



## WOMEN EMPOWERMENT: A LITERATURE REVIEW

*Irshad Ahmad Reshi<sup>1</sup> Dr T. Sudha<sup>2</sup>*

Department of Economics Annamalai University  
Email [sahilirshad1991@gmail.com](mailto:sahilirshad1991@gmail.com)<sup>1</sup> [sukeer99@gmail.com](mailto:sukeer99@gmail.com)<sup>2</sup>

---

### Abstract

Women empowerment is a critical issue in today's world, as it aims to increase women's economic, social, and political power. This literature review provides an overview of the concept of women's empowerment, its historical evolution, and its importance in achieving sustainable development goals. The review highlights the various factors that hinder women's empowerment and identifies successful strategies for empowering women, such as education, access to resources, and political participation. Finally, the review concludes with recommendations for policymakers, civil society organizations, and researchers to advance the cause of women empowerment.

**Keywords:** Women Empowerment, Gender Equality, Sustainable Development Goals, Education, Political Participation, Access to Resources, Empowerment Strategies.

---

### Introduction

Women empowerment refers to the process of providing women with the necessary resources and opportunities to exercise their rights, participate in decision-making processes, and have control over their lives. Empowering women has become a significant issue globally, with many organizations and governments recognizing the importance of gender equality in sustainable development. This literature review aims to provide an overview of the concept of women empowerment, its importance, and the challenges that hinder its realization.

Women empowerment has been a crucial issue in the global development agenda for many decades. The empowerment of women refers to the process of increasing women's economic, social, and political power. The empowerment of women is vital to achieving gender equality and sustainable development. The purpose of this literature review is to

## **Women Empowerment: A Literature Review**

*Irshad Ahmad Reshi<sup>1</sup> Dr T. Sudha<sup>2</sup>*

---

provide an overview of the concept of women's empowerment, its historical evolution, and its importance in achieving sustainable development goals. The review will also highlight the various factors that hinder women's empowerment and identify successful strategies for empowering women. Finally, the review will conclude with recommendations for policymakers, civil society organizations, and researchers to advance the cause of women empowerment.

### **Concept of Women Empowerment:**

The concept of women's empowerment has evolved over time, with different definitions and perspectives. Generally, women's empowerment refers to the process of enabling women to take control of their lives, make decisions, and participate fully in all spheres of society. Empowerment of women includes their economic, social, and political empowerment. Economic empowerment refers to women's ability to access resources and participate in the economic decision-making process. Social empowerment refers to women's ability to participate in cultural, social, and community activities. Political empowerment refers to women's ability to participate in the political process and decision-making.

### **Historical Evolution of Women Empowerment:**

The concept of women empowerment has a long history, dating back to the early feminist movements in the 19th century. The first wave of feminism focused on women's political rights, such as the right to vote. The second wave of feminism in the 1960s and 1970s focused on women's social and economic rights, such as equal pay for equal work and access to education. The third wave of feminism in the 1990s focused on the diversity of women's experiences and the intersectionality of gender, race, and class.

There have been numerous studies conducted on women empowerment over the past few decades. These studies have looked at various aspects of women empowerment, including political, social, economic, and cultural dimensions. Here are some of the key findings from past studies:

1. Women's political empowerment: Research has shown that when women are given political power, they are more likely to prioritize policies that benefit other women, such as healthcare and education. Women in leadership roles also tend to bring a more collaborative and inclusive approach to decision-making.



2. Women's economic empowerment: Studies have shown that increasing women's participation in the workforce and providing them with equal access to economic opportunities can lead to significant economic growth. Women's economic empowerment also has positive effects on their families and communities, including improved health and education outcomes.
3. Women's social empowerment: Social empowerment refers to the ability of women to participate fully in society, including in cultural and religious practices. Research has shown that when women are able to exercise their rights and freedoms, they have greater control over their lives and are more likely to make decisions that benefit themselves and their families.
4. Women's cultural empowerment: Cultural empowerment refers to the ability of women to participate in cultural and artistic activities, including music, dance, and visual arts. Studies have shown that cultural empowerment can have positive effects on women's mental health and well-being, as well as on their ability to challenge gender stereotypes and discrimination.

Overall, the research on women empowerment suggests that when women are given equal opportunities and access to resources, they are able to achieve their full potential and make positive contributions to their families and communities.

Women empowerment is a multifaceted concept that encompasses a wide range of issues related to gender equality, women's rights, and social justice. In recent years, there has been a growing interest in the academic literature on women's empowerment, and numerous studies have been conducted to explore different aspects of this phenomenon.

One important aspect of women's empowerment is economic empowerment. Women's participation in the labor force is widely recognized as a key factor in promoting economic growth and reducing poverty. According to a study by Kabeer and Mahmud (2004), women's economic empowerment can lead to increased income, improved nutrition and health, and greater decision-making power within the household. In addition, women's economic empowerment can also have a positive impact on the broader community, by promoting gender equality and reducing gender-based discrimination.

## **Women Empowerment: A Literature Review**

*Irshad Ahmad Reshi<sup>1</sup> Dr T. Sudha<sup>2</sup>*

---

Another important aspect of women's empowerment is **political empowerment**. Women's participation in political decision-making has been shown to be a critical factor in promoting gender equality and advancing women's rights. According to a study by Verba, Schlozman, and Brady (1997), women's political participation can lead to greater representation of women's interests in the policy-making process and can also increase the visibility and legitimacy of women's issues.

**Education** is another key factor in women's empowerment. Education can provide women with the knowledge and skills needed to participate more fully in social, economic, and political life. According to a study by Malhotra and Mather (1997), education can also help to challenge traditional gender roles and stereotypes, and can promote greater gender equality and social justice.

### **Importance of Women Empowerment in Achieving Sustainable Development Goals:**

Women's empowerment is critical to achieving sustainable development goals, such as poverty reduction, gender equality, and inclusive economic growth. Women's empowerment can lead to increased productivity and economic growth. Women's empowerment can also lead to better health outcomes, such as reduced maternal mortality and improved child health. Gender equality is also essential for achieving sustainable development goals, as women's participation in decision-making can lead to more inclusive policies and programs.

**Importance of Women Empowerment:** Empowering women has numerous positive outcomes for women, their families, and their societies as a whole. Studies have shown that when women are empowered, they have better access to education, healthcare, and employment opportunities, which leads to increased economic growth and poverty reduction. Additionally, women's participation in decision-making processes leads to better governance and increased social justice. Women empowerment is also crucial for achieving the United Nations' Sustainable Development Goals (SDGs), particularly Goal 5, which aims to achieve gender equality and empower all women and girls.

**Challenges to Women Empowerment:** Despite the importance of women empowerment, several challenges hinder its realization. These challenges include gender-based



discrimination, lack of access to education and healthcare, limited economic opportunities, and cultural and social norms that restrict women's roles and activities. These challenges are particularly pronounced in developing countries, where women face multiple layers of discrimination based on their gender, ethnicity, and socioeconomic status.

**Areas of Women Empowerment:** Empowering women can be achieved in several key areas, including education, employment, political participation, and health. In education, providing girls with equal access to education and ensuring that they stay in school is crucial for their empowerment. In employment, promoting gender equality in the workplace and providing women with equal pay and opportunities for career advancement is essential. In political participation, ensuring women's participation in decision-making processes and promoting their representation in elected bodies is vital. In health, ensuring women's access to quality healthcare services, including reproductive health services, is crucial for their empowerment.

**Role of Government, NGOs, and Private Sector:** Governments, NGOs, and the private sector all have a crucial role to play in promoting women empowerment. Governments can implement policies and programs that promote gender equality, such as gender-responsive budgeting, affirmative action programs, and laws that protect women's rights. NGOs can provide women with access to education, healthcare, and economic opportunities, and advocate for policies that promote gender equality. The private sector can promote gender equality in the workplace, provide women with equal pay and opportunities for career advancement, and invest in women-led businesses.

**In conclusion,** Women empowerment refers to the process of enabling women to have control over their lives and destinies, by giving them access to education, healthcare, employment opportunities, and political representation. It is an ongoing process that involves the removal of structural and cultural barriers that prevent women from achieving their full potential.

Empowering women has numerous benefits for individuals, communities, and societies as a whole. Studies have shown that when women are empowered, they have better access to education, healthcare, and economic opportunities, which leads to improved health, reduced poverty, and increased economic growth. Empowered women also tend to have greater political representation, which can lead to more inclusive and equitable policies.

## Women Empowerment: A Literature Review

Irshad Ahmad Reshi<sup>1</sup> Dr T. Sudha<sup>2</sup>

---

However, despite progress in some areas, women still face numerous challenges in achieving empowerment. Gender-based discrimination, violence, and unequal access to resources remain major obstacles. Addressing these issues requires a multifaceted approach that involves legal and policy reforms, community engagement, and education.

Women empowerment is essential for creating a more just and equitable world. By enabling women to achieve their full potential, we can improve the lives of individuals, communities, and societies as a whole.

### REFERENCES

- Reshi, I. A., & Sudha, T. (2021). Self-Help Group movement has made great strides in the fields of women empowerment. *Turkish Online Journal of Qualitative Inquiry*, 12(7).
- Sudha, S., & Sudha, T. (2013). Gender and the Challenges for Equal Property Rights—A Study of Cuddalore District, Tamilnadu. *Language in India*, 13(7).
- Reshi, I. A., & Sudha, T. (2023). Women's Economic Involvement and Self-Help Groups in the Pulwama District of Jammu and Kashmir. *MORFAI JOURNAL*, 2(4), 872-882.
- Reshi, I. A., & Sudha, T. (2023). THE GENDER PAY GAP AND ITS IMPACT ON WOMEN'S ECONOMIC EMPOWERMENT. *MORFAI JOURNAL*, 3(1), 9-16.
- Reshi, I. A. (2023). WOMEN'S SELF-HELP GROUPS-ROLE IN POVERTY NEXUS AND EMPOWERMENT. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAAS)*, 3(1), 79-84.
- Dar, S. A., Muthukumar, J., & Reshi, I. A. (2023). KASHMIRI WOMEN AS THE AGENT OF CLIMAT CHANGE. *International Journal of Economic, Business,*



*Accounting, Agriculture Management and Sharia Administration (IJEBAS)*, 3(1), 213-216.

- KHAN, M. R., RESHI, I. A., & RAJA, R. (2023). PUBLIC PROVISION IN WATER AND SANITATION: AN INTER DISTRICT STUDY OF URBAN SLUMS IN JAMMU AND KASHMIR. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAS)*, 3(2), 316-326.
- Reshi, I. A. (2023). COVID-19 Pandemic and Teaching and Learning: A Literature Review. *MORFAI JOURNAL*, 2(4), 820-826.