांस्कृतिक अडथळे

काही भागात शिक्षणाबद्दल नकारात्मक, मानसिकता आणि प्रथा आहे. ज्यामुळे मुल आणि मुलींना शाळेत जाणे अवघड होते समाजातील रूढी, प्रथा, विचारधारा विद्यार्थ्यांच्या शिक्षणात अडथळे निर्माण करू शकतात.

प्रवेश आणि सुविधा -

ग्रामीण आणि दुर्गम भागामध्ये शाळामध्ये पोहोचण्यासाठी वाहतुकीची साधने उपलब्ध नसतात. यामुळे मुलांना शाळेत जाण्यासाठी अडचणींचा सामना करावा लागतो. यामुळे ते प्रवेश घेण्यापासून वंचित राहतात. शाळामध्ये पायाभूत सुविधा जसे की, स्वच्छतागृहे, पाणी, वीज यांची कमतरता असते.

● डिजिटल तूट (Digital Divide)

ग्रामीण आणि शहरी भागातील तंत्रज्ञान आणि इंटरनेटच्या सुविधामध्ये खुप मोठी तफावत आहे. विशेषतः Covid-19 नंतर डिजिटल शिक्षणाचे महत्व वाढलेले आहे परंतु सर्वांना डिजिटल साधनांचा पुरेसा वापर करता येत नाही.

शिक्षण क्षेत्रात महिलांच्या सक्षमीकरणासाठी अनेक आव्हाने आहेत समाजामध्ये रूढी, प्रथा आर्थिक मर्यादा कौटुंबिक असमर्थता, आणि शैक्षणिक सुविधा यांचा अभाव हे अडथळे आहेत. ग्रामीण भागातील विशेषतः आर्थिक दृष्ट्या दुर्बल गटातील महिलांसाठी शिक्षणाची उपलब्धता अजूनही मर्यादित आहे.

● गुणवत्तापूर्ण शिक्षणाचा अभाव

महिलांच्या सक्षमीकरणासाठी गुणवत्तापूर्ण शिक्षण मिळणे गरजेचे आहे महिलांना सर्जनशील तांत्रिक आणि नेतृत्वगुणांचे शिक्षण देणे आवश्यक आहे.

महिलांचे कौशल्य विकसित करणे सुप्त गुणांना वाव देवून कार्यक्रमांमध्ये सहभाग घेण्याची संधी शिक्षणातून उपलब्ध करून देणे.

महिला सक्षमीकरणासाठी उपाययोजना

शक्ती अभियान योजना

यामध्ये दोन उपाययोजना आहेत.

१) सांभाळ

२) सामर्थ्य

१) सांभाळ ही उपाययोजना महिलांची सुरक्षितता आणि संरक्षण या संदर्भात काम करते. तर सामर्थ्य या उपाय योजनेत महिलांच्या सक्षमीकरणाच्या दृष्टीने उपक्रम राबवले जातात.

२) सामर्थ्य या उपाययोजनेतील घटकांमध्ये पुर्वीपासून राबविण्यात येत असलेल्या उज्वला, स्वाधार गृह आणि कामकरी महिलांसाठी वसतिगृह या उपक्रमांमध्ये सुधारणा करून त्यांचा समावेश करण्यात आला.

शक्ती अभियान योजना

महिलांची सुरक्षितता संरक्षण आणि सक्षमीकरण यासाठीच्या उपाययोजनांना अधिक मजबुत करण्याच्या उद्देशाने शक्ती अभियान योजना आहे.

- लेक लाडकी योजना
- महिला उद्योगिनी योजना
- स्वर्णिमा योजना
- महिला सन्मान योजना

- महाराष्ट्र विधवा पेन्शन
- माझी कन्या भाग्यश्री योजना
- सुकन्या समृद्धी योजना
- लाडकी बहीन योजना.
- जननी सुरक्षा योजना
- महिला समृद्धीकर्ज योजना

● शासकीय पातळीवरील उपाय

शासनाने महिलांच्या शिक्षणासाठी विविध योजना सुरू केल्या आहेत, जसे की,

- बेटी बचाओ बेटी पढाओ
- सुकन्या समृद्धी योजना
- लेक लाडकी योजना

या योजनांचा उद्देश महिलांना शिक्षणाच्या संधी उपलब्ध करून देणे आहे.

● समाजातील बदल

समाजाचा महिलांच्या शिक्षणाकडे सकारात्मक दृष्टिकोन असावा. मुलींना शिक्षणाची संधी उपलब्ध करून देणे एक मुलगी शिकली तर संपूर्ण कुटुंब समाज आणि राष्ट्राला शिक्षित करते. संपूर्ण राष्ट्राच्या प्रगतीचे लक्षण आहे याची जाणीव प्रत्येक कुटुंबाला करून देणे आवश्यक आहे.

● गुणवत्तापूर्ण शिक्षण उपलब्ध करून देणे.

महिलांना गुणवत्तापूर्व शिक्षण मिळाले पाहिजे. तंत्रज्ञानाच्या युगात त्यांची नवनिर्माण क्षमता सर्जनशीलता तांत्रिक आणि नेतृत्व गुण शिक्षणाच्या माध्यमातून विकसित होईल त्यांना कौशल्यपूर्ण व्यावसायिक शिक्षण मिळणे गरजेचे आहे त्या स्वतः स्वयंपूर्व आणि आत्मनिर्भर होतील.

समारोप

शिक्षण क्षेत्रात महिलांच्या सक्षमीकरणासाठी अनेक संधी उपलब्ध आहेत, ह्या संधी महिलांना उपलब्ध करून देणे महत्वाचे आहे परंतु अद्याप अनेक अडथळेही आहेत. या अडथळ्यावर मात करून महिलांना शिक्षणाच्या माध्यमातून अधिकाधिक सक्षम बनविण्याचे प्रयत्न केले पाहिजेत. शिक्षण हे महिलांच्या सक्षमीकरणासाठी सर्वात प्रभावी साधन आहे. ज्याद्वारे केवळ महिलांच्याच नव्हे तर संपूर्ण समाजाच्या प्रगतीसाठी योगदान देता येईल.

शिक्षणातून महिलांना आत्मनिर्भर बनवता येईल आणि महिला स्वतःचे निर्णय स्वतः घेण्यास सक्षम होतील आणि महिलांनी सुद्धा त्या संधी कुठे आणि कोणत्या क्षेत्रात उपलब्ध आहे याचा शोध घ्यावा. जेणेकरून महिलांच्या उन्नतीची प्रक्रिया दोन्ही बाजूने होईल.

संदर्भ ग्रंथ सूची

- स्त्री प्रश्नांची वाटचाल विद्या भांगवत
- नागतोडे, किरण लिंग शाळा आणि समाज, विद्या प्रकाशन, २६ जानेवारी २०१९
- कुलकर्णी विश्वंभर, भारतीय आधुनिक शिक्षण, श्री विद्या प्रकाशन, २६ जानेवारी २००७.

THE ROLE OF EDUCATION IN EMPOWERING WOMEN FOR LEADERSHIP POSITIONS

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Abstract:

Education is one of the most powerful tools for empowering women, enabling them to break through societal barriers and take on leadership roles in various sectors. This research paper explores the connection between education and the empowerment of women in leadership positions, highlighting how education facilitates the development of critical leadership skills, builds confidence, and fosters networks that support women in their leadership journeys. Through a review of existing literature and case studies, this paper investigates how formal education, vocational training, and leadership development programs contribute to preparing women for leadership roles in corporate, political, and social spheres.

It further explores the challenges women face in accessing quality education and the systemic barriers they encounter in their leadership progression. The paper concludes with recommendations for policy interventions and educational reforms to promote gender equality in leadership roles, and calls for more comprehensive support systems to help women thrive in leadership positions.

Keywords : Women Empowerment, Leadership, Gender Equality, Educational Barriers, Gender Stereotypes

1. Introduction

Education is considered the cornerstone of empowerment, and its role in fostering leadership potential, especially among women, is undeniable. Historically, women have been underrepresented in leadership roles across various sectors such as business, politics, and academia. Cultural norms, gender stereotypes, and limited access to education have been significant barriers to women's advancement into leadership positions. However, education has the transformative power to dismantle these barriers by equipping women with the necessary skills, knowledge, and confidence to take on leadership roles.

This paper investigates the role of education in empowering women to assume leadership positions, with a focus on how formal education, vocational training, and leadership development programs contribute to women's leadership success. By examining existing research and case studies, the paper aims to shed light on how educational initiatives can bridge the gender gap in leadership and explore the challenges women face in accessing quality education, particularly in developing countries. The study also discusses the global landscape of women's leadership and identifies best practices that can be adopted worldwide.

2. Objectives of the Study

The primary objective of this research is to explore the relationship between education and women's empowerment in leadership roles. Specific objectives include:

1. To analyze how formal education (secondary and tertiary education) contributes to women's preparedness for leadership roles.
2. To examine the role of vocational and professional training programs in equipping women with leadership skills.
3. To assess the impact of leadership development programs, such as mentorship and training workshops, on the career advancement of women.
4. To investigate the barriers that hinder women's access to quality education and the challenges they face in progressing to leadership positions.
5. To provide recommendations for educational policies and strategies that promote gender equality in leadership.

3. Sampling and Methodology Sampling:

The study utilizes secondary data obtained from academic journals, reports from international organizations (such as UNESCO and UN Women), case studies, and existing literature on women's education and leadership. The sample includes global perspectives, with a focus on case studies from both developed and developing nations. Particular attention is given to regions with gender equality initiatives in education, such as Nordic countries, as well as regions with educational disparities, such as Sub-Saharan Africa and South Asia.

Methodology:

This study employs a qualitative research design, reviewing and analyzing existing literature related to the role of education in empowering women for leadership positions. Through content analysis of academic articles, reports, and case studies, the study identifies trends and patterns related to education's impact on women's leadership. Additionally, the paper synthesizes qualitative findings from global organizations and leadership development programs to assess the effectiveness of these initiatives.

The methodology also includes the analysis of gender equality and education reports from various international bodies, such as UNESCO's global education monitoring reports and the World Economic Forum's gender gap reports, which provide a contextual understanding of education and leadership for women globally.

4. Scope of the Study

This research covers a wide scope by examining the role of education in empowering women to achieve leadership positions across different sectors, including business, politics, and academia. It focuses on both formal education systems (primary, secondary, and tertiary) and non-formal educational pathways such as vocational training, professional development, and leadership-specific programs.

The study includes a global perspective, comparing regions with high levels of gender equality in education (e.g., Nordic countries) and regions with significant educational disparities

(e.g., Sub-Saharan Africa, parts of Asia). It explores the systemic barriers that women face in accessing quality education, such as cultural biases, financial constraints, and gender stereotypes, as well as the support systems that can mitigate these challenges.

The scope also includes examining the role of governmental and non-governmental organizations in promoting women's leadership through educational programs and policy changes. Furthermore, the research looks at the outcomes of specific programs, such as mentorship networks and leadership training workshops, in fostering the next generation of women leaders.

1. Educational Attainment and Leadership Positions

A key data point is the relationship between educational attainment and women's likelihood of holding leadership roles. We can create a chart to visualize this correlation across various educational levels and leadership roles.

Chart 1: Educational Attainment vs. Women in Leadership Positions

Educational Level	Percentage of women in leadership Position
Highschool	10
College/Undergraduate	20
Graduate/Postgraduate	45
Doctoral/Professional	65

The chart will show how women with higher educational levels are more likely to hold leadership roles.

2. Vocational and Professional Training Impact

We can visualize the impact of vocational and professional training programs on women's ability to assume leadership positions. This is especially relevant for women in industries like technology, healthcare, and entrepreneurship.

Chart 2: Women in Leadership Before and After Vocational Training

Program Type	Percentage of Women in Leadership Position (%)
Pre-Training	15%
Post-Training	35%

This chart will illustrate how vocational training programs increase the likelihood of women assuming leadership positions.

3. Impact of Leadership Development Programs

Chart 3: Women’s Leadership Advancement Post-Program Participation

Barrier Type	Percentage of women affected (%)
Cultural stereotypes	40
Financial Constraints	35
Workplace Discrimination	25

This chart shows the effectiveness of leadership development programs designed specifically for women.

5. Findings

Education and Leadership Development: The findings reveal a strong correlation between education and women’s readiness for leadership roles. Higher educational attainment—particularly in fields such as business, law, economics, and political science—enables women to acquire the necessary skills to thrive in leadership positions. Women with access to higher education tend to have more confidence and leadership capabilities, which are essential for excelling in top positions.

Formal Education: Studies indicate that women with higher levels of formal education are more likely to participate in leadership roles. Educated women possess critical thinking, problem-solving, and communication skills that are essential for leadership. Moreover, higher education institutions often provide networking opportunities, mentorship, and professional development resources, which are crucial for career advancement.

Vocational and Professional Training: Vocational training programs targeting women, especially in fields like technology, healthcare, and entrepreneurship, have proven effective in preparing women for leadership roles. These programs help women develop specialized skills and gain practical experience that enhances their leadership potential in their respective industries.

Leadership Development Programs: Various leadership development programs aimed at women, such as mentorship initiatives, leadership workshops, and corporate training programs, have shown significant success in equipping women with the tools needed to take on leadership positions. Programs such as the Women in Leadership Program at Harvard and the UN Women Empowerment Principles have been successful in empowering women to take charge of their careers.

Barriers to Education and Leadership: Despite the progress made in educating women, significant barriers remain. These include:

- **Cultural Stereotypes:** Gender roles and societal expectations often limit women’s opportunities for leadership.

- **Access to Education:** Many women, especially in developing countries, face barriers to accessing quality education due to financial constraints, lack of infrastructure, and cultural norms.
- **Workplace Discrimination:** Even when women are well-educated, gender biases in the workplace often hinder their leadership progression.

6. Recommendations

Policy Recommendations:

1. **Gender-Inclusive Educational Policies:** Governments should implement policies that ensure equal access to quality education for girls at all levels. Providing scholarships, financial aid, and gender-sensitive curricula can promote women's participation in higher education and professional fields traditionally dominated by men.
2. **Promotion of Vocational and Technical Training:** Expanding access to vocational and technical education for women can provide them with practical skills in high-demand industries, empowering them to take on leadership roles in sectors such as technology, engineering, and healthcare.
3. **Leadership Development Initiatives:** Educational institutions and corporations should invest in leadership development programs that focus specifically on women. These programs should include mentorship, networking opportunities, and training in areas like negotiation, decision-making, and strategic planning.
4. **Combatting Gender Stereotypes:** There is a need for a cultural shift to challenge gender stereotypes that limit women's aspirations. Educational campaigns that promote the importance of women in leadership roles and emphasize gender equality can help change societal attitudes.
5. **Support for Women Returning to Education:** Policies that support women who return to education after a career break or family leave are essential. Flexible learning options, online courses, and part-time educational programs can help these women re-enter leadership pathways.

7. Conclusion

Education is undeniably a critical factor in empowering women to assume leadership positions. This research highlights how formal education, vocational training, and leadership development programs equip women with the necessary skills, knowledge, and confidence to break through societal barriers and rise to leadership roles. Despite the challenges women face, including cultural stereotypes, limited access to quality education, and workplace discrimination, education remains one of the most powerful tools in achieving gender equality in leadership.

The findings of this research underscore the importance of gender-sensitive policies and initiatives aimed at reducing educational disparities and supporting women's leadership development. Governments, educational institutions, and corporate organizations must continue to work towards creating an inclusive environment where women can thrive and lead in various

sectors. By prioritizing education and leadership development, we can build a more equitable future where women's contributions in leadership are fully realized.

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GOEIIRJ

WOMEN'S EMPOWERMENT AND MARGINALIZATION: A COMPLEX INTERPLAY

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Abstract

In the context of Indian society, women's empowerment and marginalization are complex issues. In contemporary discussions on gender equality and social justice, women's empowerment and marginalization are central topics. While significant progress has been made in women's empowerment globally, in India, women continue to face various obstacles and marginalization, which prevent them from achieving full social-political, economic, and cultural equality with men. This paper explores the concepts of women's empowerment and marginalization, analyses the factors contributing to these phenomena, and examines their impact on women's lives. By reviewing the progress made by women and the continuous challenges they face, the aim of this paper is to provide a nuanced understanding of the complex issue of gender equality and propose ways to bridge the gap between empowerment and marginalization.

Introduction

Women's empowerment refers to the process of enabling women to have control over their own lives, utilize resources, make choices, and play a significant role in decision-making processes. It is a crucial concept for gender equality, which has significant impacts on social, economic, and political development. On the other hand, marginalization is a social process in which certain groups in society are pushed to the periphery, outside the mainstream. As a result, these groups have limited access to equal opportunities, resources, and power. For women, marginalization is often perpetuated through cultural norms, institutional structures, and systematic inequalities, which restrict their access to education, healthcare, employment, and political participation.

This paper attempts to explore how empowerment and marginalization are interconnected, the various factors contributing to women's marginalization, and how they impact women's lives in different socio-economic and cultural contexts. Additionally, it examines policies, social movements, and interventions that have been successful in promoting women's empowerment while addressing the challenges of marginalization.

Historical Context and Gender Inequality in India

The historical and cultural context of India plays a central role in shaping the current status of women. In ancient Indian society, women held significant roles as teachers, philosophers, and leaders. However, over the centuries, patriarchal structures took root, particularly during the colonial rule and the rise of feudal systems. During the British colonial period, Western laws were

imposed, and women's rights were diminished through laws that restricted their rights, particularly in the areas of education, property, and marriage.

In post-independence India, laws were enacted to improve the status of women, such as the Hindu Marriage Act (1955), the Dowry Prohibition Act (1961), and the Protection of Women from Domestic Violence Act (2005). However, despite these legal protections, social norms that favor patriarchy still dominate, limiting women's access to full empowerment.

Definition of Women's Empowerment

Women's empowerment encompasses various aspects spread across personal, social, and institutional spheres of life. Broadly, it can be understood as the process of giving women more control over their lives, decisions, and environment. Empowerment includes several elements and cannot be limited to just a few.

- **Economic Empowerment:** Access to and control over economic resources such as income, property, and financial independence.
- **Political Empowerment:** Participation in the political decision-making process at the grassroots and national levels, as well as access to leadership positions.
- **Social Empowerment:** The ability to fully participate in social, cultural, and community life without the fear of discrimination or exclusion.
- **Educational Empowerment:** Access to quality education and the ability to make informed decisions regarding personal and professional development.

The Dynamics of Marginalization

Marginalization refers to the process of excluding certain individuals or groups from mainstream social activities and decision-making processes. For women, marginalization can manifest in various forms:

1. **Cultural Marginalization:** Since Indian society is based on a patriarchal system, women are given a secondary role in both family and public life. They are treated as secondary in the cultural life of society as well. Women's sphere of activity has been limited to household chores and child-rearing. Due to cultural influences, women are not provided opportunities for education. As a result, women have very few opportunities for personal development. In many sectors of society, women are considered subordinate to men.
2. **Economic Marginalization:** Despite progress in women's education, the gender pay gap persists, and women often face discrimination in accessing jobs, promotions, and business opportunities. In Indian society, women are concentrated in lower-paying, insecure jobs or are completely excluded from the formal labor market. In rural areas, women face limited access to land, property ownership, and financial services, which further deepens their economic marginalization.
3. **Political Marginalization:** A significant issue is the low representation of women in political processes and in institutions that make decisions at the societal and national level. Despite efforts for gender equality in politics at the national level, women have fewer opportunities to hold leadership positions or participate in political processes. Institutional barriers, gender-

biased expectations, and a discriminatory social system often limit women's political participation.

4. **Legal Marginalization:** Despite the legal framework, administrative systems fall short in protecting women's rights. Laws related to marriage, divorce, inheritance, and sexual violence often increase women's dependence on men, limiting their autonomy and ability to seek justice. Even in countries with progressive legal systems, enforcement remains a challenge, and women are not always empowered to access legal or protective help.
5. **Intersectionality and Marginalization:** Kimberlé Crenshaw's concept of intersectionality highlights that the experience of marginalization is not singular but shaped by multiple axes of identity, such as race, class, and gender. White women, disabled women, and women from lower-income backgrounds often face complex layers of discrimination, which further exacerbates their neglect.

The Relationship Between Empowerment and Marginalization

Although women's empowerment and marginalization are distinct concepts, they are intrinsically linked. In societies where women are deeply neglected, their empowerment is often a long-term and difficult struggle. Empowerment is not just about increasing individual women's access to opportunities but also about challenging the broader systemic powers that support gender-based hierarchies.

Neglect of Women in Indian Society

While legal frameworks and policies attempt to empower women, various forms of neglect persist. Factors such as caste, class, religion, and region further exacerbate the inequalities experienced by women. In rural areas, women's labor is often undervalued, and they have limited access to economic resources. In many regions, patriarchal family structures control women's mobility, employment, and personal choices, leading to economic dependency and a lack of rights. Additionally, in Indian society, the preference for sons over daughters has led to an imbalanced gender ratio, where the birth of a girl is often seen as less desirable. This results in early marriages, dowry systems, and limited opportunities for women.

Challenges to Women's Empowerment

Women face several challenges in their journey toward empowerment:

- **Patriarchal Structure:** In Indian societies, the patriarchal system is a dominant structure where men's rights are embedded in law, religion, and tradition. Patriarchal rules limit women's autonomy, agency, and decision-making power, thereby restricting their ability to break free from the chains of marginalization.
 - **Violence Against Women:** Gender-based violence, including domestic abuse, sexual harassment, and trafficking, is a major barrier to women's empowerment. Violence not only impacts women's physical and mental health but also limits their capacity to fully participate in society and engage in decision-making processes.
 - **Conservative Mindsets and Social Expectations:** Women's lives are often controlled by a male-dominated culture. Gender-stereotypical mindsets about what women should or
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should not do influence how they are treated in both public and private spheres. These traditional views frequently constrain women's roles to caregivers, homemakers, or secondary earners, which sidelines them from leadership roles in the economy and politics.

- **Access to Education and Healthcare:** Education and healthcare are two critical areas where gender inequality persists. In many regions, cultural practices, poverty, and child marriage still obstruct girls' access to education. Similarly, limited access to reproductive health services restricts women's ability to make informed choices about their bodies and future.

Government Initiatives and Policies for Women Empowerment

The Government of India has recognized the need for women empowerment and has launched several policies and schemes to promote gender equality. Some key initiatives include:

1. **Beti Bachao Beti Padhao Scheme (2015):** Aimed at addressing gender-based discrimination and sex-selective practices, ensuring education for girls, and promoting their welfare.
2. **Women Power Centers (2017):** Focuses on empowering rural women through skill training, digital literacy, and financial literacy programs.
3. **National Policy for Women (2016):** Focuses on increasing women's participation in the economy, health, education, and social security.
4. **Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA):** Provides employment opportunities to rural women, contributing to their economic empowerment.

Ways of Empowerment

Despite overcoming numerous obstacles, women have made significant progress in empowerment, especially through collective action, legal reforms, and global movements:

1. **Global Movements and Advocacy:** The women's rights movement has achieved significant success in various fields over the past century, particularly in policy changes and movements for gender equality. These movements have raised awareness about issues such as sexual harassment and gender-based violence within society. Additionally, many women's organizations and NGOs are working towards gender equality in education, healthcare, and economic opportunities.
 2. **Education and Skill Development:** Providing women with education and vocational training is a powerful tool for empowerment. Education enhances women's capabilities, provides them with the knowledge to make informed choices, and opens up economic opportunities that were previously out of reach.
 3. **Legal Reforms and Policy Changes:** Legal reforms in areas such as marriage, property rights, sexual violence, and labour laws, which address gender inequality, are essential for empowering women. Many countries have enacted progressive laws protecting women's rights, although implementation remains a significant challenge.
 4. **Economic Programs and Financial Independence:** Microfinance initiatives and programs that provide women with access to loans, training, and business opportunities have proven successful in reducing economic marginalization. Women's participation in the formal labour
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market is also an important strategy for achieving economic empowerment.

Conclusion

The journey towards women's empowerment is long and complex, involving various social, cultural, economic, and political factors. Many women in Indian society continue to experience marginalization, limiting their ability to fully participate and contribute to society. While significant progress has been made in advancing women's rights, challenges persist, and new forms of marginalization are emerging. To promote gender equality, it is crucial to understand the relationship between empowerment and marginalization in order to develop effective policies and interventions. By removing structural barriers that perpetuate marginalization, society can create an environment where women are truly empowered to realize their full potential. Through continuous efforts, we can move towards a world where gender equality is not just an aspiration but a reality.

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महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास

श्री. सुनील मारुती म्हसकर

संशोधन अभ्यासक

सहाय्यक शिक्षक

शेतकरी उन्नती मंडळाचे सिताराम रामा पाटील विद्यालय आमणे, भिवंडी

And

डॉ. हीना डी. वाधवानी

मार्गदर्शक

सहयोगी प्राध्यापक, सेवासदन शिक्षणशास्त्र महाविद्यालय, उल्हासनगर

गोषवारा :-

मानवी जीवनात शिक्षणाला अत्यंत महत्त्वाचे स्थान आहे. शिक्षणाच्या माध्यमातून माणूस आपल्या व्यक्तिमत्त्वाचा सर्वांगीण विकास करत असतो.

शिक्षणाची प्रक्रिया ही प्राथमिक, माध्यमिक, उच्च माध्यमिक (कनिष्ठ महाविद्यालय) व महाविद्यालय अशा वेगवेगळ्या टप्प्यांवर पार पाडली जाते. म्हणून विद्यालय हे विद्यार्थ्यांच्या व्यक्तिमत्त्वाचा सर्वांगीण विकास करणारे प्रभावी व महत्त्वाचे माध्यम मानले जाते. विद्यालयाच्या माध्यमातून पुरुष शिक्षकांप्रमाणे महिला शिक्षिका ह्या विविध साधनतंत्रांचा वापर करून व नानाविध अनुभूती देऊन विद्यार्थ्यांच्या व्यक्तिमत्त्वाचा विकास साधण्याचा प्रयत्न करत असतात. मात्र, तरीही यामध्ये महिला शिक्षकांची भूमिका अत्यंत मोलाची मानली जाते. म्हणूनच, शिक्षणाच्या विविध टप्प्यांवरील विद्यालयांत कार्यरत असणाऱ्या महिला शिक्षकांचे सक्षमीकरण होणे, ही काळाची गरज वाटते. याकरिता, आपल्याला भूतकाळात महिला शिक्षकांचे त्या त्या विद्यालयांत सक्षमीकरण कसे झालेले आहे, याचा मागोवा घ्यावा लागेल. वर्तमानकाळात महिला शिक्षकांचे सक्षमीकरण कशा प्रकारे होत आहे, याकडे विद्यालय, संस्था, समाज व शासन या सर्वांनी लक्ष देऊन महिला शिक्षकांच्या सक्षमीकरणासाठी आपण काय काय करत आहोत, महिला शिक्षकांच्या सक्षमीकरणात काय समस्या निर्माण होत आहेत, याचा शोध घ्यावा लागेल. हा शोध घेतल्यानेच आपल्याला भविष्यात महिला शिक्षकांच्या प्रभावी व सर्वोत्तम सक्षमीकरणासाठी विद्यालय, कुटुंब व समाज आणि शासन पातळीवर कोणती पाऊले उचलली पाहिजेत, आपल्याला कोण-कोणत्या उपाययोजना केल्या पाहिजेत, या उपायोजनांचा अवलंब करून उत्तम प्रकारे महिला शिक्षकांचे सक्षमीकरण कसे करता येईल, या सर्व गोष्टींचा सर्व अंगांनी विचार करण्याकरिता एक निश्चित दिशा ठरविता येईल.

कीवर्ड्स :- विद्यालय, महिला शिक्षक, महिला सक्षमीकरण.

या पार्श्वभूमीवर, "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..."

हे संशोधन कार्य करणे मला अत्यंत गरजेचे व महत्त्वाचे वाटते. म्हणूनच या शोधनिबंधात संशोधनाचे मुख्य ध्येय "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास...", असे निश्चित केले आहे.

संशोधनाचे ध्येय लक्षात घेता खालील समस्या लक्षात आल्या आहेत:-

1. वर्तमान काळात पुरुष शिक्षकांच्या तुलनेत महिला शिक्षकांचे पुरेशा प्रमाणात सक्षमीकरण झाल्याचे दिसून येत नाही.
2. सध्याच्या काळात शिक्षण प्रक्रियेच्या अनेक टप्प्यांवरील विविध विद्यालयातील महिला शिक्षकांचे सक्षमीकरण कोणत्या पातळीवर आणि किती प्रमाणात झालेले आहे, हे निश्चित सांगता येत नाही.

3. महिला शिक्षकांच्या सक्षमीकरणासाठी विद्यालय, संस्था, कुटुंब व समाज तसेच शासन पातळीवर हवे तेवढे प्रयत्न व योग्य त्या दिशेने प्रयत्न झाल्याचे दिसून येत नाहीत.
4. शहरी व ग्रामीण भागातील महिला शिक्षकांच्या सक्षमीकरणासंदर्भात समाजात हवी त्या प्रमाणात जागरूकता झाली असल्याचे दिसून येत नाही.

सदर समस्यांचा विचार करता संशोधनाची खालील उद्दिष्टे ठरविण्यात आली.

1. महिला शिक्षकांमधील महिला सक्षमीकरणाच्या पातळीचा अभ्यास करणे...
2. महिला शिक्षकांमधील महिला सक्षमीकरणाचा 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' या चलानुसार अभ्यास करणे...
3. महिला शिक्षकांमधील महिला सक्षमीकरणाचा 'महिला शिक्षकांचा अध्यापन अनुभव' या चलानुसार अभ्यास करणे...

ही उद्दिष्टे लक्षात घेऊन, "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..." करण्यात आला.

शैक्षणिक संशोधन करण्यासाठी वर्णनात्मक पद्धतीच्या अंतर्गत असलेल्या सर्वेक्षण पद्धतीचा अवलंब करण्यात आला आहे. "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..." हे ध्येय व त्या अनुषंगाने असलेली उद्दिष्टे लक्षात घेऊन, तज्ञांच्या मार्गदर्शनाखाली गुगल फॉर्मवर ३० प्रश्न असलेली प्रश्नावली तयार करण्यात आली. ऑनलाइन गुगल फॉर्मच्या माध्यमातून माहिती गोळा करण्यात आली. सर्व डेटा MS-Excel, SPSS मध्ये विश्लेषित करण्यात आला.

प्रस्तुत संशोधनासाठी प्राथमिक, माध्यमिक, उच्च माध्यमिक (कनिष्ठ महाविद्यालय) आणि महाविद्यालय स्तरावर अध्यापन करणाऱ्या महिला शिक्षकांपैकी महाराष्ट्र राज्यातील एकूण 70 महिला शिक्षकांची निवड करून त्यांच्याकडून माहिती मिळविण्यात आली. प्राप्त माहितीचे अर्थनिर्वचन व विश्लेषण करून संशोधन निष्कर्ष काढण्यात आले.

निष्कर्ष :

सध्याच्या संशोधनातील निष्कर्षांवरून असे दिसून आले आहे की,

महिला शिक्षकांमधील महिला सक्षमीकरणाची पातळी पाहता, 52.86 % महिला शिक्षकांमध्ये उच्च दर्जाची पातळी आढळून आली. तर 38.57 % महिला शिक्षकांमध्ये सरासरी महिला सक्षमीकरणाची पातळी आढळून आली. तसेच 8.57 % महिला शिक्षकांमध्ये निम्न दर्जाची महिला सक्षमीकरणाची पातळी दिसून आली.

असेही आढळून आले की -

१. महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' यांत स्थानासंदर्भात सार्थक फरक दिसून येत नाही.
२. महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'महिला शिक्षकांच्या पाच वर्षांपेक्षा कमी व पाच वर्षांपेक्षा जास्त' यांत अध्यापन अनुभवासंदर्भात लक्षणीय फरक आहे.

या संशोधनातून शहरी व ग्रामीण भागातील महिला शिक्षकांच्या सक्षमीकरणाच्या स्थितीचा व पातळीचा आढावा घेतला असल्याने त्यांच्या सक्षमीकरणासाठी प्रभावी धोरणे सुचवता येतील. महिलांच्या शैक्षणिक कार्यक्षेत्रातील अनुभवाच्या पातळीनुसार महिलांची व्यावसायिक उन्नती, आत्मविश्वास व निर्णयक्षमता वाढविण्यासाठी कोणत्या उपाययोजना प्रभावी ठरू शकतात, यावर प्रकाशझोत टाकता येईल.

हे लक्षात घेऊन संशोधकाने "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..." हा संशोधनाचा विषय निवडला आहे.

प्रस्तावना (Introduction) :-

"यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवताः।

यत्रैतास्तु न पूज्यन्ते सर्वास्तत्राफला क्रियाः॥"

'ज्या ठिकाणी स्त्रियांना सन्मान मिळतो, तिथे देवताही आनंदाने निवास करतात. जिथे स्त्रियांना योग्य तो सन्मान दिला जात नाही, तिथे सर्व शुभकर्म निष्फळ ठरतात.' असा या संस्कृत श्लोकाचा अर्थ आहे.

प्राचीन भारतीय संस्कृतीत महिलांना मानाचे स्थान दिले जात होते. प्राचीन काळात लोपामुद्रा, गार्गी, मैत्रेयी यांसारख्या विदुषी वेद, उपनिषिदे तसेच तत्त्वज्ञानावर चर्चा करत असत. वैदिक व उत्तर वैदिक काळातील स्त्रियां गुरुकुलात जाऊन शिक्षण घेत असत. वैदिक मंत्र व ऋचा यांचा उच्चार करत असत. त्याकाळाच्या समाजात काही ठिकाणी मातृसत्ताक पद्धती अस्तित्वात होती. अनेक क्षेत्रांमध्ये स्त्रियांना सत्ता व स्वायत्तता दिली जात होती. स्त्रियांना काही क्षेत्रात मोठे अधिकारही मिळत असत.

कालांतराने काही ठिकाणी मात्र त्यांच्यावर बंधने घालण्यात आली होती. त्यांना दिलेले अधिकार काढून घेण्यात आले. मध्ययुगीन काळात तर स्त्रियांच्या प्रगती संदर्भात अंधारयुग आले. 'न स्त्री स्वातंत्र्यमर्हति'... अशी तिची दयनीय स्थिती झाली.

'परिवर्तन ही काळाची गरज' हे लक्षात घेता, आधुनिक काळातील स्त्रिया आता विविध क्षेत्रात प्रगती करू लागल्या आहेत. परंतु, तरीही अजूनही आजची महिला अधिक सक्षम व सशक्त झाल्याचे दिसून येत नाही. आजच्या काळात स्त्रियांचे सक्षमीकरण होणे अत्यंत गरजेचे आहे. स्त्री आणि पुरुष ही एकाच रथाची दोन चाके असतील तर आज संसाररूपी प्रगतीचा रथ पुढे जाण्यासाठी पुरुषांप्रमाणे स्त्रियांनाही विविध क्षेत्रात समान अधिकार, हक्क व वागणूक मिळणे गरजेचे आहे.

मानवी जीवनात शिक्षण क्षेत्राला आजच्या काळात फार मोठे महत्त्व प्राप्त झाले आहे. शिक्षणाच्या माध्यमातून माणूस आपल्या व्यक्तिमत्त्वाचा सर्वांगीण विकास करत असतो. शिक्षणाची प्रक्रिया ही प्राथमिक, माध्यमिक, उच्च माध्यमिक (कनिष्ठ महाविद्यालय) व महाविद्यालय अशा वेगवेगळ्या टप्प्यांवर पार पाडली जाते. म्हणून विद्यालय हे विद्यार्थ्यांच्या व्यक्तिमत्त्वाचा सर्वांगीण विकास करणारे प्रभावी व महत्त्वाचे माध्यम मानले जाते. विद्यालयाच्या माध्यमातून पुरुष शिक्षकांप्रमाणे महिला शिक्षिका ह्या विविध साधनतंत्रांचा वापर करून व नानाविध अनुभूती देऊन विद्यार्थ्यांच्या व्यक्तिमत्त्वाचा विकास साधण्याचा प्रयत्न करत असतात. मात्र, यामध्ये महिला शिक्षकांची भूमिका अत्यंत मोलाची मानली जाते. म्हणूनच, शिक्षणाच्या विविध टप्प्यांवरील विद्यालयांत कार्यरत असणाऱ्या महिला शिक्षकांचे सक्षमीकरण होणे आवश्यक आहे.

याकरिता, "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास करणे..." ही काळाची गरज वाटते.

संशोधनाची गरज व संशोधनाचे महत्त्व

"नारीणां नारिणां चैव समानं योगक्षेमणम्।

न स्त्रीणामधिकारोऽस्ति स्वातन्त्र्ये धर्मकर्मणि॥"

(महाभारत, अनुशासनपर्व 147.11)

'स्त्रियांना समाजात समान हक्क आणि सन्मान मिळायला हवा. त्यांच्याशी समानतेने वागले पाहिजे.' असा या संस्कृत श्लोकाचा अर्थ आहे.

पूर्वीच्या काळात स्त्रियांचा आदर केला जात होता. त्यांना सन्मान दिला जात होता. त्यांना मानाची वागणूक दिली जात होती. विविध क्षेत्रात त्यांना स्वातंत्र्य दिले जात होते.

काळाच्या ओघात त्यांना दिलेले अधिकार काढून घेतले. उलट, त्यांच्यावर अन्याय, अत्याचार सुरू झाला. महिलांना विविध क्षेत्रात वंचित ठेवल्याने व त्यांस संधी उपलब्ध करून न दिल्याने त्यांच्या सक्षमीकरणास खीळ बसली.

आता काळ बदलला आहे. आजच्या विज्ञान-तंत्रज्ञानाच्या आधुनिक युगात स्त्रियांचे सक्षमीकरण करणे महत्त्वाचे

ठरणार आहे.

शिक्षण हे समाज परिवर्तनाचे एक महत्त्वाचा साधन आहे. शिक्षण या प्रक्रियेत शिक्षकांची भूमिका अत्यंत मोलाची मानली जाते. विशेषतः सक्षम महिला शिक्षक या शैक्षणिक क्षेत्रात विविध प्रकारचे सकारात्मक बदल घडवून आणू शकतात. म्हणूनच आज आपण लक्षात घेतले पाहिजे की, 'महिला सक्षमीकरण' ही आजच्या काळाची गरज आहे.

याकरिता, महिलांच्या स्वतःच्या सक्षमीकरणाच्या पातळीवर कोणते घटक परिणाम करतात, महिलांना शिक्षण क्षेत्रात कोणकोणत्या अडचणींचा सामना करावा लागतो, आणि त्यांचे शैक्षणिक कार्यक्षेत्र कसे प्रभावीपणे विकसित होऊ शकते, याचा चिकित्सक अभ्यास करणे आवश्यक आहे.

या संशोधनाचा मुख्य उद्देश हा 'महिला शिक्षकांच्या सक्षमीकरणाचा सखोल अभ्यास करणे, असा आहे. शिवाय, महिला शिक्षकांच्या सक्षमीकरणाच्या स्थितीचा आढावा घेणे, त्यांचे शैक्षणिक आणि व्यावसायिक जीवनातील योगदान समजून घेणे, त्यांच्यासमोरील आव्हाने व अडचणी ओळखून त्यावर उपाययोजना सुचवणे, असे इतरही उद्देश या संशोधनामागे आहेत.

याकरिता आपल्याला भूतकाळात महिला शिक्षकांचे त्या त्या विद्यालयांत सक्षमीकरण कसे झालेले आहे, याचा मागोवा घ्यावा लागेल. वर्तमानकाळात महिला शिक्षकांचे सक्षमीकरण कशा प्रकारे होत आहे, याकडे विद्यालय, संस्था, समाज व शासन या सर्वांनी लक्ष देऊन महिला शिक्षकांच्या सक्षमीकरणासाठी आपण काय काय करत आहोत, महिला शिक्षकांच्या सक्षमीकरणात काय समस्या निर्माण होत आहेत, याचा शोध घ्यावा लागेल. हा शोध घेतल्यानेच आपल्याला भविष्यात महिला शिक्षकांच्या प्रभावी व सर्वोत्तम सक्षमीकरणासाठी विद्यालय, कुटुंब व समाज आणि शासन पातळीवर कोणती पाऊले उचलली पाहिजेत, आपल्याला कोण-कोणत्या उपाययोजना केल्या पाहिजेत, या उपायोजनांचा अवलंब करून उत्तम प्रकारे महिला शिक्षकांचे सक्षमीकरण कसे करता येईल, या सर्व गोष्टींचा सर्व अंगांनी विचार करण्याकरिता एक निश्चित दिशा ठरविता येईल.

संपूर्ण समाजाच्या प्रगतीसाठी शैक्षणिक क्षेत्रातील महिलांचे सक्षमीकरण आवश्यक असल्याने, हे संशोधन कार्य मोलाचे ठरणार आहे.

या पार्श्वभूमीवर, "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..."

हे संशोधन कार्य करणे मला अत्यंत गरजेचे व महत्त्वाचे वाटते. म्हणूनच या शोधनिबंधात संशोधनाचे मुख्य ध्येय "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास...", असे निश्चित केले आहे.

संशोधनाचे ध्येय लक्षात घेता खालील समस्या लक्षात आल्या आहेत:-

1. वर्तमान काळात पुरुष शिक्षकांच्या तुलनेत महिला शिक्षकांचे पुरेशा प्रमाणात सक्षमीकरण झाल्याचे दिसून येत नाही.
2. सध्याच्या काळात शिक्षण प्रक्रियेच्या अनेक टप्प्यांवरील विविध विद्यालयातील महिला शिक्षकांचे सक्षमीकरण कोणत्या पातळीवर आणि किती प्रमाणात झालेले आहे, हे निश्चित सांगता येत नाही.
3. महिला शिक्षकांच्या सक्षमीकरणासाठी विद्यालय, संस्था, कुटुंब व समाज तसेच शासन पातळीवर हवे तेवढे प्रयत्न व योग्य त्या दिशेने प्रयत्न झाल्याचे दिसून येत नाहीत.
4. शहरी व ग्रामीण भागातील महिला शिक्षकांच्या सक्षमीकरणासंदर्भात समाजात हवी त्या प्रमाणात जागरूकता झाली असल्याचे दिसून येत नाही.

सदर समस्यांचा विचार करता संशोधनाची खालील उद्दिष्टे ठरविण्यात आली.

1. 'महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास' करणे...
2. महिला शिक्षकांमधील महिला सक्षमीकरणाचा 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' या चलानुसार अभ्यास करणे...
3. महिला शिक्षकांमधील महिला सक्षमीकरणाचा 'महिला शिक्षकांचा अध्यापन अनुभव' या चलानुसार अभ्यास करणे...

ही उद्दिष्टे लक्षात घेऊन, "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..." करण्यात आला .

संशोधकाला या व इतर प्रश्नांचा शोध घेऊन त्यासंदर्भातील समस्यांची योग्य पद्धतीने सोडवणूक करणे आवश्यक वाटते. म्हणूनच हे संशोधन कार्य करणे अत्यंत गरजेचे व महत्त्वाचे ठरते.

संशोधन समस्या विधान (Title of the Problem) :-

"महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..."

कार्यात्मक व्याख्या (Operational definitions of terms and concepts) :-

विद्यालय :- विद्यालय म्हणजे विद्येचे आलय. ज्या ठिकाणी विद्यार्थ्यांना विद्या म्हणजे ज्ञान, शिक्षण आणि संस्कार दिले जातात, विद्यार्थ्यांना मूल्य शिकवली जातात आणि ज्याच्या माध्यमातून विद्यार्थ्यांचा सर्वांगीण विकास घडवून आणला जातो, जिथे देशासाठी सक्षम व निपुण असा नागरिक घडविला जातो, ते ठिकाण म्हणजे विद्यालय होय.

- इयत्ता १ ली ते ८ वी प्राथमिक शिक्षण, इयत्ता ९ वी ते १० वी माध्यमिक शिक्षण, इयत्ता ११ वी ते १२ वी उच्च माध्यमिक (कनिष्ठ महाविद्यालयीन) शिक्षण आणि इयत्ता १२ वी नंतरचे महाविद्यालयीन शिक्षण अशा विविध स्तरांवर ज्या ठिकाणी औपचारिक प्रकारचे शिक्षण दिले जाते, ते ठिकाण म्हणजे विद्यालय होय.

महिला शिक्षक - महिला शिक्षक म्हणजे 'शैक्षणिक क्षेत्रात अध्यापनाचे कार्य करणारी स्त्री होय.'

- **महिला शिक्षक -** महिला शिक्षक म्हणजे शैक्षणिक क्षेत्रात 'इयत्ता पहिली ते बारावी आणि इयत्ता बारावी नंतरचे महाविद्यालयीन स्तरावर शिक्षण देणारी, अध्यापन करणारी महिला' होय.

महिला सक्षमीकरण (Women Empowerment) :- महिला सक्षमीकरण म्हणजे महिलांना सामाजिक, आर्थिक, शैक्षणिक, राजकीय आणि वैयक्तिक अशा जीवनाच्या विविध क्षेत्रात महिलांना सक्षम बनविण्याची प्रक्रिया. यामध्ये महिलांना समान संधी, स्वायत्तता, कायदेशीर हक्कांचे संरक्षण आणि निर्णय घेण्याचे अधिकार मिळवून देणे यांचा समावेश असतो.

- **महिला सक्षमीकरण (Women Empowerment) :-** शैक्षणिक क्षेत्रात कार्य करणाऱ्या महिला शिक्षकांमधील महिला शिक्षकांचे सक्षमीकरण होय. महिलांना शैक्षणिक क्षेत्रात समान संधी, स्वायत्तता, कायदेशीर हक्कांचे संरक्षण आणि निर्णय घेण्याचे अधिकार मिळवून देणे यांचा समावेश आहे. तसेच महिलांचा आदर, सन्मान करणे, त्यांस प्रोत्साहन देणे, त्यांचा आत्मविश्वास वाढवून त्यांची प्रगती करण्यासाठी त्यांस सहकार्य करणे, आदी गोष्टी अपेक्षित आहेत.

संशोधनाचे ध्येय (Research Aim):- "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..."

संशोधनाची उद्दिष्ट्ये (Research Objectives):-

1. महिला शिक्षकांमधील महिला सक्षमीकरणाच्या पातळीचा अभ्यास करणे...
2. महिला शिक्षकांमधील महिला सक्षमीकरणाचा 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' या चलानुसार अभ्यास करणे...
3. महिला शिक्षकांमधील महिला सक्षमीकरणाचा 'महिला शिक्षकांचा अध्यापन अनुभव' या चलानुसार अभ्यास करणे...

संशोधन परिकल्पना (Hypothesis of the study) :-

1. H₀ : महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' यांत स्थानासंदर्भात सार्थक फरक नाही.
2. H₀ : महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'महिला शिक्षकांच्या पाच वर्षांपेक्षा कमी व पाच वर्षांपेक्षा जास्त' यांत अध्यापन अनुभवासंदर्भात सार्थक फरक नाही.

संशोधनामधील चले (Research Variables) :-

प्रस्तुत संशोधनासाठी खालील चलांचा वापर करण्यात आला आहे :-

➤ जनसंख्यात्मक चल :-

1. 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण'
2. शिक्षकांचा अध्यापन अनुभव - 5 वर्षांपेक्षा कमी अध्यापन अनुभव,
5 वर्षांपेक्षा जास्त अध्यापन अनुभव

संशोधनाची व्याप्ती (Scope of the Study) :-

प्रस्तुत संशोधन कार्याची व्याप्ती ही, संपूर्ण महाराष्ट्र राज्यातील प्राथमिक, माध्यमिक, उच्च माध्यमिक (कनिष्ठ महाविद्यालय) आणि महाविद्यालय स्तरावर म्हणजे 'इयत्ता पहिली ते बारावी आणि इयत्ता बारावी नंतरचे महाविद्यालयांत मराठी व इंग्रजी माध्यमाचे शिक्षण देणाऱ्या विद्यालयांतील महिला शिक्षकांपूर्ती मर्यादित आहे.

संशोधनाच्या मर्यादा (Delimitations of the Study) :-

1. प्रस्तुत संशोधन कार्य हे संपूर्ण महाराष्ट्र राज्याच्या ग्रामीण व शहरी क्षेत्रापुरतेच मर्यादित आहे.
2. प्रस्तुत संशोधन कार्य हे 'इयत्ता पहिली ते बारावी आणि इयत्ता बारावी नंतरचे महाविद्यालयांत मराठी व इंग्रजी माध्यमाचे शिक्षण देणाऱ्या विद्यालयांतील महिला शिक्षकांपूर्ती मर्यादित आहे.
3. प्रस्तुत संशोधन कार्य हे '“महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास....” या संशोधन विषयापुरतेच मर्यादित आहे.
4. प्रस्तुत संशोधनाचे निष्कर्ष प्रतिसादकांनी दिलेल्या माहितीवर अवलंबून आहेत.

संबंधित पूर्व संशोधन साहित्याचा आढावा (Review of Related Literature)

उपलब्ध ज्ञानाच्या आधारे पुढील ज्ञानाचा शोध घेणे वा उपलब्ध ज्ञानाचा नवीन परिस्थितीतील बदललेला अर्थ विशद करण्यासाठी संशोधकाने संबंधित साहित्याचा आढावा घेणे गरजेचे ठरते. प्रस्तुत संशोधनाच्या संदर्भात ज्या विविध पूर्व संशोधन कार्यांचा अभ्यास करण्यात आला.

त्यापैकी काही महत्त्वाच्या पूर्व संशोधन कार्यांचा आढावा खालीलप्रमाणे :-

- 'भारत महिलांना सक्षम करण्यासाठी अनेक पावले उचलत आहे, परंतु त्याचे परिणाम फारसे दिसत नाहीत. भारतात महिला सक्षमीकरणात लक्षणीय प्रगती झाली आहे, त्याचबरोबर अनेक आव्हानेही आहेत. शिक्षण, आर्थिक सहभाग आणि कायदेशीर सुधारणांमधील प्रगतीमुळे महिला पुढे गेल्या आहेत, परंतु सामाजिक नियम आणि खोलवर रुजलेले पूर्वाग्रह महिला सक्षमीकरणाच्या पूर्ण प्राप्तीमध्ये अडथळा आणत आहेत. सामाजिक सुधारणा चळवळी आणि कायदेशीर प्रगतीमुळे लिंग समानतेसाठीच्या संघर्षाला गती मिळाली, ज्यामुळे महिलांना शिक्षण आणि रोजगाराच्या संधींमध्ये वाढ झाली. तरीही लिंग-आधारित हिंसाचार, असमान वेतन आणि नेतृत्व पदांवर कमी प्रतिनिधित्व यासारखे सततचे मुद्दे सक्षमीकरणाच्या दिशेने अपूर्ण प्रवास अधोरेखित करतात.'

(श्री. सुनील रमेश सपकाळे, VOL. 15 NO. 1 (2025): JANUARY-MARCH, Journal of East-West thought)

- Teachers play a crucial role in education, transmitting knowledge, promoting personality development, and participating in society's development activities. Nonetheless, they frequently deal with issues like sexual harassment, violence, and atrocities in addition to gender inequality. According to a study, aspiring teachers are outgoing, self-reliant, and

perceptive, with average levels of women's empowerment and self-concept. Both formal and non-formal education systems should implement policies aimed at empowering these educators.

It is recommended that views toward women and women's empowerment be changed, that women studies be strengthened in teacher education programs, and that women studies be integrated into the curriculum.

(Anjana Kumari, Dr. Jai Prakash, ISSN : 2583-3189 (E), 2583-0775 (P) Year-03, Volume-03, Issue-03, December 2023 to February 2024, An Empirical Study about the Level of Women Empowerment among Female Prospective Teachers)

संशोधन आराखडा (Research Design) :-

● संशोधन पद्धती (Research Methods) :-

शैक्षणिक संशोधन करण्यासाठी विविध पद्धतींचा अवलंब करण्यात येतो. प्रस्तुत संशोधन विषय हा वर्तमान परिस्थितीशी संबंधित आहे. म्हणून संशोधन समस्या निराकरणासाठी वर्णनात्मक पद्धतीच्या अंतर्गत असलेल्या सर्वेक्षण पद्धतीचा अवलंब करण्यात आला आहे.

● संशोधनाची जनसंख्या (Sampling Size) :-

संशोधकाने नमुना ज्यातून निवडला आहे असा संपूर्ण भाग म्हणजे 'जनसंख्या' होय.

प्रस्तुत संशोधनासाठी महाराष्ट्र राज्यातील प्राथमिक, माध्यमिक, उच्च माध्यमिक (कनिष्ठ महाविद्यालय) आणि महाविद्यालय स्तरावर अध्यापन करणाऱ्या महिला शिक्षकांपैकी एकूण 70 महिला शिक्षक हे या प्रस्तुत संशोधनाची जनसंख्या आहे.

● नमुना निवड वा न्यादर्शन (Sampling Size or Technique) :-

प्रस्तुत संशोधनासाठी संभाव्यता नमुना निवड पद्धतीचा अवलंब करण्यात आला आहे. प्रस्तुत संशोधनासाठी महाराष्ट्र राज्यातील प्राथमिक, माध्यमिक, उच्च माध्यमिक (कनिष्ठ महाविद्यालय) आणि महाविद्यालय स्तरावर अध्यापन करणाऱ्या महिला शिक्षकांपैकी एकूण 70 महिला शिक्षकांची नमुना निवड केली आहे.

● तथ्य संकलनाची साधने (Tools of Data Collection) :-

शैक्षणिक संशोधन करताना शास्त्रीय पद्धतीचा वापर करण्यात येतो. प्रस्तुत संशोधनासाठी जास्तीत जास्त प्राथमिक स्वरूपातील तथ्य वा माहिती गोळा करण्यावर भर दिला आहे. "महिला शिक्षकांमधील महिला सक्षमीकरणाचा अभ्यास..." हे ध्येय व त्या अनुषंगाने असलेली उद्दिष्टे लक्षात घेऊन, तज्ञांच्या मार्गदर्शनाखाली गुगल फॉर्मवर ३० प्रश्न असलेली प्रश्नावली (Questionnaire) तयार करण्यात आली. ऑनलाइन गुगल फॉर्मच्या माध्यमातून माहिती गोळा करण्यात आली.

संकलित माहितीचे विश्लेषण आणि अर्थनिर्वचन

[Analysis & Interpretation of Data]

ऑनलाइन गुगल फॉर्मच्या माध्यमातून माहिती गोळा करण्यात आली.

सर्व डेटा MS-Excel, SPSS मध्ये विश्लेषित करण्यात आला.

➤ गोळा केलेला डेटा दोन प्रकारे सारणीबद्ध आणि विश्लेषण केला गेला :-

I - उद्दिष्टाच्या आधारावर आणि II - गृहीतकानुसार.

I - (संशोधन उद्दिष्टानुसार) –

1. महिला शिक्षकांमधील महिला सक्षमीकरणाच्या पातळीचा अभ्यास करणे...

Level	Low Level	Average Level	High Level
Marks	60-90	91-120	121-150
N (70)	06	27	37
Percentage (%)	8.57	38.57	52.86

• महिला शिक्षकांमधील महिला सक्षमीकरणाची पातळी पाहता, 52.86 % महिला शिक्षकांमध्ये उच्च दर्जाची महिला सक्षमीकरणाची पातळी आढळून आली. तर 38.57 % महिला शिक्षकांमध्ये सरासरी महिला सक्षमीकरणाची पातळी आढळून आली. तसेच 8.57 % महिला शिक्षकांमध्ये निम्न दर्जाची महिला सक्षमीकरणाची पातळी दिसून आली.

II – गृहीतकानुसार –

1. महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' यांत स्थानासंदर्भात सार्थक फरक नाही.

Location	N	Mean	t calculated	t tabulated	Result
Rural	30	118.13	0.867	1.667 at 0.05 level	Not Significant at 0.05 level
Urban	40	122.23		2.660 at 0.01 level	
Total	70				

गृहीतक १ स्वीकारले स्वीकारले आहे.

याचा अर्थ असा की, महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' यांत स्थानासंदर्भात सार्थक फरक दिसून येत नाही.

2. महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'महिला शिक्षकांच्या पाच वर्षपेक्षा कमी व पाच वर्षपेक्षा जास्त' यांत अध्यापन अनुभवासंदर्भात सार्थक फरक नाही.

Teaching Experience	N	Mean	t calculated	t tabulated	Result
Less than 10 Years	08	105.13	2.449	1.667 at 0.05 level	Significant at 0.05 level
More than 10 Years	62	122.45		2.660 at 0.01 level	
Total	70				

गृहीतक २ स्वीकारले जात नाही.

म्हणजेच, महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'महिला शिक्षकांच्या पाच वर्षपेक्षा कमी व पाच वर्षपेक्षा जास्त' यांत अध्यापन अनुभवासंदर्भात लक्षणीय फरक आहे.

फाइंडिंग्स ऑफ द स्टडी (Findings of the study) :-

सध्याच्या संशोधनातील निष्कर्षांवरून असे दिसून आले आहे की,

महिला शिक्षकांमधील महिला सक्षमीकरणाची पातळी पाहता, 52.86 % महिला शिक्षकांमध्ये उच्च दर्जाची पातळी आढळून आली. तर 38.57 % महिला शिक्षकांमध्ये सरासरी महिला सक्षमीकरणाची पातळी आढळून आली. तसेच 8.57 % महिला शिक्षकांमध्ये निम्न दर्जाची महिला सक्षमीकरणाची पातळी दिसून आली. असेही आढळून आले की -

1. महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'शहरी व ग्रामीण भागातील महिला शिक्षकांचे सक्षमीकरण' यांत स्थानासंदर्भात सार्थक फरक दिसून येत नाही.
2. महिला शिक्षकांमधील महिला सक्षमीकरणाबाबत 'महिला शिक्षकांच्या पाच वर्षांपेक्षा कमी व पाच वर्षांपेक्षा जास्त' यांत अध्यापन अनुभवासंदर्भात लक्षणीय फरक आहे.

निष्कर्ष (Conclusion) :-

या संशोधनातून शहरी व ग्रामीण भागातील महिला शिक्षकांच्या सक्षमीकरणाच्या स्थितीचा व पातळीचा आढावा घेतला असल्याने त्यांच्या सक्षमीकरणासाठी प्रभावी धोरणे सुचवता येतील. महिलांच्या शैक्षणिक कार्यक्षेत्रातील अनुभवाच्या पातळीनुसार महिलांची व्यावसायिक उन्नती, आत्मविश्वास व निर्णयक्षमता वाढविण्यासाठी कोणत्या उपाययोजना प्रभावी ठरू शकतात, यावर प्रकाशझोत टाकता येईल. म्हणूनच, हे संशोधन कार्य महिला शिक्षकांतील महिला सक्षमीकरणाच्या व्यापक दृष्टीकोनातून अभ्यास करण्यासाठी उपयुक्त ठरू शकेल, हा सार्थ विश्वास वाटतो. पक्षी आकाशात एकाच पंखांशी भरारी घेऊ शकत नाही, त्यासाठी महिलांच्या पंखात आपण बळ देणे गरजेचे वाटते. तरच तिचे योग्य पद्धतीने सक्षमीकरण होऊ शकेल.

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महिला सक्षमीकरण - एक अभ्यास

प्रा. भगवान हरी विशे

शिक्षणशास्त्र महाविद्यालय शिवळे. ता. मुरबाड, जि. ठाणे 421401

भारतीय तत्वज्ञानानुसार अस्तित्वाच्या त्रिकोणाच्या पायाच्या एक टोकाला पायाभूत सुविधा व समृद्धी देणारीलक्ष्मी व संरक्षण देणारी महाकाली दुर्गा आणि त्रिकोणाच्या शिरोबिंदूमध्ये ज्ञान, कल्पना देणारी महासरस्वती असते. अशाप्रकारे या तीन शक्तींना महाकाली, महासरस्वती, महालक्ष्मी असे स्थान दिलेले आहे. पूजा जरी पुरुष दैवतांची केली जात असली तरी चर्चा होते ती त्यांच्या शक्तीची, त्यांच्या असलेल्या स्त्री शक्तीची..... असे असले तरी आज वर्तमानपत्र उघडले किंवा टी. व्ही वर बातम्या पाहिल्या तर याच भारतात महिलांवर होणारे अत्याचार, अन्याय, विनयभंगाचे प्रसंग, कामाच्या ठिकाणी होणारे स्त्रियांचे शारीरिक व मानसिक शोषण नेहमीच दिसतात. मग प्रश्न पडतो खरच स्त्री सुरक्षित आहे का? आणि विचारांती उत्तर मिळते.... अजून तरी नाहीच....

महिला शब्द उच्चारताच आपल्यासमोर चित्र उभे राहते ते प्रथम म्हणजे आपली आई, बहीण, सून, पत्नी व मुलगी यांचे. ज्या आईला आपण दैवत मानतो त्याच आईला वृद्धपाणात वृद्धाश्रमात जावे लागते. बहिणीचे लग्न झाले की तिचा वडिलांच्या संपत्तीवरचा हक्क संपतो. बायकोने घर आणि मुलच सांभाळावे हा जनमानसात सगळीकडे समज.... सुनेच्या डोक्यावरचा पदर खाली नाही पडला पाहिजे तिने आयुष्यभर मान - मर्यादेतच राहिले पाहिजे नि मुलगी सात च्या आतच घरात पाहिजे. ही सर्व मानसिकता व बौद्धिकता बघितली की कळून येते. सामाजिक स्तरावर स्त्रिया अजूनही सुरक्षित नाहीत. स्त्रियांवर भूतकाळातही अत्याचार होत होते व आताही होत आहेत फक्त अन्यायाची नावे बदलली आहेत. पूर्वी हुंडा मागितला जायचा आता त्यास 'मदत' व 'मुलीचे भविष्य' हे गोंडस शब्द आले आहेत. पूर्वी शत्रुकडून स्त्रियांची अब्रू लुटली जायची आता आप्तस्वकियांकडूनच हे कृत्य होतेय. सतीप्रथा, केशवपन, देवदासी या प्रथा बंद झाल्या असतील पण आजही स्त्रियांना संस्कृतीची अनेकविध बंधने आहेतच की.... पतीसाठी तिनेच उपवास करायला हवेत... तिनेच वटपौर्णिमा करायला हवी. तिनेच पत्नी, माता व सून, मुलगी या सर्व जबाबदाऱ्या काटेकोर पाळायला हव्यात. या नि अशा अनेक बाबी नि आम्ही म्हणतो स्त्री सामाजिक स्तरावर सुरक्षित आहे....? खरं तर ती सुरक्षित ना भूतकाळात होती ना आता आहे आणि म्हणून कधी कधी वाटतं...

' स्त्री जन्मा तुझी कहाणी

तुझी एक एक कथा व व्यथा ऐकून येई डोळ्यात पाणी '

स्त्रीच्या सामाजिक आव्हानांचा विचार केला तर स्त्रियांना आणखी प्रचंड आव्हानांचा सामना करावा लागणार आहे. पूर्वीपासून भारतीय संस्कृती ही पुरुषप्रधान संस्कृती आहे. आदिमनवाच्या काळापासून पुरुषांनी शिकार करून आणायची व स्त्रियांनी ते शिजवून घ्यायचे अशी पद्धत होती. अर्थात भारतीय संस्कृतीत पूर्वीपासून आपल्याला स्त्रीचे दुय्यम स्थान जाणवून येते. कुटुंबातील सर्व निर्णय पुरुषांनी घ्यायचे व महिलांनी फक्त त्याचे पालन करायचे हेच बऱ्याच अंशी पाहायला मिळते. कधी कधी विचार केले की हे जाणवते की जी महिला लग्न करून दुसऱ्यांच्या घरी त्यांचे काम करण्यासाठी जाते. त्यांना मदत करायला जाते. त्याच महिलेचे लग्न व्हावे म्हणून हुंडा दिला जातो. तीच महिला आई, माता, पत्नी, वाहिनी या जबाबदाऱ्या पार पडतांना मुलांना जन्म देते त्यांनाही स्वतःचे नाव तिला देता येत नाही. त्या आपल्यालाही पतीचेच नाव मिळते. लग्न झाल्यानंतर स्वतःचे नाव ही बदलून घेते. स्त्री व पुरुष ही संसाररथाची दोन चाके आहेत असे मोठ्या कौतुकाने म्हटले जाते. पण रथ नीट चालायला हवा तर ही चाके सारखी हवीत. त्यात कोणताही लहान मोठेपणा असता कामा नये. पण संसारात स्त्री व पुरुष यांना समान हक्क, समान मान असतो का?

घर सांभाळणाऱ्या स्त्रिला काय अक्कल असते तिला काय कळतंय हा विचार मुली स्त्रिला गुलाम बनविण्याचा भूमिकेतूनच पुढे आला आणि त्यामुळेच स्त्री ही लाथा खाणारी पुरुषांच्या पायाची दासी झाली. ' न स्त्री स्वातंत्र्यम अर्हती ' या

मनूवचनाप्रमाणे पुरुषांनी स्त्रिला आधारवेल बनविले म्हणजेच पुरुषांशिवाय कोणताही काम ती करू शकणार नाही अशी न्यूनत्वाची भावना तिच्यात पसरवली. या सर्व बाबी पहिल्या की पुरुषप्रधान संस्कृतीला छेद देण्याचे सर्वात मोठे आव्हान स्त्रियांसमोर आहे. पुरुषापेक्षा काम करूनही पगारात समानता नाही. पुरुष आणि स्त्रियांच्या

खेळाचीही बक्षिसे भिन्न.... यातून संस्कृती, समानता, श्रद्धा, पुरुषी अहंकार, मानसिकता या स्त्रियांच्या आव्हानांचा अंदाज येतो.

स्त्रियांना कायम भोगवादी समजणारी सामाजिक मानसिकता बदलणे एक आव्हान आहे. महिला घटस्फोटितेला लग्न करण्यास अत्यंत अडचणी येतात पण घटस्फोटित पुरुषाला मात्र लगेच लग्नास मुलगी मिळते. लग्नानंतर नाकारलेल्या महिलेला, लग्न न केलेल्या महिलेला, परित्यक्त्या व विधवा महिलांना ज्या खडतर आयुष्याला सामोरे जावे लागते ते त्यांचे त्यांनाच माहित..... या सर्व बाबींना समाजाची मानसिकता कारणीभूत आहे. मुलगा म्हणजे म्हातारपणाची काठी व मुलगी म्हणजे गळ्यात आलेलं लोढणं असा समाजातील बहुतांशी वर्गाचा समज आहे. त्यामुळे स्त्री - भ्रूणहत्या यासारख्या जटील समस्येला सामोरे जावे लागतेय... खरं तर स्त्रियांच्या समोरील पुरुषी व सामाजिक मानसिकता हे खरच मोठे आव्हान आहे.

स्त्रियांवरील हे सामाजिक अन्याय अत्याचार दूर होण्यासाठी स्त्रियांनीच कठोर निर्णय घ्यायला हवेत व समाजातील सुशिक्षित वर्गाने त्याची पाठराखण करायला हवी. स्त्रियांना शिक्षणाच्या पुरेपूर संधी उपलब्ध करून द्यायला हवे. मोफत प्रवासासाठी पास व शिक्षणउपयोगी साहित्य पुरवायला हवे. अंधश्रद्धा हा प्रगतीतील सर्वात मोठा अडथळा आहे. खरं तर त्या निर्बल आहेत याची सुरुवात त्यांच्या लहानपणापासून होते. उदा. लहानपणी मुलांना खेळायला मोटार, विमान दिले जातात व मुलींच्या हातात बाहुली दिली जाते. हे कुठेतरी थांबायला हवं. त्या निर्बल नसून सबल आहेत व त्यांची अंधश्रद्धा ही श्रद्धा नाही हे त्यांना पटवून द्यायला हवे. स्त्रियांची श्रद्धा डोळस कशी होईल यावर अधिकाधिक भर द्यायला हवा. घटस्फोटित, परित्यक्ता, विधवा यांसारख्या स्त्रियांना दुसऱ्या विवाहास समाजाने खुल्या मनाने परवानगी द्यायला हवी. कायदानुसार महिलांना जे आरक्षण आहे त्याचीही अंमलबजावणी काटेकोरपणे व्हायला हवी. राजकीय, शैक्षणिक, सामाजिक क्षेत्रात स्त्रियांना पुरुषांइतकेच सहभागी करून घ्यायला हवे. स्त्रीची प्रतिष्ठा फक्त एक वीर पत्नी अथवा वीर माता होण्यात नाही तर वीर स्त्री होण्यात आहे हे लक्षात घेऊन स्त्रियांना स्व - संरक्षणासाठी सक्षम बनविणे गरजेचे आहे. त्याचा लाभ त्यांना योग्यावेळी व्हायला हवा. देशात 3 जानेवारी हा दिवस ' भारतीय स्त्री मुक्ती दिन ' व 8 मार्च हा जागतिक महिला दिन म्हणून उत्साहाने साजरा करून या दिवशी स्त्री हक्क व कायदे यांची जाणीव स्त्रियांना करवून द्यावी. हुंडाप्रथा, बालविवाह या प्रथा हाणून पाडण्यासाठी स्त्रियांमध्ये जागृकता आणण्याचा प्रयत्न व्हावा.

शासनाकडून महिला सुरक्षिततेसाठी अनेक उपाययोजना आहेत. त्यात शासनाचे महिला व बालविकास कार्यालय कार्यरत असते. याची संपूर्ण माहिती महिलांना व्हायला हवी. शासकीय महिला वसतिगृहे, आधारगृहे, सुधारित माहेर योजना, महिला मंडळ सहाय्यक अनुदान, स्वयंसिद्धा योजना इ. विषयी योग्य माहिती सहजरित्या स्त्रियांना व्हायला हवी. खरं तर कोणत्याही देशाचा विकास हा तेथील महिलांवर अवलंबून असतो कारण कोणत्याही देशाची निम्मी लोकसंख्या ही महिला असते. त्यामुळे कोणत्याही देशाची प्रगती स्त्रियांची सामाजिक सुरक्षितता अबाधित ठेवण्यावर अवलंबून असते.

स्त्री बलात्कार रोखण्यासाठी एका भारतीय महापुरुषाने जालीम उपाय दिला होता. अखंड महाराष्ट्राचे दैवत छत्रपती शिवाजी महाराज 15 वर्षांचे असतांना त्यांच्या सदरेत एका 16 वर्षांच्या मुलीवर बलात्कार झालेला बाप येतो. न्याय मागत असतो. रांझे नावाचे जिजामातेच्या दूध - तूप रोटीसाठी एक गाव शहाजीराजे यांनी दिले होते. त्या गावच्या पाटलाने तो बलात्कार केलेला असतो. महाराज सर्व प्रकरणाची शहानिशा करतात व पाटलाचा चौरंग करण्याचा आदेश देतात. हुकूमची अंमलबजावणी होते पाटलाचा चौरंग होतो. चौरंग म्हणजे दोन्ही हात व दोन्ही पाय कलम होतात. 350 वर्षांपूर्वी छत्रपती शिवाजी महाराजांनी अशी कठोर शिक्षा देऊन बलात्कार व विनयभंगाना आळा घातला होता. तशाच प्रकारची शिक्षा... कठोर शिक्षा जर आज साध्यस्थितीत आपण आपल्या देशात देऊ लागलो तर नक्कीच बलात्कार, विनयभंग व स्त्री अत्याचार कमी

होतील यात शंका नाही. बलात्कार, हुंडा, विनयभंग, कामाच्या ठिकाणी होणारा त्रास थांबवण्यासाठी कठोरता कठोर शिक्षा व्हायला हव्यात. त्या शिक्षा इतक्या कठोर असाव्यात की ते करतांना गुन्हेगारी प्रवृत्तीच्या माणसांना अनेकदा विचार करावा लागेल. सध्याच्या काळाला गरज आहे ती पुरुषाचा अहंभाव आणि स्त्रीची न्यूनतेची भावना कमी करण्याची असे होईल तेव्हाच स्त्री सुरक्षित राहीन व प्रगतीत अग्रेसर असेल. तेव्हाच तर म्हणता येईन,

' देशाचा होईल विकास

घेऊन महिला सुरक्षिततेचा ध्यास !

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GOEIRJ

स्त्रियांची आत्मोन्नती आणि संत साहित्य - एक अभ्यास

डॉ. रामचंद्र शंकर जाधव

शासकीय माध्यमिक व उच्च माध्यमिक आश्रमशाळा, खुटल,

(बा) ता. मुरबाड. जि ठाणे..

प्रास्ताविकः;

खंडप्राय विस्तारलेल्या आपल्या भारत देशाला प्रदीर्घ असा ऐतिहासिक आणि सांस्कृतिक वारसा लाभलेला आहे. ऐतिहासिक दृष्टीने पाहिल्यास भारताच्या सर्वांगीण जडण घडणीला प्राचीन काळापासूनच सुरुवात झालेली दिसते.. भारताच्या जडण घडणीचे .. आपण तीन टप्प्यात अवलोकन करू या. पहिला टप्पा प्राचीन, दुसरा टप्पा मध्ययुगीन आणि तिसरा टप्पा आधुनिक असे गृहीत धरल्यास या प्रत्येक टप्प्यावर भारताच्या राजकीय, सामाजिक, सांस्कृतिक जडण घडणीला एक प्रदीर्घ परंपरा असल्याचे दिसून येते..

रानटी टोळ्यापासून स्थिर समाज या विकास प्रक्रियेत.. तत्कालीन समाज धुरिनांनी.. सामाजिक, आणि धार्मिक व्यवस्था लावण्याचा प्रयत्न केलेला दिसतो.. या वर्ण वर्ग व्यवस्थेत.. प्राचीन काळाचा अपवाद सोडला तर पुढच्या प्रत्येक स्थित्यंतरात स्त्रियांना नेहमीच दुय्यम वागणूक दिलेली दिसून येते.. तसे ग्रांथिक पुरावेही उपलब्ध आहेत..

या मतानुसार स्त्रीला स्वतंत्र अस्तित्व नाही.. ती तिच्या वयाच्या तिन्ही टप्प्यावर पुरुषावरच अवलंबून राहिल , तिने पुरुषाच्या आधारेच आपले जीवन जगले पाहिजे.. अशा बाबी दृढ होऊन पुढे त्याचे रूपांतर रूढीत झाले.. अशा रूढींचा तत्कालीन वापर कितीही कौतुकास्पद वाटला तरी प्रगती करू इच्छिणाऱांना .. त्या जाचक वाटू लागतात.

महत्त्वाचे मुद्दे...

प्रगतीची नेमकी व्याख्या सांगणे अवघड आहे.. ती काळानुसार बदलत गेलेली दिसते.. तरीही ढोबळ मानाने.. व्यक्तीला तिच्या मानसिक, बौद्धिक विकासासाठी आवश्यक पोषक वातावरणाची निर्मिती म्हणजे प्रगती.. असे सांगता येईल..

प्रगतीची ही व्याख्या डोळ्यासमोर ठेवून स्त्रियांच्या जीवनाचा वेध घेतला तर व्यक्ति विकासासाठी आवश्यक वातावरण तिला लाभले नाही, उलट तिचा संकोच कसा होईल यासाठी विविध बंधने मात्र लाधलेली दिसतात.. अशा परिस्थितीत तिला आत्मोन्नती साधण्याची संधी मिळणे दुरापास्त च म्हणावे लागेल. व्यक्तीच्या प्रगतीचा आलेख मांडताना राजकीय, सामाजिक विषय यासोबतच आध्यात्मिक विषयाचा विचार मांडणे सयुक्तिक होईल. कारण भारतीय जीवन पद्धतीचा केंद्रबिंदू हा हजारो वर्षे धार्मिक आणि आध्यात्मिकच राहिलेला आहे. आधुनिक शिक्षण आणि आधुनिक विचार येण्याआधी तरी आध्यात्मिक जीवन हेच सर्वोच्च जीवन असे गृहीत धरले जात होते. आजही हे गृहीतक बर्यापैकी सक्रिय असल्याचे भारतातील विविध धर्म पंथांच्या लोकप्रियतेस अनुलक्षून म्हटल्यास वावगे ठरणार नाही. व्यक्तीच्या विकासाचे मापक म्हणून आध्यात्मिकता, हा विषय योग्य की अयोग्य असाही प्रश्न उपस्थित होऊ शकतो पण मला वाटते.. आध्यात्मिकता, आणि त्यासाठी दिलेली संधी हा सुद्धा व्यक्ती विकासासाठी चा महत्त्वाचा निकष होऊ शकतो..

अणुरेणुया थोकडा ! तुका आकाशाएवढा!

हा आध्यात्मिक जगतातील मनोविकास च नव्हे काय? असा विकास साधण्याची संधी सर्वांनाच नव्हती. स्त्रिया आणि शूद्र यांना या ज्ञाना पासून हजारो वर्षे वंचित राहावे लागले. वेदांनी या ज्ञानाचा अधिकार फक्त त्रैवर्णिकांनाच म्हणजे ब्राह्मण, क्षत्रिय, वैश्य यातील पुरुषांनाच असल्याचे सांगितले. त्यामुळे स्त्रिया, शूद्र या परिघाच्या बाहेर राहिले. त्यांना जवळ करण्याचा प्रयत्न भगवान श्रीकृष्ण प्रणित गीता ग्रंथाने केल्याचे दिसून येते. त्याही पूर्वी वैदिक साहित्यात, मैत्रेयी, अरूंधती, गार्गी अशा स्त्रिया आध्यात्मिक चर्चा करताना दिसतात पण ही परंपरा पुढच्या काळात अखंड राहिलेली दिसत नाही. भगवान श्रीकृष्णांनी अधिकारवाणीने स्त्रिया आणि शूद्रांना आध्यात्मिक ज्ञानाचे पाथेय दिले..

नंतरच्या काळात असाच प्रयत्न भगवान गौतम बुद्धांनी केला, आपल्या पंथाची दारे त्यांनी स्त्रिया साठी खुली केली.. पुढच्या काळात महात्मा बसवेश्वर, श्री चक्रधर स्वामी यांनीही आपल्या पंथात महिलांना सहभागी करून घेतले.. यात सर्व संग त्यागावर भर असल्याने सामान्य स्त्रियांना वंचितच राहवे लागले.. या समस्येवर सर्वात प्रभावी उपाय केला तो भागवत धर्मिय संतांनी.. नाथ, आनंद, प्रकाश आणि चैतन्य संप्रदाय तत्त्वांनी युक्त अशा भागवत धर्माने अठरापगड जातीतील स्त्रियांना आध्यात्मिक ज्ञानाची दारे मोकळी केली.. संत ज्ञानदेवांनी ज्ञानेश्वरीतून.. गीता तत्त्वाच्या आधारे स्त्रिया आणि शूद्रांच्या आत्मोन्नतीला तात्विक अधिष्ठानच दिले.. याचाच परिणाम म्हणून संत नामदेवांच्या परिवारात जनाबाई, राजाई, गोणाई, योगी चांग देवाच्या गुरू मुक्ताबाई, सोयराबाई, निर्मळा, संत तुकाराम शिष्या बहिणाबाई, संत रामदास शिष्या वेणाबाई, पूर्णानंद शिष्या अन्नपूर्णम्मा, आधुनिक काळातील सख्यानंद शिष्या संतामाई.. अशा विविध संत कवयित्रींनी आध्यात्मिक जगत आपल्या विचारांनी लखलखत ठेवले. या प्रसंगी संत एकनाथांच्या कार्याचे स्मरण करणे योग्य होईल.. कारण परकीय क्रूर आक्रमकांच्या वाढत्या वर्चस्वाने स्वत्व हरवत चाललेल्या समाजापुढे.. भारतीय संस्कृतीचा महानायक.. प्रभु श्रीराम.. यांचा जीवन आदर्श भावार्थ रामायणाच्या द्वारे प्रस्थापित केला. भावार्थ रामायणाची लोकप्रियता दिवसेंदिवस वाढत चालली, गावोगाव त्याची पारायणे होऊ लागली, कथाकार, पुराणिक भावार्थ रामायण घराघरात पोहचऊ लागले. अशाच पारायणातून प्रभु श्रीराम आणि श्रीकृष्ण यांचे चरित्र राजमाता जिजाऊ यांच्यावर परिणाम करते झाले.. पुढे राजमाता जिजाऊंनी बाल शिवाजींच्या मनावर याच राम कृष्णाच्या आदर्श चरित्राचा संस्कार केला.. त्यातूनच छत्रपती शिवरायांनी आदर्श स्वराज्याची निर्मिती केली.. न्यायाचे राज्य स्थापन केले.. इतका खोलवर परिणाम संत साहित्याच्या सार्वत्रिकरणामुळे.. घडून आलेला दिसतो...

समारोप...

... संत साहित्याने मारलेल्या..

.. या रे या रे लहान थोर

.. याती भलती नारी नर

.. करावा विचार..

न लगे चिंता कोणाशी.. (३)

सकळाशी येथे आहे अधिकार!

कलियुगात उद्धार हरिच्या नामे..

भारताच्या कानाकोपऱ्यात सदैव निनादत राहिल यात तिळमात्र शंका नाही.. संत साहित्याच्या या क्रांती कार्यामुळेच आज हजारो महिला आध्यात्मिक क्षेत्राची धुरा समर्थपणे सांभाळत आहेत, शेकडो महिला कीर्तनकार. अंधारात चाचपडणाऱ्या समाजाला आत्मोन्नतीचा प्रकाश दाखवत आहेत.. हे महिला सबलीकरण नव्हे तर काय आहे..?

निःसंशय महिला सक्षमीकरणच आहे.

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THE ROLE OF EDUCATION IN WOMEN ENTREPRENEURSHIP IN MAHARASHTRA

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ABSTRACT :

In the world of business women entrepreneurship are making significant strides breaking barriers are reshaping industries. A key factors driving this progress is education. More than just acquiring knowledge education empowers women with the skills, confidence and network necessary to succeed as entrepreneurs.

Women entrepreneur plays a very important role in the economic development because it leads to capital formation and support to business trade and industrial development. Education in the area of entrepreneurship plays a significant role in the development of entrepreneurial skills in the individuals. It may help to develop skill ability of decision making risk taking ability manage any situation and proper acquisition of knowledge. This topic explores the multifaceted role of education in empowering women entrepreneurs and fostering their success.

Keywords :- Women, Education, Entrepreneurs, Scheme, Empower, Government.

Introduction :

Today's women of 21st Century are capable of doing work equally as compared to men. They are empowering themselves by taking higher education and are ahead in various fields. They try to face challenges and solve difficulties without getting disturbed in every work of life. Enter is about taking a calculated risk and multi-tasking. It is about understanding people and guiding them towards a goal. Women are naturally gifted in all these aspects, hence entrepreneurship is one of the best profession for women from setting up a small store and a business out of home to setting up an IT Company and an innovative start-up, women are therein every conceivable sector.

Education is most powerful tool to alter women's position in society. If women do not have access to education, then they will have no access to information and will be unable to participate to public debates and unaware of their rights. Education is regarded as an essential milestone of women because it enables to face challenges to confront their traditional role and change their lifestyle. Large women folk of India are illiterate, backward weak and exploited. Education reduces inequalities and functions as a means of improving their status within the family.

The Role of education in women empowerment

Women empowerment are promoting women's right have emerged as a part of major global movement and is continuing to break the ground in recent years. Education gender equality, economic empowerment, violence against women etc. are major areas for empowering

the women.

Education plays a vital role in empowering women and girls. It provides them with the knowledge and skills necessary to gain autonomy participate to their communities. However, the recognized importance of education women and girls continue to face significant challenges and barriers in achieving equal access to education. Women and girls are denied the opportunity to reach their full potential and contribute to society on as equal footing with their male counterparts.

Education empowers women to challenge societal norms and stereotypes, enabling them to advocate for their rights and participate in the public sphere. Additionally, education provides women and girls high opportunities to secure better jobs, earn higher incomes and support their families financially. Education also allows women to become agents of change within their communities promoting gender equality and social justice.

Objectives of the study :

- To study the role of education & empowering women entrepreneurship in Maharashtra:
- To study the problems faced by women entrepreneurs in Maharashtra:
- To study women Entrepreneurs in various fields in Maharashtra:

Methodology :

The present study uses the collection of data from secondary sources. Secondary data is from various published reports. Census and records, books, magazines and journals.

To study the problems faced by Women Entrepreneurship in Maharashtra :

Women Entrepreneurs face various challenges and problems. They have many barriers then men. They have to face multiple challenges in the starting and managing business. They are posed with challenges in one form of social pressure, gender inequality, lack of knowledge and finances.

Problems faced by women entrepreneurs:

- 1) **Fear to take risk:-** Risk taking and failure go hand in hand with entrepreneurial ventures. Women by nature fear to take risks and experiment. They are weak at mastering out of snap decisions, experimental strategies and innovative changes women are always fearful of failing, as they are taunted by society. This fear is dreadful when there is a lack of support from family and friend
- 2) **Limited Mobility :-** Contrasting to men, women do not have that much access to travel across the country. At the same time there are family bounding, responsibility made a restriction in their carrier path.
- 3) **Economic Challenges:-** Female business owners in Maharashtra commonly face economic challenges due to investor's prejudice and other factors. All companies receiving business funding. Only a small percentage compromises female founders. Economic challenges come up as a major problem when applying for private financing or collateral loans. To overcome the challenge. Small secured loan for business women.
- 4) **Responsibilities towards home:-** Women are considered as the primary caretakers of the family and home. They are constantly under pressure to manage their work and life. This

balancing act between work and home makes women entrepreneurs more stressed. Women find it difficult to dedicate too much time to business when their home and children demand much of their time.

- 5) **Unfavourable and unsafe environments:-** The main problem that women entrepreneurs face everywhere is an unfavourable and unsafe environment. Women owners always require a male partner to be meeting or negotiations. Women entrepreneurs feel unsafe and fear of physical harassment is always there in their minds.
- 6) **Gender Barriers:-** Everyone claims that men and women are equal, gender barriers still exist heavily. Despite the Government's efforts to encourage leadership and empowerment. It is still challenging for females to prove their skills and gain recognition for their endeavours Gender inequality and pay gaps are the most common problems. Women entrepreneurs face in Maharashtra. They still their husband, brother or father's permission to go for a job or start a business. Such blockages prevent female entrepreneurs from scaling higher they are capable of.
- 7) **Lack of Education :** Women entrepreneurs lack previous experience in running successful business. The importance is the lack of basis and higher education among women. In women entrepreneurs lacking the knowledge required for running business.

To Study the role of education & empowering women entrepreneurship in Maharashtra:

In Maharashtra education is a cornerstone for women's entrepreneurship. Education plays a crucial role by providing knowledge skill and confidence as well as fostering innovation and economic growth.

Knowledge and Skills :-

Education equips women with necessary knowledge and skill to start and manage business effectively. It provides insights into market dynamics, business planning financial management and other crucial areas. Education help to skill gained, such as critical thinking and problem solving are vital for navigator the challenges of entrepreneurship.

Confidence and Self-Esteem :-

Education can significantly boost women's self-esteem and confidence it empowering them to pursue their entrepreneurial aspiration. It helps them overcome societal barriers and challenges that may hinder their entrepreneurial journey. By acquiring knowledge and skills women feel more capable and confident in taking on leadership roles and starting their own business.

Networking and Opportunities :-

Educational institutions and programme can provide valuable networking opportunities for women entrepreneurs. These network can lead to mentorship collaboration and access to resources that are crucial for success. Education can also open doors to new business opportunities and markets.

Economic Growth an Innovation :-

By empowering women entrepreneurs education contributes to economic growth and

innovation women entrepreneurs often bring unique perspective and solution to the market place, leading to new products services and industries. Supporting women entrepreneurs through education can lead to increased job creation and economic development in Maharashtra.

Promoting gender equality :-

Education plays a significant role in promoting gender equality in entrepreneurship by providing women with equal access to educational opportunities, society can help level the playing field and ensure that women have same chances as main to success in business. Educational institution that priorities diversity and inclusion create environment where women can flourish, free from the constraints of traditional gender rules and stereotypes.

Addressing constraints :-

Education can help address some of the constraints that women entrepreneurs face, such as lack of access to finance mentorship and resources. The necessary knowledge and skills by providing education can help women overcome these challenges and achieve their entrepreneurial goals. It can also increase awareness of their rights and empower them to absent their rights in the business world.

In this way Education provides the knowledge, skills, confidence and networks that women needs to start and grow successful business. By investing in education and promoting equal opportunities we can empower more women to become entrepreneurs driving innovation and economic growth.

To study women Entrepreneurs in various fields in Maharashtra :

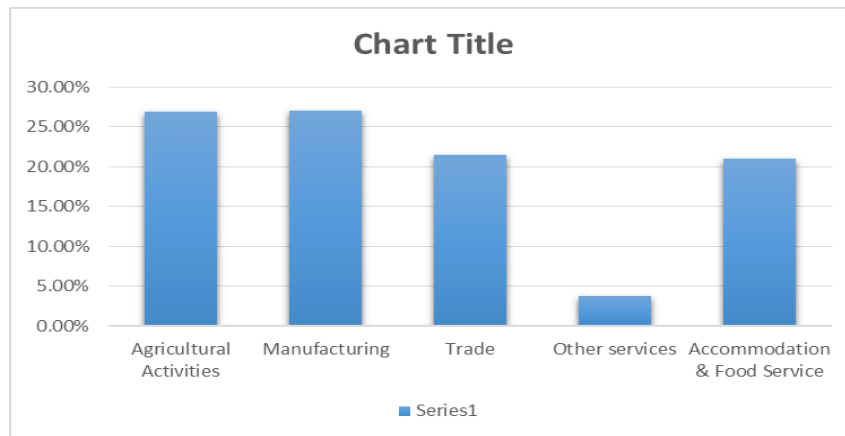
Women entrepreneurship in Maharashtra is thriving. Women in economic activity of various fields and decision making is very much needed to increase the life style, skill, knowledge – base education enable to change the role of women from homemaker to job maker. Education enhances knowledge which enables access to resources and opportunity.

According to the sixth Economic census (2013) of Maharashtra state the number of establishment owned by women entrepreneurs was 6,64,300 out and remaining 3,18,084 were located in urban areas. There are five economics activities by women Entrepreneurs.

Top Five Economic Activities by Women Entrepreneurs

Sr.No	Economic Activities	Percentage
1.	Agricultural Activities	26.86%
2.	Manufacturing	27.02%
3.	Trade	21.46%
4.	Other services	03.72%
5.	Accommodation & Food Service	20.94%

Sources : Sixth Economic Census (2013) of Maharashtra State.



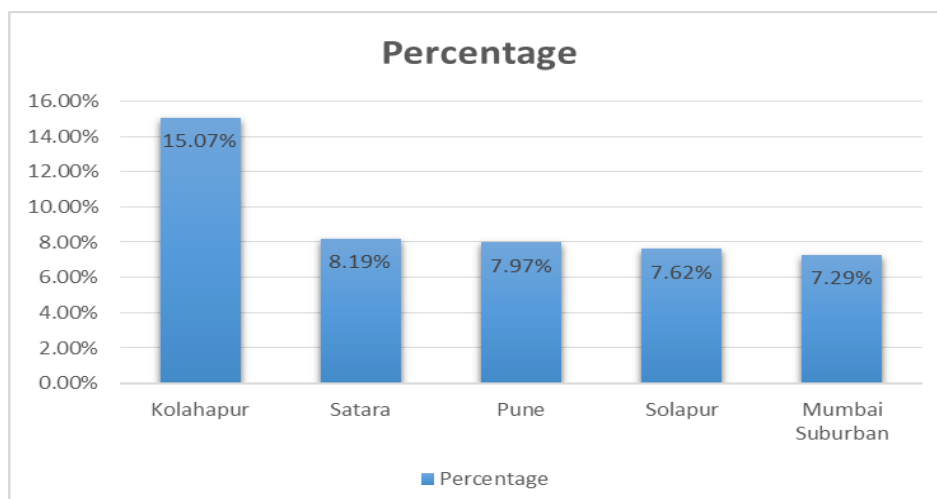
We observe from the table and graphs that women entrepreneurs belonging to :

- ❖ Women Entrepreneurs in Agricultural Activities 26.86% and 73.14% was for Non Agricultural Activities.
- ❖ Women Entrepreneurs in Manufacturing 27.02%.
- ❖ Women Entrepreneurs in Trade 21.46%
- ❖ Women Entrepreneurs in Other services 03.72%
- ❖ Women Entrepreneurs in Accommodation & Food Service 20.94%

Top five districts by number of establishment under women entrepreneurship in Maharashtra :

Sr.No	Name of District	Percentage
1.	Kolhapur	15.07%
2.	Satara	08.19%
3.	Pune	07.97%
4.	Solapur	07.62%
5.	Mumbai Suburban	07.29%

Sources : Sixth Economic Census (2013) of Maharashtra State.



It can be seen from the above table that Kolhapur is at the top in women entrepreneurship at 15.07% whereas other remaining district and in the range of 7% to 8% only.

Maharashtra boasts a vibrant ecosystem for women entrepreneurs, with initiatives like the women entrepreneurship cell and notable figure. The increasing presence of women as entrepreneur has led to significant business and economic growth in the Maharashtra. Women owned business enterprises are playing a prominent role in society by generating employment opportunities bringing in demographic shifts and inspiring the next generation of women founders.

The escalating presence of women as entrepreneurs has led to significant business and economic growth in the Maharashtra as well as in India area nurturing the startup ecosystem and saw the most number of women led startup turning unicorns in 2021. In the past decade Maharashtra has experienced a rapid growth in entrepreneurship with women business having gaining ground. And this need to be celebrated empowered and supported as women owned business entrepreneurs are playing a prominent role in society by generating employment opportunities in Maharashtra bringing in demographic shifts and inspiring the next generation.

Various schemes for empowering women entrepreneurship by Maharashtra Government :

The Maharashtra government through schemes which provides grants and training for women entrepreneurs.

- **Maharashtra state innovation startup policy 2018 :-** The policy aims to drive economic growth promise job creation and faster innovation encouraging entrepreneur to develop biotechnology artificial intelligence the internet of things and agritech.
- **SUI Scheme :-** This scheme launched by the Prime Minister on April 2016 aim to facilities bank loans between 10 lakhs to 1 crore for setting up a greenfield entrepreneur.
- **Pradhan Mantri Mudra Yojna :-** This scheme provides funding to micro and small entrepreneurs, including women lack access to traditional banking system.
- **Annapurna Scheme :-** This scheme supports women in the food catering industry by providing loans to establish small scale business allowing them to purchase equipment set up trucks and sell packed food item.
- **Streak Shakti scheme :-** The SBI initiatives is tailored for women entrepreneurs providing loans to those in manufacturing retail or service sectors, as well as self-employed women.
- **Mahila Samridhhi Yojana :-** This scheme managed by the National Skill development corporation, provides financial support to women entrepreneurs through loans with a focus on skill development and entrepreneurship.
- **TREAD (Trade Related Development) :-** This scheme provides grants to Non-Government organization (NGO) for promoting entrepreneurship among women with the Government of India attributing up to 30% of the total project cost .

Conclusion :-

Empowerment of women is a very component of development discourse. It is very much explicit that empowerment of women is very required for positive change and transformation of un

equal social. Maharashtra, with its focus on women's empowerment and economic development recognizes the importance of education in fostering women entrepreneurship. One of the most significant transformation in education in Maharashtra over the post decades is the drastic increase to women's higher education in various field. The study indicates that the education has showed the ways of uplifting the standard of living among the several women entrepreneurs demonstrated the transformation power of education show casing successful ventures in various sectors including agriculture, manufactures and retail business.

The role of education in women's entrepreneurship cannot be overstated. It provides the knowledge, skill confidence and networks that women need to start and grow successful businesses. By investing in education and promoting equal opportunities we can empower more women become entrepreneurs, driving innovation on of economic growth.

Suggestion :-

- There is need to change the social attitude regarding women entrepreneur.
- Social media and NGOs can play important role for awareness.
- More awareness need to be create.
- Interaction with successful women entrepreneurs of the era will help young entrepreneurs to get motivated for their work.
- Providing concessions to women entrepreneurs from tax burden will help them to grow stable more confidence and success in their business.

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महिला अधिकार आणि न्याय संवर्धनाची शांतता शिक्षणातील भूमिका**Mrs. Rupali Mahesh Sadare***(I/C Principal)**Abhay Shikshan Kendra**Krantijyoti Savitribai Phule College Of Bachelor Of Education***घोषवारा:**

हे संकल्पनात्मक संशोधन महिला अधिकार आणि न्याय संवर्धनाच्या शांतता शिक्षणाची भूमिका तपासते. शांतता शिक्षण हे शांत, न्यायपूर्ण आणि समावेशक समाज निर्माण करण्यासाठी एक महत्त्वाचे साधन आहे. या चर्चेच्या मध्यभागी हे लक्षात घेतले जाते की महिला अधिकार हे मानवाधिकार आणि न्यायाचे अविभाज्य घटक आहेत, आणि महिलांसाठी लैंगिक समानता आणि न्याय संवर्धन हे शाश्वत शांती स्थापनेसाठी महत्त्वपूर्ण आहे. हे संशोधन महिला अधिकार, न्याय आणि शांतता शिक्षण यांच्यातील संबंध तपासते. लैंगिक हिंसाचारावर उपाययोजना करते. महिलांची शांतता प्रक्रियेमध्ये सहभाग सुनिश्चित करते आणि समान सामाजिक संरचना निर्माण करण्याचे महत्त्व स्पष्ट करते.

प्रस्तावना:

शांतता शिक्षण हे जागतिक समज, सहिष्णुता आणि मानवतेच्या प्रतिष्ठेसाठी एक महत्त्वाचे साधन आहे. शांतता शिक्षणाच्या मध्यभागी मानवाधिकार, न्याय आणि सामाजिक जबाबदारी संवर्धन यांचा समावेश आहे. यामध्ये महिला अधिकार हे एक महत्त्वाचे घटक आहेत जे न्यायपूर्ण आणि शांततामय समाज स्थापनेसाठी आवश्यक आहेत. "महिला अधिकार हे मानवाधिकार आहेत" ही संकल्पना लैंगिक समानतेचे, हिंसाचारापासून मुक्ततेचे आणि समाजामध्ये पूर्णपणे सहभाग घेण्याचे महत्त्व मान्य करते. ऐतिहासिकदृष्ट्या, महिलांनी अनेक समाजांमध्ये, जसे की शिक्षण, निर्णय घेण्याच्या भूमिकांमध्ये आणि मूलभूत अधिकारांमध्ये मर्यादित प्रवेश सहन केला आहे. महिलांचे मानवाधिकार शांतता शिक्षणाच्या उपक्रमांमध्ये समाविष्ट करणे हे लैंगिक न्याय आणि शांतता साध्य करण्यासाठी महत्त्वाचे आहे.

हे संशोधन शांतता शिक्षणाच्या व्यापक संदर्भात महिला मानवाधिकारांच्या न्याय संवर्धनातील भूमिकेचे अन्वेषण करते, आणि संघर्ष समाधान, संघर्षानंतर पुनर्निर्माण आणि समावेशक शांती-निर्माण प्रक्रियांच्या निर्मितीमध्ये त्याचे महत्त्व समजून घेते.

महिला अधिकार आणि मानवाधिकार: शांतता शिक्षणासाठी एक पाया

महिला अधिकारांमध्ये जीवनाचा हक्क, हिंसाचारापासून मुक्तता, शिक्षणाचा हक्क, शासनामध्ये भाग घेण्याचा हक्क आणि आर्थिक आणि सामाजिक संधींमध्ये प्रवेश यांचा समावेश आहे. "महिला अधिकार हे मानवाधिकार आहेत" ही घोषणा १९९५ मध्ये बीजिंग घोषणापत्र आणि क्रियावली व्यासपीठाच्या माध्यमातून आंतरराष्ट्रीय संघटनांच्या जागतिक वकिलीने साकारली. या संकल्पनेने महिला अधिकारांना व्यापक मानवाधिकार चौकटीमध्ये समाविष्ट केले आहे, ज्यामुळे महिलांची दडपशाही ही मूलभूत मानवाधिकारांचे उल्लंघन आहे, जे समाजांच्या व्यापक शांती आणि सुरक्षा प्रभावित करते.

महिलांसाठी न्याय संवर्धन हे शांतता शिक्षणासाठी महत्त्वाचे आहेत याची कारणे पुढीलप्रमाणे आहेत:

1. **समानता सुनिश्चित:** लैंगिक समानता शांततामय समाजाचा पाया आहे. शांतता शिक्षणाचा आराखडा सक्रियपणे पितृसत्तेला आव्हान देण्यासाठी आणि ते नष्ट करण्यासाठी काम करणे आवश्यक आहे, तसेच पुरुष आणि महिलांसाठी राजकीय, आर्थिक आणि सामाजिक क्षेत्रांमध्ये समान सहभाग प्रोत्साहित करणे आवश्यक आहे.
2. **लैंगिक हिंसाचार:** लैंगिक हिंसाचार हा संघर्ष आणि अस्थिरतेचा एक प्रमुख घटक आहे. महिलांवरील हिंसाचार आणि त्यांच्यासाठी न्याय सुनिश्चित करून, शांतता शिक्षण हा संघर्षाचा एक प्रमुख घटक कमी करण्यास मदत करू

शकतो.

3. **शांतता प्रक्रियेमध्ये महिलांचा सहभाग:** महिलांची शांती निर्मिती आणि निर्णय प्रक्रियेमध्ये सहभाग यामुळे अधिक शाश्वत आणि समावेशक शांतता करार होण्याची शक्यता वाढते. शांतता शिक्षण कार्यक्रम जे महिलांच्या भूमिकांचे प्रचार करतात, ते संघर्ष समाधानासाठी एक व्यापक आणि प्रभावी दृष्टिकोन सुनिश्चित करतात.

उद्दीष्टे:

1. महिला मानवाधिकारांना शांतता शिक्षणात समाविष्ट करण्याचे महत्त्व विश्लेषण करणे.
2. महिलांसाठी शांतता शिक्षणातील न्याय संवर्धनाची भूमिका समजून घेणे,.
3. लैंगिक समानता, मानवाधिकार आणि शांतता शिक्षण यामधील संबंध तपासणे.

शांतता शिक्षणात न्याय संवर्धनाची भूमिका

न्याय संवर्धन शांती शिक्षणात महत्त्वपूर्ण भूमिका बजावते. अशा समाजांमध्ये जिथे भेदभाव, हिंसाचार आणि असमानता यांची पसरलेली असतात, तिथे शांती साध्य करणे अनेकदा अशक्य असते. न्याय संवर्धनाचा एक मुख्य तत्त्वज्ञान म्हणजे, खरा शांती म्हणजे फक्त युद्धाचा अभाव नाही, तर न्याय, समानता आणि सर्व लोकांसाठी संधीची उपस्थिती आहे. महिला मानवाधिकारांच्या संदर्भात न्याय संवर्धन यामध्ये पुढील बाबी समाविष्ट असू शकतात:

1. **कायदेशीर सुधारणांसाठी वकिली करणे:** महिलांचे अधिकार रक्षण करणारे कायदे, लैंगिक हिंसाचारासाठी उपचार प्रदान करणारे कायदे आणि वारसाहक्क, शिक्षण, रोजगार यामध्ये समान हक्क प्रदान करणारे कायदे यांचे समर्थन करणे.
2. **सामाजिक न्याय:** लैंगिक असमानतेच्या मूळ कारणांचा समावेश करणे, जसे की गरीबी, शिक्षणासाठी प्रवेशाची कमी, आणि सांस्कृतिक परंपरा जी महिलांच्या अधीनतेला कायम ठेवते.
3. **संक्रमण न्याय:** संघर्षानंतरच्या समाजांमध्ये महिलांच्या आवाजांना सत्य, मेलमिलाप, आणि उत्तरदायित्व प्रक्रियेत समाविष्ट करणे महत्त्वाचे आहे. संक्रमण न्यायाच्या यंत्रणा महिलांना संघर्षात भेडसावणाऱ्या विशिष्ट त्रासांचा विचार करायला पाहिजे, जसे की लैंगिक हिंसा, आणि पिडीतांसाठी योग्य भरपाई आणि समर्थन प्रदान करायला पाहिजे.

महिला अधिकारांचा शांतता शिक्षण अभ्यासक्रमात समावेश

शांतता शिक्षण खऱ्या अर्थाने रूपांतरित होण्यासाठी त्यात लैंगिकदृष्ट्या संवेदनशील दृष्टिकोन समाविष्ट करणे आवश्यक आहे. शांतता शिक्षण फक्त संघर्ष समाधान शिकवण्यावर किंवा सामाजिक सहिष्णुता प्रोत्साहित करण्यावर लक्ष केंद्रित करू नये, तर असमानता प्रणालींच्या नष्ट करण्यावर लक्ष द्यायला पाहिजे. महिला मानवाधिकारांना शांतता शिक्षण अभ्यासक्रमात समाविष्ट केल्याने पुढील बाबी परिवर्तनशील ठरू शकतील.

1. **लैंगिक असमानतेबद्दल जागरूकता:** महिलांनी भोगलेल्या ऐतिहासिक आणि चालू अन्यायावर लोकांना शिक्षित करणे जागरूकता वाढवू शकते आणि सहानुभूती निर्माण करू शकते. यामुळे भेदभावी वृत्ती आणि वर्तनावर परिवर्तन होऊ शकते.
2. **लैंगिकदृष्ट्या संवेदनशील संघर्ष समाधान प्रोत्साहित करणे:** शांतता शिक्षण हे संघर्ष समाधानाच्या रणनीती शिकवू शकते ज्यात लैंगिक गतींचा विचार केला जातो आणि महिला आणि पुरुषांच्या भूमिकांमध्ये असलेल्या फरकांचा समावेश केला जातो.
3. **सशक्तीकरण आणि स्वायत्तता प्रोत्साहित करणे:** शांतता शिक्षण जे महिला अधिकारांवर भर देईल, ते महिलांना आणि मुलींच्या हक्कांचे उल्लंघन न करता, त्यांना सशक्त बनवेल, जे शांती प्रक्रियेत आणि समुदाय-निर्मितीच्या प्रयत्नांमध्ये जास्त सहभाग सुनिश्चित करेल.
4. **संवेदनशीलता प्रोत्साहित करणे:** शांतता शिक्षणातील एक व्यापक दृष्टिकोन हा महिलांच्या अनुभवाच्या संप्रेषणाचे

विचार करणे आवश्यक आहे, ज्यामध्ये जात, वर्ग आणि जातिवाद यांचा समावेश होतो.

संशोधन पद्धती:

हे संशोधन एक गुणात्मक संशोधन पद्धती अनुसरते, ज्यात विद्यमान साहित्य, सिद्धांत आणि चौकटींचे संकल्पनात्मक विश्लेषण केले जाईल.

1. साहित्य समीक्षा:

शांतता शिक्षण, महिला मानवाधिकार, न्याय संवर्धन, आणि लैंगिक समानता यावरील विद्यमान शैक्षणिक लेख, पुस्तके आणि अहवालांची सखोल समीक्षा केली जाईल.

2. सिद्धांतिक चौकट:

"लैंगिक आणि शांतता निर्मिती" आणि "मानवाधिकार शिक्षण (HRE)" यासारख्या चौकटींचा वापर शांतता शिक्षणासोबत त्यांचे संप्रेषण कसे होऊ शकते हे विश्लेषित करण्यासाठी केला जाईल.

3. माहिती विश्लेषण:

माहिती गोळा करून, लैंगिक समानता, न्याय आणि शांतता शिक्षणाशी संबंधित सामान्य संकल्पना ओळखल्या जातील. महिला अधिकारांचे शांतता शिक्षणात यशस्वी समावेश केलेल्या देशांचा आणि शैक्षणिक कार्यक्रमांचा तुलनात्मक विश्लेषण केले जाईल.

महिला अधिकारांच्या समावेशाच्या आव्हानांचा विचार

महिला मानवाधिकारांना शांतता शिक्षणात समाविष्ट करणे अत्यंत महत्त्वाचे आहे, तरीही काही आव्हाने अस्तित्वात आहेत:

- संस्कृतीक अडथळे:** काही समाजांमध्ये पितृसत्तात्मक विश्वास आणि पारंपारिक लैंगिक भूमिकांचा महिलांच्या अधिकारांवरील समावेशाला विरोध असू शकतो.
- राजकीय प्रतिकार:** संघर्ष क्षेत्रांमध्ये किंवा राजकीयदृष्ट्या अस्थिर प्रदेशांमध्ये, सरकार किंवा राजकीय संस्थांकडून लैंगिक समानतेला प्रोत्साहन देण्याला विरोध होऊ शकतो.
- लैंगिक भेदभाव:** काही शांतता शिक्षण कार्यक्रम हे महिलांच्या शांतता निर्मितीतील भूमिकांमध्ये लैंगिक भेदभाव करून त्यांना फक्त पीडित म्हणून दाखवू शकतात.

निष्कर्ष:

महिला मानवाधिकार आणि न्याय संवर्धन हे शाश्वत शांती साध्य करण्यासाठी अनिवार्य आहे. शांतता शिक्षण जे यांतील घटक सक्रियपणे समाविष्ट करते, ते एक समावेशक आणि टिकाऊ शांती प्रक्रिया निर्माण करते. लैंगिक असमानता दूर करून, महिलांसाठी न्याय सुनिश्चित करून आणि महिलांना निर्णय घेण्यात सर्व स्तरांवर सहभागी होण्याचे सशक्त बनवून, आपण समानता, न्याय आणि शांती यांना महत्त्व देणारी समाज व्यवस्था निर्माण करू शकतो. शांतता शिक्षणात महिला अधिकारांचा समावेश फक्त एक नैतिक बाब नाही, तर एक आवश्यकता आहे, जे शांतीपूर्ण आणि न्यायपूर्ण जागतिक समाज निर्माण करण्यासाठी आवश्यक आहे.

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भारतीय स्त्री व स्वातंत्रता एक अभ्यास

प्रा. डॉ. रुपवते गणेश दादासाहेब

दादासाहेब बिडकर महाविद्यालय,

पेठ, नाशिक.

प्रस्तावना

प्राचीन काळात स्त्रियांना एका विशिष्ट मर्यादा पर्यंत स्वातंत्र्य होते. मात्र पितृसत्ताक कुटुंबपद्धती रूढ असल्याने त्याचे अनेक परिणाम स्त्रियांना भोगावे लागले. भारतीय समाजात कुटुंबाला मोठे स्थान आहे. मात्र पुरुषप्रधान संस्कृतीत स्त्रियांना हीन लेखले जाई. पुत्र व्हावा असे सर्वांना वाटे त्यासाठी विविध विधी केले जात, मात्र मुलगी जन्माला येणे हे दुर्भाग्याचे लक्षण मानले जाईल. स्त्रियांच्या कौटुंबिक वर्तनाबाबतही विविध नियम होते, केवळ वरिष्ठ वर्गातील मुलींना शिक्षणाचा अधिकार होता. सती, नियोग, जोहार यांसारख्या चाली रूढ होत्या. पतीच्या निधनानंतर स्त्रीला आपल्या मुलांवर अवलंबून राहावे लागे. “प्राचीन भारतीय स्त्री-जीवन” यात आपण प्राचीन काळात स्त्रियांचे मातृसत्ताक व पितृसत्ताक पद्धतीत कुटुंबातील स्थान, पुरुषप्रधान संस्कृतीत स्त्रियांचे जीवन, त्यांचे हक्क व अधिकार, स्त्री शिक्षणाची स्थिती विवाहाचे प्रकार यांसारख्या प्रथा, विविध संस्कार, विवाह संस्कार, विधवेची कर्तव्ये इ. गोष्टी होत्या.

मध्ययुगीन काळात सुलतानाची व मुघलांची सत्ता प्रस्थापित झाल्यावर तत्कालीन हिंदू समाजातील स्त्री-जीवनावर त्याचा मोठा परिणाम झाला. स्वातंत्र्य, हक्क, शिक्षण यांबाबतची स्थिती स्त्रियांच्या संदर्भात अधिकच संकुचित झाली. स्त्रीला शिक्षणाचे स्वातंत्र्य नव्हते. बाल विवाहाची पद्धती रूढ होती.

हुंडा पद्धत प्रचलित होती. राजाच्या दास्यांमध्ये अनेक स्त्रियांचा समावेश असे. मुसलमान स्त्रियांचे जीवन तर अधिकच कष्टप्रद होते. तिला पती निवडण्याचे स्वातंत्र्य नव्हते. विवाह हा एक करार मानला जाई. बहुपत्नीत्वाची चाल रूढ होती. उच्चवर्णीयातील स्त्रियांमध्ये मुस्लीमांप्रमाणे पडदा पद्धत रूढ झाली होती.

१८ व्या शतकातही स्त्रियांना समाजात दुय्यम स्थान होते. विधवांची स्थिती तर खूपच दयनीय होती. त्यांना केशवपन करावे लागे. विशिष्ट जातीतील स्त्रियांना पुनर्विवाहाचा अधिकार होता. धर्मशास्त्रकारांनी स्त्रियांना मालमत्ता व वारसा हक्क नाकारला होता याही परिस्थितीत काही स्त्रियांनी आपले कर्तृत्व गाजवले होते. अहल्याबाई होळकर, ताराबाई, गौरीबाई आदींची नावे यासंदर्भात सांगता येतील. या अभ्यासक्रमातील दुसरे पुस्तक 'मध्ययुगीन भारतातील स्त्री-जीवन' यात आपण मध्ययुगातील स्त्रीविषयक दृष्टिकोन, धार्मिक क्षेत्र व स्त्री-जीवन, संत कवियित्रीचे योगदान, इत्यादी बदल माहिती मिळते.

सामाजिक सुधारक व स्त्री जीवन

राजा राममोहन रॉय, ईश्वरचंद्र विद्यासागर, बाळशास्त्री जांभेकर, म. जोतिबा फुले, स्वामी दयानंद सरस्वती आदींनी स्त्रियांचे शिक्षण, अनिष्ट प्रथा निर्मूलन व स्त्री-जीवन सुधारण्यासाठी मोठे प्रयत्न केले.

स्त्रियांचे जीवन सुसह्य करण्यासाठी कायदे संमत करण्यात आले. स्त्री-शिक्षणासाठी मोठी चळवळ उभारण्यात आली. सावित्रीबाई फुले, पंडिता रमाबाई, रमाबाई रानडे, रा.धों. कर्वे आदींनी मोठे कार्य केले. स्त्रियांच्या शिक्षणाबरोबरच त्यांच्या आर्थिक स्वातंत्र्याचा विचार सुरू झाला. स्त्रियांना नोकरी, व्यवसाय करणे, आर्थिक स्वावलंबनाच्या दृष्टीने आवश्यक ठरू लागले. कापड गिरण्या, मळे, खाणी आदी क्षेत्रांत महिला काम करू लागल्या.

स्वातंत्र्य लढ्यातही स्त्रियांनी मोठे योगदान दिले. १८५७ च्या स्वातंत्र्य लढ्यात झाशीची राणी लक्ष्मीबाई, लखनौच्या बेगम हसरत मदल यांनी मोठी कामगिरी केली. सौ. येसूबाई सावरकर, श्रीमती दुर्गादेवी बोहरा, कल्पना दत्त आदींनी योगदान दिले.

गांधी युगातील विविध चळवळी, संयुक्त महाराष्ट्र, हैद्राबाद मुक्ती संग्राम आदी उठावांत स्त्रियांचा सहभाग होता.

प्राचीन काळी स्त्रियांचे सामाजिक स्थान

व्यक्तिजीवनावर सामाजिक, राजकीय, आर्थिक, शैक्षणिक या सर्व गोष्टींचा परिणाम होत असतो. भारतीय समाजात स्त्रीला या सर्व गोष्टींच्या माध्यमातून विशिष्ट असे स्त्री-जीवन मिळाले. प्रारंभी प्राचीन काळी स्त्रीला समाजात स्थान होते. प्राचीन काळात जरी स्त्रीला मोकळेपणाचे स्वातंत्र्य होते, तरी ते एका विशिष्ट मर्यादपर्यंतच. तिला आर्थिक स्वातंत्र्य नव्हते, कारण तसा प्रश्न फारसा भेडसावलाच नाही. कुटुंब हे पितृसत्ताक होते. त्याचे अनेक दोष स्त्रियांना भोगावे लागले. भारत हा प्रचंड देश असल्याने वेगवेगळ्या प्रदेशांच्या संदर्भात वेगवेगळे स्त्री-जीवन आढळते. त्यांच्या आहार पेहरावातही बदल जाणवतो. या काळातील स्त्री-जीवन, स्त्री-जीवनाची ठळक वैशिष्ट्ये, मातृसत्ताक कुटुंबपद्धतीत स्त्रियांचे स्थान, पितृसत्ताक कुटुंबातील स्त्रियांना असणारे स्थान व महत्त्व प्राप्त झाले होते.

वैदिक कालखंड व स्त्री जीवन

स्त्री-पुरुषांच्या वर्तनाचे विशिष्ट असे वर्तन नियम करण्यात आले. कुटुंबसंस्था ही आर्यांच्या समाज घटनेचा विशेष होती. समाजिक व राजकीय जीवनात कुटुंबास महत्त्वाचे स्थान होते. मात्र पुरुषप्रधान संस्कृतीत जन्मापासून मृत्यूपर्यंत, सर्व अवस्थांमध्ये स्त्रियांना पुरुषपिक्षा हीन लेखले जात होते. आपल्याला पुत्रच व्हावा असे सर्वांना वाटे. पुत्र होण्यासाठी अनेक विधी, उपाय सांगितले गेले होते. पुत्रिक विधान वा पुत्रकामेष्टी विधी करण्यात येई. आर्यांच्या काही गटांत मातृसत्ताक कुटुंबपद्धती होती.

या कुटुंबात स्त्रीला महत्त्वाचे स्थान होते, धनाचा अधिकार होता, स्त्रियांच्या बाबतीत संस्कार अत्यंत महत्त्वाचे होते. मुलगी जन्माला येणे अत्यंत क्लेशकारक मानले जात असे. पुत्रप्राप्तीशिवाय इहलोकीचे व परलोकीचे कल्याण प्राप्त होऊ शकत नाही असा दृढ समज होता. स्त्रियांच्या कौटुंबिक वर्तनाबातही विविध नियम, विचार होते. स्त्रियांच्या अधिकारांचा विचार करता स्त्रियांना वारसा अधिकार नसावा असे मत एका संहितेने मांडले गेले होते. वेदकाळापासून नियोग पद्धती प्रचलित होती.

पुरुष पुरुषप्रधान संस्कृती व स्त्री-जीवन

ब्राह्मण काळानंतर स्त्रियांच्या वैदिक शिक्षणावर बंदी घालण्यात आली. स्त्रियांच्या बाबतीत पतिसेवा हीच गुरुसेवा मानण्यात आली. केवळ वरिष्ठ वर्गातील मुलींना विविध विषयांत नैपुण्य मिळविण्याची संधी होती. बौद्ध विहार, जैन संथागार, हिंदूची मंदिरे यांतून स्त्रियांचे शिक्षणाचे कार्य होत असे. मात्र सामाजिकदृष्ट्या विवाह व अपत्यपालन हीच स्त्री जीवनाची इतिकर्तव्यता मानली जात असे. सवर्ण व सजातीय वधूवरांचे विवाह व्हावेत असा समाजाचा आग्रह होता. ब्राह्म, दैव, आर्ष, प्रजापत्य आदी विवाहसंस्कार सांगण्यात आले. कायदेशीर भार्यात्वसिद्धी व सामाजिक प्रतिष्ठा प्राप्त होण्यासाठी विवाह संस्कार आवश्यक मानला गेला. पती-पत्नीची कर्तव्ये स्पष्ट करण्यात आली.

पुरुषप्रधान समाजात पतीच्या मृत्यूनंतर पत्नीला पुनर्विवाहाची परवानगी नव्हती. वैदिक काळात निपुत्रिक विधवेला कुटुंब प्रमुखाच्या अनुज्ञेने नियोग करावा लागे. मात्र समाजात पतिनिष्ठा, पतिव्रता या कल्पना रूढ झाल्यावर नियोग पद्धती कलिवर्ज्य प्रकरणात ढकलली गेली.

वैदिक काळात विवाहविच्छेदाची कल्पना नव्हती, कौटिल्याने मात्र पती-पत्नी परस्परांचा द्वेष करणारे असतील तर त्यांचा विवाहविच्छेद होऊ शकतो असे मत मांडले. प्राचीन काळात भारताबाहेरील अनेक समाजांतून सती प्रथेशी मिळत्याजुळत्या प्रथा होत्या. रजपुतांमध्ये जोहार करण्याची पद्धत होती.

कुटुंबात आईचे स्थान ही फार मोठे नव्हते. तिला आपल्या पुत्रांवर अवलंबून राहावे लागे. या पुस्तकातील तिसरा घटक 'प्राचीन भारतीय साहित्यातील स्त्री जीवनाचे प्रतिबिंब' या घटकात आपण स्त्री शिक्षण, विवाहाचे प्रकार, नियोग, जोहार यांसारख्या रूढी आदिंविषयी विस्ताराने माहिती घेणार आहोत.

व्यक्तीला समाजाच्या साच्यात बसविण्यासाठी, जीवनाच्या प्रत्येक टप्प्यात समाजपयोगी बनविण्यासाठी, व्यक्तीच्या ठिकाणी गुणाधान व दोषनिरसन होण्यासाठी व्यक्ती विशिष्ट कार्यास लायक बनविली जाते, त्यास संस्कार असे म्हणतात. वेदोत्तरकाळात स्त्रियांचा वेदाधिकार काढून घेण्यात आला. उपनयन व अन्य विधी जाऊन गर्भाधान पुसंवन, सीमंतोन्नयन,

जातकर्म, नामकर्म आदी विधी महत्त्वाचे ठरले.पत्नीचा पती हाच गुरू, पतिगृह हेच गुरुगृह पतिसेवा हीच गुरुसेवा आदी विचार जोर धरू लागले. स्त्री-पुरुषांना पूर्णत्व प्राप्त करून देणे, त्यांना गृहस्थाश्रमात नेणे, यज्ञ, धर्माचरण करणे व प्रजोत्पत्ती करणे यांसाठी विवाह हा एक महत्त्वाचा संस्कार मानला जाऊ लागला. वर गुणवान, बुद्धिवान असावा असे म्हटले आहे.कन्या विक्रयास विरोध करण्यात आला आहे.पित्याचा अपत्यांवर अधिकार मानला आहे.

ऋतुप्राप्तीनंतरच मुलगी विवाहास पात्र होते असे म्हटले आहे.विवाहाचे विविध प्रकार सांगण्यात आलेले आहे.विवाह विधीदेखील वेगवेगळे आहेत. काही काळ वैदिक काळात बहुपत्नीत्वाची चाल होती.पती-पत्नीने बरोबर राहावे, पत्नीने पतीला जीवनात मान द्यावा, आदि कर्तव्ये सांगण्यात आली आहेत.

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GOEIIRJ

संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन यातील सहसंबंधाचा अभ्यास

शेख इकबाल रहेमतुल्ला
पीएच. डी. संशोधक विद्यार्थी,
शिक्षणशास्त्र विभाग, मुंबई विद्यापीठ

And

डॉ. सुनिता मगरे
संशोधन मार्गदर्शिका,
प्राध्यापक व विभागप्रमुख,
शिक्षणशास्त्र विभाग, मुंबई विद्यापीठ, मुंबई.

सारांश :

शिक्षण प्रक्रियेत शिक्षकाची भूमिका महत्त्वाची असते. संकरित अध्यापनाचावत शिक्षकांची जागरूकता व दृष्टीकोनाचा विद्यार्थी विकासावर परिणाम होत असतो. शिक्षक हा एक मार्गदर्शक, समुपदेशक, संशोधक, राष्ट्रनिर्माता आदर्श व्यक्तीमत्व घडविणारा एक कलाकार आहे. विद्यार्थ्यांच्या आयुष्यात विविध रंग भरणारा चित्रकार आहे. विद्यार्थी समस्या आपली समजून ती सोडविणारा आणि विद्यार्थ्यांच्या आयुष्यात हास्य फुलवणारा असा जादूगर आहे. शिक्षक सतत विद्यार्थ्यांना अध्ययनात व त्यांच्या आयुष्यात येणा-या समस्यांवर उपाय शोधणारे मार्गदर्शक असतात. संकरित अध्यापनाबाबत शिक्षकांची जागरूकता विकासासाठी अध्ययन-अनुभवांचे स्वरूप बदलावे लागेल अध्ययन अनुभवात विविधता आणावी लागेल विद्यार्थ्यांचा कृतिशील सहभाग सतत मिळविण्यासाठी उपक्रम, कृती, प्रात्याक्षिक प्रयोग, निरीक्षण यांचा उपयोग करावा लागेल. अध्यापनासाठी साहित्य आणि सुविधांचा सकारात्मक वापर अध्ययनात केल्यामुळे शिक्षक आणि विद्यार्थी दोघांचाही दृष्टीने आनंददायी, समाधान आणि सुरक्षिततेचा विचार हा अपेक्षित आहे. त्यामुळे शालेय वातावरणातच शाळा, कुटुंब आणि समाजात वावरण्यासाठी सकारात्मक कौशल्य रूजविण्यासाठी शिक्षकाची भूमिका महत्त्वाची असते. आजच्या तंत्रज्ञानाच्या युगात संकरित अध्यापनाबाबत शिक्षकांची जागरूकता वाढविणे आवश्यक आहे त्यामुळे संकरित अध्यापनाबाबत शिक्षकांचा दृष्टीकोन विकसित होण्यास मदत होईल.

प्रस्तावना:

संकरित अध्यापन म्हणजेच अध्ययनामध्ये विविध शैक्षणिक स्रोत विविध शैक्षणिक स्रोत म्हणजे कोणतेही माध्यमातून अध्ययन अध्यापन व संशोधनासाठी वापरली जाणारी साहित्य सामग्री होय ज्यामध्ये उपलब्ध ऑनलाइन व ऑफलाइन विविध समाज उपयोगी साहित्य सामग्री की जी अध्ययनासाठी व अध्यापनासाठी सहज अथवा विनापरवाना म्हणजेच सर्वांसाठी मोफत सहज विनामूल्य विनानिर्बंध उपलब्ध होणारे किंवा आवश्यकतेनुसार वापरता येणारी साहित्य सामग्रीचा वापर होय. नवीन शैक्षणिक धोरणामध्ये शैक्षणिक संसाधने अधिक महत्त्वाचे आहे. दूर शिक्षण व मुक्त शिक्षणामध्ये आज शैक्षणिक संसाधनांचा वापर वाढत आहे ज्यामुळे अध्यापन अधिक प्रभावी होत आहे.

NEP २०२० प्राथमिक शिक्षणात संकरित अध्यापनाच्या एकात्मिकतेसाठी एक दूरदर्शी दृष्टीकोन प्रदान करते. तंत्रज्ञान, लवचिक शिक्षण, वैयक्तिकृत सूचना आणि सतत व्यावसायिक विकासाचे महत्त्व अधोरेखित करून, धोरण अधिक समावेशक, आकर्षक आणि प्रभावी शिक्षण प्रणाली तयार करण्याचे उद्दिष्ट ठेवते. प्राथमिक शिक्षणात संकरित अध्यापनाची यशस्वी अंमलबजावणी शिक्षणाची गुणवत्ता लक्षणीयरीत्या वाढवू शकते आणि भविष्यातील आव्हानांसाठी विद्यार्थ्यांना तयार करू शकते. संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन विकासासाठी अध्ययन-अनुभवांचे स्वरूप बदलावे

लागेल अध्ययन अनुभवात विविधता आणावी लागेल विद्यार्थ्यांचा कृतिशील सहभाग सतत मिळविण्यासाठी उपक्रम, कृती, प्रात्याक्षिक प्रयोग, निरीक्षण यांचा उपयोग करावा लागेल. गटचर्चा, भाषण, संभाषण, भूमिकाभिनय यांसारख्या माध्यमातून विद्यार्थ्यांच्या अभिव्यक्तिला संधी द्यावी लागेल चाचणीच्या द्वारे विद्यार्थ्यांचा अध्ययनाचा पडताळा घ्यावा लागेल शाळेतील ज्ञानकौशल्ये फक्त शाळेतील चाचण्या पुरते नव्हे तर प्रत्यक्ष जीवन व्यवहारात उपयोगी पडायची असतील तर त्यामध्ये काळाच्या गरजेनुसार भर घालण्याची क्षमता विद्यार्थ्यांमध्ये निर्माण केली पाहिजे. म्हणजेच शाळेत नुसते 'शिकणे' पुरेसे नाही, तर कोणतीही गोष्ट कशी शिकावावी याचेही शिक्षण घेणे महत्वाचे आहे व यासाठी संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन विकासनासाठी उपक्रमकांच सांगडा घालणे घालण्यासाठी संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन यातील सहसंबंधाचा अभ्यास करणे गरजेचे आहे.

संशोधन शीर्षक :

"संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन यातील सहसंबंधाचा अभ्यास"

महत्त्वाच्या संज्ञांच्या कार्यात्मक व्याख्या :

संकरित अध्यापनाबाबत जागरूकता

"प्राथमिक शिक्षकांना संकरित अध्यापन पद्धतीचे ज्ञान, आकलन आणि ओळख किती प्रमाणात आहे, ज्यामध्ये पारंपारिक वर्गातील प्रत्यक्ष अनुदेशन ऑनलाइन शिक्षण घटकांसह एकत्रीकरणाची जाणीव म्हणजे संकरित अध्यापनाबाबत जागरूकता होय."

संकरित अध्यापनाबाबत दृष्टीकोन

"प्राथमिक शिक्षकांच्या भावना,, श्रद्धा, पूर्णग्रह, संकरित अध्यापन पद्धती स्वीकारण्याची आणि अंमलात आणण्याची प्रवृत्ती ज्यामध्ये संकरित अध्यापनाचे आकलन, संकरित अध्यापनातील रणनीती, संकरित अध्यापनाची आव्हाने, संकरित अध्यापनात विद्यार्थी-केंद्रित दृष्टिकोन,, व्यावसायिक विकासासाठी संकरित अध्यापन,, संकरित अध्यापनासाठी संशोधन आणि मूल्यांकन,, संकरित अध्यापनासाठी पुनर्रचना आणि संकरित अध्यापनासाठी दृष्टी आणि नेतृत्व या बाबींचा समावेश म्हणजे संकरित अध्यापनाबाबत दृष्टिकोन होय."

संशोधनाची ध्येये :

संकरित अध्यापनाबाबत प्राथमिक शिक्षकांची जागरूकता आणि दृष्टिकोनातील सहसंबंध अभ्यासणे.

संशोधनाची उद्दिष्टे :

१. संकरित अध्यापनाबाबत प्राथमिक एकूण शिक्षकांची जागरूकता व दृष्टीकोन यातील सहसंबंधाचा अभ्यास करणे.

संशोधनाची गृहितके :

१. संकरित अध्यापनाबाबत प्राथमिक शिक्षकांची जागरूकता कमी असावी.
२. संकरित अध्यापनाबाबत प्राथमिक शिक्षकांचा दृष्टीकोन विकसीत होणे आवश्यक आहे.
३. संकरित अध्यापनाबाबत प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोन यात सहसंबंध असावा.

संशोधनाची शून्य परिकल्पना :

१. संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोनात लक्षणीय सहसंबंध नाही.

संशोधन प्रश्न :

१. संकरित अध्यापनाबाबत प्राथमिक शिक्षकांची जागरूकता कशी आहे?
२. संकरित अध्यापनाबाबत प्राथमिक शिक्षकांचा दृष्टीकोन कसा आहे?
३. संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन यात सहसंबंध कसा आहे?

संशोधनाची गरज :

१. **शैक्षणिक क्षेत्रातील विकास :** विशेषतः कोविड-१९ साथीच्या आजारामुळे शैक्षणिक क्षेत्रातील विकास झपाट्याने झालेल्या परिवर्तनामुळे संकरीत अध्यापनाचा अवलंब करणे आवश्यक झाले आहे. प्राथमिक शिक्षणात संकरीत अध्यापनाच्या यशस्वी अंमलबजावणीसाठी प्राथमिक शिक्षक हे बदल कसे स्विकारतात आणि त्यांच्याशी कसे जुळवून घेतात हे समजून घेणे अत्यंत गरजेचे आहे.
२. **प्राथमिक शिक्षणाचे महत्त्व:** प्राथमिक शिक्षण हे मुलांच्या शैक्षणिक प्रवासाचा पाया रचते. प्राथमिक शिक्षकांना सुसज्ज ठेवणे आणि संकरीत अध्यापनाबद्दल सकारात्मक दृष्टिकोन ठेवणे शिक्षणाच्या गुणवत्तेवर आणि विद्यार्थ्यांच्या यशस्वीतेवर प्रभाव टाकण्यासाठी गरजेचे आहे.
३. **संशोधनातील त्रुटी:** संकरीत अध्यापनावर संशोधनाचा एक समूह वाढत असताना, त्यातील बराचसा भाग माध्यमिक आणि उच्च शिक्षणावर केंद्रित आहे. संकरीत अध्यापनाबद्दल प्राथमिक शिक्षकांच्या जागरूकता आणि दृष्टिकोनावर विशेषतः संशोधनाचा अभाव आहे. या संशोधनाचे उद्दिष्ट ही त्रुटी भरून काढणे आणि प्राथमिक शिक्षणाबद्दल मौल्यवान अंतर्दृष्टी प्रदान करण्यासाठी गरजेचे आहे.

सदर संशोधनाची आवश्यकता विकसित होत असलेल्या शैक्षणिक परिदृश्यातून, प्राथमिक शिक्षणाचे महत्त्व, शिक्षकांची भूमिका आणि अध्यापनात तंत्रज्ञानाचे एकात्मिकरण निर्माण होते. संकरीत अध्यापनाबद्दल प्राथमिक शिक्षकांची जागरूकता आणि दृष्टिकोन समजून घेऊनसदर संशोधन प्राथमिक शिक्षणाच्या सुधारणा आणि संकरीत अध्यापन प्रतिमानाच्या यशस्वी अंमलबजावणीसाठी गरजेचे आहे.

प्रस्तुत शैक्षणिक संशोधनाचे महत्त्व :**अध्यापन सराव वृद्धी :**

प्राथमिक शिक्षकांची संकरीत अध्यापनाबद्दलची जागरूकता आणि दृष्टिकोन समजून घेतल्याने हे शिक्षक नवीन अध्यापन पद्धतींशी कसे जुळवून घेतात याबद्दल मौल्यवान अंतर्दृष्टी मिळू शकते. हे ज्ञान शिक्षकांना त्यांच्या अध्यापन पद्धती सुधारण्यास मदत करण्यासाठी धोरणे विकसित करण्यास मदत करू शकते, ज्यामुळे शेवटी विद्यार्थ्यांसाठी शैक्षणिक परिणाम वाढ होते.

व्यावसायिक विकासाची माहिती देणे:

सदर संशोधनाचे निष्कर्ष प्राथमिक शिक्षकांच्या विशिष्ट गरजांनुसार तयार केलेल्या व्यावसायिक विकास कार्यक्रमांच्या डिझाइन आणि अंमलबजावणीची माहिती देऊ शकतात. त्यांच्या चिंता, आव्हाने आणि प्रशिक्षणाच्या गरजा पूर्ण करून, हे कार्यक्रम शिक्षकांना त्यांच्या वर्गाखोल्यांमध्ये संकरीत अध्यापन प्रभावीपणे एकत्रित करण्यासाठी आवश्यक कौशल्ये आणि आत्मविश्वासाने सुसज्ज करू शकतात.

शैक्षणिक धोरण-निर्मितीला पाठिंबा देणे :

सदर संशोधनातून मिळालेल्या अंतर्दृष्टीचा फायदा धोरणकर्त्यांना घेता येतो. संकरीत अध्यापनाबद्दल प्राथमिक शिक्षकांच्या धारणा आणि अनुभव समजून घेतल्याने प्राथमिक शिक्षणात संकरीत अध्यापन मॉडेल्सच्या यशस्वी अंमलबजावणीला प्रोत्साहन देणारी धोरणे आणि उपक्रमांच्या विकासाचे मार्गदर्शन होऊ शकते. यामध्ये संसाधन वाटप, अभ्यासक्रम विकास आणि पायाभूत सुविधांमध्ये सुधारणांचा समावेश असू शकतो.

संकरीत अध्यापनाबद्दल प्राथमिक शिक्षकांच्या जागरूकता आणि दृष्टिकोनावर लक्ष केंद्रित करून, प्राथमिक शिक्षक बदलत्या शिक्षणाच्या भविष्याला समर्थन देण्यासाठी आणि विद्यार्थ्यांना दर्जेदार शिक्षण देण्यासाठी संकरीत अध्यापन लाभदायक आहे.

संशोधनाची व्याप्ती व मर्यादा :

अ) व्याप्ती

१. सदर संशोधनाचे निष्कर्ष प्राथमिक शाळेतील शिक्षकांना लागू आहेत.
२. सदर संशोधनाचे निष्कर्ष सर्व माध्यमांच्या प्राथमिक शाळांना लागू आहेत.
३. सदर संशोधनाचे निष्कर्ष संकरीत अध्यापनाशी संबंधित आहेत.

ब) मर्यादा

१. वेळ मर्यादा: सध्याचे संशोधन २०२२ ते २०२५ पर्यंत मर्यादित आहे.
२. आशय मर्यादा: सध्याचे संशोधन संकरीत अध्यापनाबद्दल शिक्षकांच्या जागरूकता आणि दृष्टिकोनाच्या अभ्यासापुरते मर्यादित आहे.
३. भौगोलिक मर्यादा: सध्याचे संशोधन मुंबई जिल्ह्यातील प्राथमिक शाळेतील शिक्षकांपुरते मर्यादित आहे.
४. सध्याचे संशोधन औपचारिक शिक्षणापुरते मर्यादित आहे.

संशोधनाची जनसंख्या, नमुना व नमुना निवड पध्दती

संशोधनाची जनसंख्या:

सदर संशोधनात, संशोधकाने मुंबई महानगरपालिकेद्वारे चालवल्या जाणाऱ्या मराठी माध्यमाच्या प्राथमिक शाळेतील एकूण ७२९३ शिक्षक जनसंख्या आहे.

संशोधनाचा नमुना :

संशोधकाने सदर संशोधनासाठी २६० शिक्षकांचा नमुना म्हणून निवड केली.

संशोधनाची नमुना निवड पध्दती :

संशोधकाने संभाव्यता यादृच्छिक नमुना निवडीच्याच्या तंत्रांचा व सुगम यादृच्छिक नमुना निवड पद्धतीचा नमुना निवडीसाठी उपयोग केली.

संशोधन पद्धती:

सदर संशोधनासाठी संशोधकाने वर्णनात्मक संशोधन पद्धतीतील सहसंबंध संशोधन पद्धत वापरली.

माहिती संकलनाची साधने :

संकरित अध्यापनाबाबत

१. शिक्षकांची जागरूकता पत्रिचन श्रेणी
२. शिक्षक दृष्टीकोन पत्रिचन श्रेणी

प्रस्तुत संशोधनासाठी वापरलेली संख्याशास्त्रीय साधने / तंत्रे :

१. कोष्टकीकरण,
२. सहसंबंध गुणांक

संशोधनाचे निष्कर्ष : संशोधनाची शून्य परिकल्पना १.

संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोनात लक्षणीय सहसंबंध नाही.

सारणी मध्ये संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोन यामधील सहसंबंध गुणकाची सार्थकता दिसून येते.

संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची
जागरूकता व दृष्टीकोन यातील सहसंबंध

नमुना	स्वाधीनता मात्रा	कोष्टकीय 'r'		सहसंबंध गुणक	सार्थकता स्तर	प्रसरण 100 r ²
		0.01	0.05			
260	258	0.081	0.103	0.0484	लक्षणीय सहसंबंध नाही	1.48%

सहसंबंध गुणकाचे अर्थनिर्वचन

वरील सारणीवरून असे दिसून येते की, प्राप्त 'r' स्तरावरील ०.०४८४ हा ०.०८१ पेक्षा कमी आहे. म्हणून संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोनात लक्षणीय सहसंबंध नाही ही परिकल्पना स्विकार्य आहे. म्हणून संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोनात लक्षणीय सहसंबंध नाही. निष्कर्ष : संकरित अध्यापनाबाबत एकूण प्राथमिक शिक्षकांची जागरूकता व दृष्टीकोनात लक्षणीय सहसंबंध नाही.

संशोधनाच्या शिफारशी

अ) विद्यार्थ्यांसाठी शिफारशी

१. विद्यार्थ्यांनी कृतीयुक्त शालेय शिक्षणाचे महत्त्व समजून घ्यावे.
२. विद्यार्थ्यांनी पालक, शिक्षक व समाजाच्या आज्ञांचे काटेकोर पालन करावे.
३. विद्यार्थ्यांनी चांगले ज्ञान प्राप्त करण्यासाठी स्वयं प्रेरीत असावे व कार्यशिल राहावे.

ब) शिक्षकांसाठी शिफारशी

१. शिक्षकांनी विद्यार्थ्यांना मुक्त स्वातंत्र वातावरणा मध्ये शिकण्याची संधी द्यावी.
२. शिक्षकांनी विद्यार्थ्यांना नव नवीन तंत्रांचा व कृतीयुक्त अध्यापन पध्दतीचा वापर करून शिकवावे.
३. शिक्षकांनी विद्यार्थ्यांना कृतीयुक्त व कौशल्याधिष्ठीत तसेच मनोरंजनात्मक पध्दतीने शिकवावे.

क) पालकांसाठी शिफारशी

१. पालकांनी पाल्याला घरामध्ये मोकळे व प्रेमळ वातावरण निर्माण करून द्यावे.
२. पालकांनी सर्व पाल्याकडे समानतेने बघावे.
३. पालकांनी पाल्याला चांगल्या जीवनाचे महत्त्व समजून सांगावे.

ड) शाळांसाठी शिफारशी

१. शाळेमध्ये तंत्रज्ञानाधिष्ठीत अध्ययन व अध्यापनाची आवश्यक सोय उपलब्ध असावी.
२. शाळेमध्ये तंत्रज्ञानाचा अध्ययन व अध्यापनात वापर करण्यासाठी शिक्षक व विद्यार्थी प्रशिक्षणाची आवश्यक सोय उपलब्ध असावी.
३. शाळेमध्ये कृती युक्त अध्ययन अध्यापनाची सोय उपलब्ध असावी.

पुढील संशोधनासाठी विषय :

१. शहरी व ग्रामिण भागातील शिक्षकांची सवय व संकरित अध्यापनाबाबत जाणीव जागृतीच्या सहसंबंधाचा अभ्यास.
२. उच्चमाध्यमिक शाळेतील संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व दृष्टीकोन यातील सहसंबंधाचा अभ्यास.
३. प्राथमिक शाळेतील संकरित अध्यापनाबाबत शिक्षकांची जागरूकता व जीवन कौशल्य विकास, मूल्यांचा विकास यातील सहसंबंधाचा अभ्यास.

४. उच्च माध्यमिक शाळेतील संकरित अध्यापनाबाबत शिक्षकांच्या जागरूकतेचा अभ्यास.

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THE ROLE OF MICROFINANCE IN EMPOWERING WOMEN**Dr. Vandana V Singh***Asst. Professor**SGAS & GPCC, Shivle, Murbad*

Abstract

Women empowerment is the revolution which was started all over the world in the late eighteen centuries. It refers to participation in the workforce start businesses and become financially independent, promoting legal rights, including property ownership, voting rights and protection against discrimination. Microfinance has played a transformative role in women's empowerment in India by enabling financial independence, entrepreneurship, and social upliftment. However, to maximize its impact, there is a need for financial literacy programs, supportive policies, and better market access. When women are empowered economically, the entire society benefits through improved family welfare, economic growth, and social progress. Microfinance programs aimed at empowering women have a widespread presence across India, benefiting numerous states and union territories. According to the National Bank for Agriculture and Rural Development (NABARD), microfinance operations are active in 641 districts across all 36 states and union territories. Additionally, under the National Rural Livelihood Mission (NRLM), approximately 7.5 million Women Self-Help Groups (SHGs) operate across 27 states and 6 union territories. This extensive reach indicates that microfinance initiatives are benefiting women in nearly every part of the country.

Keyword: Empowerment, Financial Independence and Growth.

Introduction:

Women empowerment in India is a crucial movement aimed at providing women with equal opportunities in all aspects of life, including education, employment, political participation, and social status. Despite progress, women still face challenges such as gender discrimination, safety concerns, and societal restrictions. Empowering women leads to Economic Growth When women participate in the workforce, the nation's economy flourishes. Education & Awareness – Educated women contribute to society and raise aware generations. Better Healthcare & Well-being which improves family health and nutrition. Social Equality – It helps eliminate gender biases and promotes a fair society. More self-group help are seen in India. SHG is defined as a group of members who voluntarily come together to form a group with an objective of empowering economically and socially, contribute savings and thrift, invest the savings in productive enterprise or lend the saving among the group members to sustain the habit of savings in future

Steps Towards True Empowerment

1. Promoting Education – More schools and scholarships for girls.
2. Skill Development & Employment – Encouraging women entrepreneurs and job training.
3. Legal Reforms – Stronger laws against gender-based violence and discrimination.
4. Changing Mindsets – Awareness campaigns to shift societal attitudes.

Government Initiatives for Women Empowerment

The Indian government has launched several programs to uplift women, including: Beti Bachao Beti Padhao – Encourages education and welfare of the girl child. Ujjwala Yojana – Provides free LPG connections to improve women's health. Sukanya Samridhi Yojana – A savings scheme for a girl child's education and marriage. Women Reservation Bill – Seeks to provide more political representation for women.

How Microfinance Empowers Women

NABARD has defined micro finance as follows: “Micro finance is all about provision of thrift, credit and other financial services and products of very small amount to the poor in rural, semi urban and urban areas for enabling them to raise their standard of living.

1. **Financial Independence:** Microfinance institutions (MFIs) provide women with access to credit without the need for collateral, allowing them to engage in income-generating activities. This financial independence reduces their dependence on male family members and enhances their decision-making power.
2. **Entrepreneurship and Employment:** Small loans help women establish businesses such as tailoring, handicrafts, animal husbandry, and small retail shops. This not only increases their income but also creates employment opportunities for others in the community.
3. **Improved Social Status:** Economic empowerment boosts women's confidence and positions them as contributors to the household income, gaining them more respect within the family and society.
4. **Education and Health Benefits:** With increased income, women can afford better education for their children and improved healthcare for their families. Many women reinvest their earnings in their children's future, breaking the cycle of poverty.
5. **Collective Strength Through Self-Help Groups (SHGs):** Microfinance in India largely operates through Self-Help Groups (SHGs), where women come together to save money and access credit. These groups foster solidarity, mutual support, and collective decision-making, further strengthening women's empowerment.
6. **Reduction of Exploitation:** Women with financial resources are less vulnerable to domestic violence, exploitation, and other social injustices. They gain the ability to assert their rights and participate in community decisions.

Objective of the study

1. To understand the role of women in education, employment and decision making.
2. Analyse the effectiveness of Government initiatives
3. To understand the impact of women's empowerment on society.

Importance of the study:

The significance of empowering women for a more equitable and progressive society. The key reasons why this study is important are:

1. **Promotes Gender Equality** – Understanding the gaps in women's rights and opportunities helps in formulating strategies to bridge them.
2. **Economic Development** – Women's participation in the workforce contributes to national growth and financial stability.
3. **Improves Social Conditions** – Empowered women lead to better education, healthcare, and living standards for families and communities.
4. **Policy Enhancement** – Analyzing existing government schemes helps in making them more effective and inclusive.
5. **Encourages Women's Leadership** – Understanding the barriers to leadership roles can help promote women in politics, business, and decision-making positions.
6. **Reduces Gender-Based Violence** – Awareness and empowerment can help tackle issues like domestic violence, harassment, and discrimination.
7. **Inspires Future Generations** – Educated and empowered women set examples for younger generations, ensuring long-term societal change.

Microfinance in India for Women Empowerment:

1. SEWA (Self-Employed Women's Association), Gujarat

SEWA is one of India's most successful microfinance initiatives. It provides financial services to women in the informal sector, such as street vendors, artisans, and agricultural workers. Many women who took loans from SEWA started small businesses like embroidery, tailoring, and handicrafts, improving their economic status and social standing.

2. Kudumbashree, Kerala

Kudumbashree is a state-run poverty eradication program that operates through Self-Help Groups (SHGs). Women receive microloans to start businesses like farming, dairy production, and small-scale retail. Many women have been able to support their families and send their children to school through this initiative.

3. Bandhan Bank, West Bengal

Bandhan Bank started as a microfinance institution and has helped thousands of women in rural areas start small businesses. Women who once depended on daily wage labor now run

successful enterprises like poultry farming, weaving, and grocery shops.

4. LijjatPapad, Maharashtra

Founded by a group of seven women in Mumbai, LijjatPapad is a cooperative that began with a small microloan. Today, it employs over 45,000 women across India, helping them achieve financial independence.

5. SKS Microfinance (Now Bharat Financial Inclusion), Andhra Pradesh

This microfinance institution has provided small loans to women for starting businesses. Many women in Andhra Pradesh have used these loans to set up tailoring shops, dairy farms, and small food businesses, helping them break the cycle of poverty.

6. Annapurna Finance, Odisha

This microfinance company supports women entrepreneurs in rural and semi-urban areas by providing credit for small businesses. Women engaged in weaving, farming, and handicrafts have benefited significantly, improving their standard of living.

Challenges Faced in Women's Microfinance

- **High Interest Rates:** Some microfinance loans have high interest rates, making repayment difficult.
- **Lack of Financial Literacy:** Many women lack knowledge about managing money and business operations.
- **Social Barriers:** Cultural norms and family restrictions can limit women's access to financial services.
- **Limited Market Access:** Women-run businesses often struggle to expand due to poor market linkages.

Conclusion

Women empowerment in India is a crucial movement aimed at providing women with equal opportunities in all aspects of life, including education, employment, political participation, and social status. Despite progress, women still face challenges such as gender discrimination, safety concerns, and societal restrictions. Women empowerment is essential for a progressive and just society. With continuous efforts from the government, NGOs, and individuals, India can achieve true gender equality, ensuring a brighter future for all. Microfinance provides various type of loan to different customers as per their needs. A mechanism should be established for monitoring and evaluating the effectiveness of microfinance programs in empowering women, ensuring that resources are utilized efficiently and interventions are yielding positive outcomes. Women are empowering not only individual as well as family and social level and in this way, the study has made an attempt to explore the role of microfinance.

FROM SCRIPTURES TO SOCIETY: WOMEN LEADERS IN HOLY TEXTS GUIDING MODERN EMPOWERMENT

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Abstract:

Women empowerment and leadership play a vital role in the overall progress of communities and societies. Throughout history and in various cultures, women have demonstrated incredible talents as leaders, reformers, and visionaries. This article takes cues from religious texts to delve into female leadership as illustrated in the sacred writings of significant religions like Islam, Christianity, Hinduism, Buddhism, and Judaism. By examining the lives and contributions of women such as Khadijah bint Khuwaylid, Mary (the mother of Jesus), Sita, Queen Mahamaya, Deborah and etc., this article seeks to motivate and guide modern women leaders. Each of these women exemplifies empowerment through their unique spiritual strength and moral courage. The conclusion of the article stresses the importance of recognizing and revitalizing the leadership abilities of women, drawing from religious heritage, to bring about societal change and inclusive growth.

Keywords: Women Empowerment, Leadership, Religion, Role Models, Scriptures, Inspiration, Sacred Texts, Gender Equality, Spirituality, Feminine Wisdom

Introduction

Leadership is frequently understood as the skill of inspiring others to pursue a common goal. Historically, many cultures have entrusted men with leadership positions; yet religious texts tell a different story one filled with the wisdom, bravery, and moral strength of women leaders. These sacred narratives have historically shaped societies and can serve as powerful motivators for today's women to recognize their leadership potential.

This article focuses on women leaders found in religious scriptures, such as the Quran, Bible, Torah, Vedas, and Buddhist texts. It examines their contributions, the leadership principles they embodied, and how their experiences can serve as lessons for empowering today's women.

1. Khadijah bint Khuwaylid (Islam)

Khadijah was not only the first wife of Prophet Muhammad (PBUH) but also the first individual to embrace Islam. As a groundbreaking businesswoman in a male-dominated Meccan society, she defied traditional expectations by building a prosperous trading empire. Her financial prowess, independence, and strong sense of justice were truly remarkable.

Khadijah's leadership stemmed from her emotional intelligence, fiscal responsibility, and steadfast commitment to moral values. She provided vital support to the Prophet in the early days of Islam, both financially and emotionally, making her home the first center of Islamic thought.

Her ability to merge spiritual belief with practical leadership positions her as an everlasting example of holistic leadership.

She serves as an inspiration for Muslim women seeking to balance career, family, and faith, illustrating that true leadership is rooted in courage and purpose.

2. **Mary, Mother of Jesus (Christianity)**

Mary's leadership was deeply founded in her spiritual submission and quiet strength. As a young woman chosen by the angel Gabriel, her acceptance of God's will exemplify moral courage and spiritual insight. She brought up Jesus Christ during a time of political and social upheaval, remaining steadfast by his side through the Crucifixion symbolizing enduring resilience.

Mary represents the ideal of faith, humility, and maternal guidance. While her leadership may have been understated, it was profoundly transformative. She played a significant role in the development of early Christian theology, was honored as Theotokos (God-bearer), and is often considered the spiritual mother to humanity.

Her compassionate and supportive leadership serves as an inspiring example for those in caregiving roles, social services, education, and community development.

3. **Sita (Hinduism)**

Sita, who represents dharma (righteousness), is a celebrated figure in Hindu thought. Her life involved numerous challenges exile, being kidnapped by Ravana, and undergoing Agnipariksha (trial by fire) all of which she faced with remarkable strength and grace.

Sita's leadership quality was her steadfast commitment to ethical values, even in the face of adversity. Her decisions were rooted in principles, sacrifice, and moral responsibility. In the Uttarakhand (the latter part of the Ramayana), her choice to raise her sons independently and not return to Rama signifies her assertiveness and autonomy.

Contemporary female leaders connect with Sita's resilience and poise during challenges, particularly those dealing with personal and professional struggles while maintaining their dignity.

4. **Queen Mahamaya (Buddhism)**

Although she died shortly after giving birth to Siddhartha Gautama, Queen Mahamaya carries significant spiritual importance. Her dreams that predicted the arrival of a world teacher are seen as indications of her spiritual awareness and prophetic abilities.

Mahamaya's leadership is found in her role as the divine channel through which the Buddha was born. Her symbolic presence in Buddhist texts elevates the spiritual significance of motherhood and the wisdom of women.

Today, her narrative emphasizes the vital role of maternal influence in guiding the spiritual

direction of society and highlights the recognition of innate wisdom as a form of leadership.

5. **Deborah (Judaism)**

Deborah served as a prophetess, judge, and military leader according to the Book of Judges (Chapters 4-5). In an era dominated by patriarchal values, she occupied a public role that allowed her to offer legal judgments beneath the "Palm of Deborah."

Her most notable leadership act was orchestrating the defeat of the Canaanite oppressors. Her command to General Barak and her involvement in battle showcase her decisive leadership, tactical thinking, and spiritual guidance.

Deborah embodies transformational leadership empowering others through vision and trust. She motivates women to seek positions of influence in governance, law, and defense, reminding us of that wisdom and decisive action can intertwine during crises.

6. **Aisha bint Abu Bakr (Islam)**

Aisha was not only the spouse of Prophet Muhammad(pbuh) but also one of the most notable scholars in Islam, having narrated over 2,000 Hadiths. She was a teacher, legal expert, and public intellectual.

Her leadership was evident in her role in sharing knowledge, participating in politics (especially noted during the Battle of the Camel), and mentoring both male and female scholars. Her courage in voicing her opinions and educating the community reflects her confidence, intellect, and impact.

Modern Muslim women see Aisha as a guide for both academic and civic leadership, highlighting that education serves as a foundation for empowerment.

7. **Ruth (Judaism/Christianity)**

Ruth's narrative is about moving, strength, and loyalty. After losing her husband, she chose to remain with her Israelite mother-in-law Naomi, stating, "Your people shall be my people, and your God, my God" (Ruth 1:16).

Ruth shows leadership through her ability to adapt, her understanding of others, and her subtle impact. Her marriage to Boaz and her place in the lineage of King David illustrate that true leadership can come from kindness and determination, instead of just authority.

Ruth represents unity among cultures and leads by serving others, offering inspiration to women navigating diverse and international experiences.

8. **Draupadi (Hinduism)**

Born from fire and having five husbands from the Pandava clan, Draupadi was recognized for her articulate speech, self-respect, and commitment to fairness. Her public humiliation at the Kaurava court pushed her to seek vengeance and was crucial in igniting the conflict of the Mahabharata.

Her courageous challenge to moral standards and her strength in adversity highlight her as

a leader fighting against injustice and advocating for moral change. She did not let injustice go unchallenged; instead, she boldly confronted wrongdoings, even in the presence of royalty.

Draupadi's impact continues to inspire movements for women's rights, and she is celebrated as a powerful symbol of femininity that demands accountability from those in power.

9. **Asiya (Islam)**

Asiya, Pharaoh's wife and recognized among the four greatest women in Islam according to Hadith, is honored for her acts of civil disobedience and unwavering faith. She stood against her husband, a notorious oppressor, to safeguard Moses and profess her belief in one God.

Her tale in the Qur'an showcases her quiet bravery and steadfast spirit, even in the face of death (Qur'an 66:11). She represents ethical leadership, resisting wrongdoing and advocating for divine justice.

Asiya's story serves as inspiration for women confronting domestic violence, oppression, or tyranny, presenting a model of spiritual defiance.

10. **Mirabai (Hinduism)**

Mirabai, a mystic poet and former Rajput princess of the 16th century, was devoted to Lord Krishna, which led her to break free from societal and royal constraints. She traveled widely, singing devotional songs, and rejected patriarchal expectations.

Her form of leadership arose from spiritual defiance, artistic creativity, and a refusal to fit into norms. She endured persecution for her beliefs but continued to stand firm, earning her a status as a respected saint throughout India.

Mirabai resonates with artists, activists, and those on a spiritual journey, reminding them that authenticity, devotion, and a strong voice are vital elements of leadership.

DISCUSSION: LEADERSHIP LESSONS AND MODERN IMPLICATIONS

1. **Interfaith Unity in Feminine Strength**

Although these women come from diverse religious backgrounds, they possess a shared quality of overcoming societal constraints. This commonality conveys to contemporary women that leadership is not limited by belief systems, cultural practices, or geographic boundaries. In an increasingly fragmented world, current women leaders can serve as agents of solidarity, collaboration, and compassion, drawing fortitude from these interfaith connections.

2. **Leadership as Moral and Spiritual Integrity**

Individuals such as Asiya and Mary exemplify ethical clarity and spiritual resilience in adverse conditions. In the current polarized environment, whether in politics, workplaces, or social setting leadership rooted in values is essential. Present-day women leaders can derive motivation from their examples to make decisions grounded in ethical awareness rather than mere popularity or authority.

3. Scholarship and Thought Leadership

Aisha bint Abu Bakr's influence as a scholar and legal expert highlights the significance of knowledge-driven leadership. Today, female educators, researchers, and advocates can honor her legacy by embracing intellectual discipline, analytical thinking, and the bravery to engage in significant discussions.

4. Courage to Lead Publicly and Privately

Deborah's command on the battlefield and Draupadi's advocacy for justice in public spheres underscore the value of women's voices in governance, activism, and justice. Whether facilitating protests, managing organizations, or occupying public positions, modern women can harness this bravery to confront oppressive systems and champion equality.

5. Emotional Intelligence and Resilience

Figures such as Sita and Ruth represent emotional strength, adaptability, and understated fortitude crucial traits in today's unpredictable and challenging landscapes. Balancing family responsibilities and careers while guiding organizations, women often navigate multiple roles with poise. These individuals remind us that leadership can manifest in subtlety rather than loud declarations; it can be steady, nurturing, and grounded in love and fidelity.

6. Entrepreneurship and Economic Independence

Khadijah's impact as an entrepreneur positions her as a paradigm for female business initiatives and financial autonomy. In a time when economic independence frequently correlates with personal freedom and respect, her life inspires contemporary women to pursue ventures in business, finance, and innovation with integrity and foresight.

7. Creative and Cultural Leadership

Mirabai's devotional poetry and artistic expression create avenues for innovative and cultural leadership. Women who lead through artistic mediums, literature, music, or spiritual endeavors can draw inspiration from her fearless authenticity to transform society via cultural avenues.

8. From Victim to Visionary: Advocating Justice

Draupadi and Asiya illustrate that woman, even when subjected to injustice or oppression, can reclaim their power by standing firm, voicing their concerns, and converting suffering into strength. This message is particularly relevant for those women today who confront gender-based violence or discrimination.

Learning Outcome for Women Today:

- Emphasize the importance of education and strive to become thought leaders within their communities.
- Guide and mentor younger women, akin to Aisha's influence on generations of learners.
- Encourage female entrepreneurship as a means toward empowerment and societal

transformation.

Developing Leadership Qualities Among Modern Women

Drawing upon these role models, educational institutions, faith-based organizations, and civil society can actively foster leadership growth among women through:

- Programs focused on value-driven leadership and interfaith dialogue.
- Mentorship initiatives influenced by historical figures such as Aisha or Deborah.
- Modules on entrepreneurship and financial literacy based on Khadijah's business expertise.
- Creative expression platforms inspired by Mirabai.
- Advocacy for justice and legal rights, drawing from the narratives of Draupadi and Asiya.
- Training in emotional intelligence and resilience, informed by Sita and Ruth.

These women from sacred texts are more than mere historical figures; they represent archetypes of leadership whose influence continues to shape how women can lead with strength, spirituality, and wisdom. *In our current age, where the struggle for gender equality persists, their lives serve as everlasting beacons, illuminating the way forward for women across different faiths, backgrounds, and geographical areas. To accept their teachings is to integrate tradition with change to lead not to conflict with religious heritage but in alignment with its most elevated, inclusive ideals.*

CONCLUSION

Religious texts, frequently misinterpreted to bolster gender hierarchies, genuinely contain deep examples of empowered and visionary women. These female leaders embodied the core of spiritual strength, moral clarity, and compassionate guidance. By revisiting these figures, educators, policymakers, and community leaders can cultivate a culture that acknowledges and fosters female leadership.

In contemporary society, where gender inequality persists, the experiences of these women provide both inspiration and direction.

They illustrate that leadership transcends gender and is defined by one's character, conviction, and bravery. Empowering women through education, spiritual insight, and leadership opportunities is not merely a societal necessity but a sacred obligation.

The moment has arrived to redefine leadership through the perspective of divine femininity, firmly rooted in the world's religious heritage.

By honoring these women not only as historical or religious figures but as mentors and exemplars of modern leadership, we create pathways to more inclusive and transformative communities.

Their enduring virtues resilience, wisdom, courage, and compassion can inspire women everywhere to rise, lead, and elevate others with intention and strength.

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WOMEN AS CATALYSTS OF ECONOMIC GROWTH: ANALYZING THEIR CONTRIBUTIONS TO THE INDIAN ECONOMY

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Abstract

Women have played a significant role in shaping the Indian economy. From agriculture to entrepreneurship, their contributions have been vital in driving economic growth. Despite facing socio-cultural and economic challenges, women continue to contribute to various sectors, including education, healthcare, and technology. This paper examines the historical, present, and future status of women in India's economic framework. The study highlights their achievements, barriers, and the potential of gender-inclusive policies to enhance economic development. By analyzing various data sources and policies, the research emphasizes the importance of empowering women to achieve sustainable economic growth.

Keywords: Women Empowerment, Indian Economy, Gender Inclusion, Economic Development, Women Workforce.

Introduction

The role of women in the Indian economy has evolved significantly over the years. From being primary caregivers and household managers, they have transitioned into entrepreneurs, professionals, and leaders in multiple sectors. Women in India have contributed to the economy through various means, including employment, self-employment, and business ownership. Their involvement in agriculture, microfinance, and the service industry has been crucial in economic development.

Despite their contributions, Indian women face several barriers, such as gender discrimination, wage gaps, and restricted access to education and financial resources. Government policies and non-governmental initiatives have played an essential role in improving their status. The Make in India initiative, Skill India, and various microfinance schemes have encouraged women's participation in the workforce. However, significant challenges remain, necessitating further research and policy intervention to create an inclusive and gender-balanced economic environment.

This paper aims to analyze the historical, current, and future roles of women in the Indian economy. It highlights their contributions, the challenges they face, and potential recommendations to enhance their economic participation. The study underscores the importance of women's empowerment as a fundamental driver of India's economic progress.

History of Women's Economic Participation

Past: Historically, Indian women have been engaged in agriculture, handicrafts, and small-scale industries. However, due to patriarchal structures, they had limited control over economic resources and decision-making.

Present: Today, women have expanded their participation in various fields, including technology, banking, and entrepreneurship. Government policies promoting women's employment have significantly improved their representation in the workforce.

Future: With increasing access to education and digital transformation, women are expected to play a more significant role in the Indian economy. Strengthening policies related to gender equality and work-life balance will be crucial in ensuring their full participation.

Literature Review

1. **Kabeer, N. (2012).** Women's Economic Empowerment and Inclusive Growth: Labour Markets and Enterprise Development. This study highlights the impact of women's employment on economic development and the role of policy frameworks in fostering gender inclusivity.
2. **Deshpande, A. (2019).** The Twisted Trajectory of Gender Pay Gap in India. This research examines the persistent wage gap and employment disparities between men and women, emphasizing the need for equitable labor policies.
3. **Chaudhary, R., & Verick, S. (2014).** Female Labour Force Participation in India: Trends, Determinants, and Gaps. The study provides an in-depth analysis of factors influencing women's workforce participation and how social norms affect their economic engagement.
4. **Basu, A. (2006).** Women, Work, and the Economy: Macro and Micro Perspectives. This paper discusses the role of women in various economic sectors, the importance of financial independence, and the potential impact of government policies.
5. **World Bank Report (2020).** Women, Business, and the Law. This report assesses the regulatory barriers women face in economic activities and provides insights into policy reforms necessary for greater gender equality.

Objectives of the Study

1. To analyze the contribution of women to India's economic development.
2. To assess the barriers hindering women's economic participation.
3. To evaluate government policies promoting gender inclusion in the workforce.
4. To provide recommendations for enhancing women's role in economic growth.

Scope of the Study

The study covers women's participation in various sectors such as agriculture, industry, services, and entrepreneurship. It evaluates government policies, social attitudes, and economic challenges affecting women's workforce participation.

Government Policies for the Development and Empowerment of Women

The Indian government has introduced several policies and schemes to promote women's empowerment and economic participation. Some key initiatives include:

1. **Beti BachaoBeti Padhao (BBBP):** Launched to promote the education and well-being of the girl child, ensuring their economic independence.
2. **Mahila E-Haat:** A digital marketing platform launched by the Ministry of Women and Child Development to support female entrepreneurs.
3. **MUDRA Yojana:** Provides financial assistance to women entrepreneurs to start and expand their businesses.
4. **Stand Up India Scheme:** Encourages women entrepreneurs by providing loans between Rs. 10 lakh and Rs. 1 crore.
5. **National Rural Livelihood Mission (NRLM):** Empowers women by promoting self-employment and entrepreneurship in rural areas.
6. **Reservation in Government Jobs and Politics:** Various policies ensure greater female representation in governance and the workforce.
7. **Pradhan MantriMatruVandanaYojana (PMMVY):** A maternity benefit program providing financial support to pregnant and lactating women.
8. **Skill India and Digital India:** These initiatives provide training and digital literacy to enhance women's employability and entrepreneurial capabilities.

While these policies have had a significant impact, further improvements are needed in implementation, awareness, and accessibility.

ResearchMethodology

This study is based on secondary data collected from various sources, including government reports, academic journals, policy documents, and statistical databases. The methodology includes:

1. **Literature Review:** Examination of existing research papers, books, and articles related to women's economic participation.
2. **Government and International Reports:** Analysis of reports from organizations like the Ministry of Women and Child Development, World Bank, and UN Women.
3. **Statistical Data Analysis:** Evaluation of employment trends, wage disparities, and sector-wise contributions of women based on available datasets from organizations such as the National Sample Survey Office (NSSO) and Census of India.
4. **Policy Analysis:** Assessment of various government schemes and initiatives aimed at promoting gender inclusivity in the workforce.

The study provides a comprehensive understanding of the role of women in India's economy based on credible secondary sources.

Research Analysis

Data analysis reveals that despite their contributions, women face socio-economic barriers such as wage disparity, discrimination, and lack of financial independence. However, initiatives like microfinance schemes and skill development programs have led to increased female participation in the workforce.

Findings

1. Women contribute significantly to sectors like agriculture, IT, and entrepreneurship.
2. Gender disparities in wages and employment opportunities persist.
3. Education and skill development programs have enhanced women's economic participation.
4. Government policies have improved gender inclusivity but need better implementation.

Suggestions and Recommendations

1. Strengthen policies promoting women's workforce participation.
2. Ensure equal pay and opportunities for women in all sectors.
3. Encourage financial literacy and entrepreneurship among women.
4. Implement workplace policies that support work-life balance.

Conclusion

Women's contributions to the Indian economy are undeniable. Despite persistent challenges, their role continues to evolve with policy interventions and societal changes. Gender-inclusive policies and cultural shifts towards gender equality are crucial for India's sustainable economic growth. Empowering women through education, financial independence, and supportive work environments will significantly contribute to the nation's development.

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EXPLORING THE ROLE OF EDUCATION IN ADVANCING WOMEN EMPOWERMENT AND DRIVING SOCIAL CHANGE

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Abstract

Women's empowerment through education is a key driver of social change, promoting gender equality and sustainable development. The paper explores how education serves as a transformative tool for advancing women empowerment, fostering their participation in various spheres of life, and driving positive societal change. By examining the conceptual foundation of women empowerment, the specific role of education, and the challenges women face in accessing education, this paper aims to shed light on the importance of education in reshaping gender norms and promoting a more inclusive society. The study highlights both the potential and limitations of education in empowering women and concludes by proposing strategies to enhance educational opportunities for women globally.

Introduction

The relationship between **education** and **women empowerment** is profound and mutually reinforcing. Education acts as a powerful tool that provides women with the knowledge, skills, and confidence to assert their rights, participate in decision-making, and become active agents of social and economic change. Over the years, significant progress has been made in promoting women's access to education; however, challenges such as socio-cultural norms, economic barriers, and political factors continue to hinder women's full participation in education, especially in developing countries.

This research aims to explore the role of education in advancing women empowerment and driving social change. It focuses on the transformative power of education in overcoming gender-based inequalities and promoting a society where women have equal opportunities in all aspects of life.

Concept of Women Empowerment

Women empowerment refers to the process of enabling women to make choices and exercise their rights and opportunities in both public and private spheres. Empowerment involves enhancing women's confidence, autonomy, and agency in addressing and overcoming barriers that restrict their full potential. It encompasses various dimensions, including:

1. **Economic Empowerment:** Achieved by providing women with equal access to employment, financial independence, and entrepreneurial opportunities.

2. **Social Empowerment:** Involves enhancing women's participation in society, leadership roles, and access to social networks that allow them to influence decision-making.
3. **Political Empowerment:** Refers to women's involvement in political processes, advocating for gender equality, and influencing laws and policies at national and international levels.
4. **Educational Empowerment:** This is perhaps the most fundamental form of empowerment, as education lays the foundation for women to gain the knowledge and skills needed to exercise their rights, access economic opportunities, and participate in public life.

Empowerment also involves the transformation of power relations, helping women to assert their rights, challenge existing patriarchal structures, and foster societal change. Education plays a pivotal role in this transformation.

Role of Education in Women Empowerment

Education plays a central role in promoting women's empowerment and enabling them to break free from the constraints imposed by traditional gender roles. Here are some key roles that education plays in empowering women:

1. **Access to Knowledge and Skills:** Education provides women with essential knowledge and skills that improve their employability, economic prospects, and personal well-being. This allows them to contribute more actively to economic development and societal progress.
 2. **Enhancing Social Status:** Education helps women challenge gender stereotypes and discrimination, raising their social status and creating opportunities for them to influence community decisions, family matters, and broader societal changes.
 3. **Improving Health Outcomes:** Educated women are more likely to make informed decisions regarding their health, nutrition, and family planning. Education leads to healthier families and communities, as women tend to invest in the well-being of their children.
 4. **Increasing Political Participation:** Women who are educated are more likely to engage in political processes, vote, and even hold political office. Education provides women with the tools to advocate for their rights and contribute to policy-making that addresses gender equality and social justice.
 5. **Promoting Gender Equality:** Education is one of the most effective ways to challenge patriarchal norms and promote gender equality. It fosters an environment where women have access to the same opportunities as men, helping to reduce disparities in wealth, health, and social status.
 6. **Empowering Future Generations:** Educated women are more likely to send their children, particularly their daughters, to school, creating a cycle of empowerment that benefits future generations. Education, therefore, has a multiplicative effect on families and
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communities.

7. **Fostering Confidence and Agency:** Education helps women build confidence in their abilities, providing them with a platform to assert their opinions, make decisions, and take leadership roles in their communities.

Objectives

The primary objectives of this research are:

1. To **explore the role of education** in advancing women's empowerment and its impact on their social, economic, and political participation.
2. To **assess the relationship between education and social change**, focusing on how educating women contributes to broader societal transformation.
3. To **identify barriers to women's education** and empowerment, such as cultural, financial, and political challenges.
4. To **evaluate the effectiveness of policies** and initiatives aimed at improving access to education for women.
5. To propose **strategies and recommendations** for enhancing women's access to education and fostering greater empowerment through educational reforms.

Methodology

This research adopts a **qualitative approach** to explore the multifaceted relationship between education and women's empowerment. The research methodology will include:

1. **Literature Review:** A comprehensive review of existing literature on women's empowerment, education, and social change will form the theoretical basis of the study. This will include academic articles, government reports, and case studies on the impact of education on women.
2. **Interviews:** Interviews will be conducted with educators, policymakers, and women's rights activists to gather qualitative insights on the barriers to women's education, the challenges faced in empowering women through education, and the strategies that have been successful in overcoming these obstacles.
3. **Data Analysis:** The research will also analyze secondary data, including reports from organizations like UNESCO, the World Bank, and UN Women, to assess global trends in women's education and empowerment.

Challenges

Despite significant advancements in education, women continue to face numerous challenges that hinder their empowerment through education. Some of these challenges include:

1. **Cultural and Societal Norms:** In many cultures, there are deep-seated beliefs about gender roles that prioritize male education and limit female education. Girls may be

- expected to stay at home and help with household duties rather than pursue education.
2. **Economic Barriers:** Financial constraints often prevent families from sending girls to school. In some cases, girls may be married off at an early age, which interrupts their education.
 3. **Inadequate Educational Infrastructure:** In many rural areas, there is a lack of schools, teachers, and resources that limit women's access to quality education.
 4. **Gender-Based Violence and Harassment:** Women and girls in some regions face violence, harassment, and threats while traveling to and from school, which undermines their ability to attend school regularly.
 5. **Legal and Policy Barriers:** In some countries, laws and policies may explicitly or implicitly restrict women's access to education. In regions affected by conflict, displaced women may have limited access to formal education.
 6. **Lack of Supportive Policies:** In many regions, there is a lack of supportive policies that enable women to balance their educational pursuits with other responsibilities, such as child-rearing or household duties.

Conclusion

Education is a transformative tool that plays a pivotal role in advancing women's empowerment and driving social change. It provides women with the skills and confidence needed to break free from the constraints imposed by traditional gender roles and contribute to the economic, social, and political development of their communities and countries. However, despite the significant progress that has been made, challenges such as cultural norms, economic barriers, and inadequate infrastructure continue to hinder women's access to education.

To address these challenges, there is a need for comprehensive policies that promote gender equality in education, ensure financial and social support for women, and create safe and inclusive learning environments. Moreover, empowering women through education is not only a moral imperative but also a key strategy for achieving broader societal goals, including poverty reduction, gender equality, and sustainable development.

Ultimately, enhancing women's access to education and empowering them to participate fully in all aspects of society will have a profound and lasting impact on individuals, families, and nations. The empowerment of women is essential for creating a more just, equitable, and sustainable world.

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