

# सक्षम नारी सशक्त भारत -

## Women in the Workforce for Viksit Bharat@2047



Archana Singh  
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Women in the Workforce  
for Viksit Bharat@2047**

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## Preface

India stands at a historic juncture as it approaches its 100th year of independence in 2047, envisioning itself as a Viksit Bharat—a fully developed nation. However, this vision cannot be realized without the full and active participation of women in the country’s economic, social, and political life. Our book, सक्षम नारी सशक्त भारत -Women in the Workforce for Viksit Bharat@2047” addresses this critical theme, emphasizing the integral role of women in shaping a prosperous, inclusive, and equitable future for India.

Over the years, Indian women have made remarkable contributions across various sectors— agriculture, business, education, technology, and governance. From being the backbone of rural economies to driving urban innovations, women have shown immense resilience and capability. Yet, despite these contributions, their potential has not been fully tapped, and significant barriers still prevent them from attaining leadership roles and equal opportunities in many domains. These include social and cultural norms, unequal access to education and healthcare, wage gaps, and workplace discrimination. As we move forward, addressing these challenges becomes not just a matter of social justice but also an economic imperative.

### **The Purpose of This Book**

Women in the Workforce for Viksit Bharat @ 2047 is more than a scholarly examination; it is a blueprint for how India can achieve its developmental goals by empowering its women. The title of this book, सक्षम नारी सशक्त भारत (Capable Woman, Empowered India), reflects our belief that the empowerment of women is inseparably linked with the empowerment of the nation. A country where women are educated, skilled, and equal participants in the workforce will be stronger and better positioned to lead on the global stage.

This book brings together the expertise of scholars, policymakers, industry leaders, and grassroots activists to explore the current state of women in the workforce and provide a forward-looking vision for their role in India's future. The chapters cover a wide range of topics, from policy interventions and gender-sensitive workplace practices to the societal and cultural shifts needed to enable true gender equality.

### **Women's Role in Economic Growth**

A central theme of this book is the importance of women's participation in the economy. Research shows that closing the gender gap in the workforce can lead to significant economic gains. According to several studies, increasing female labor force participation could add trillions of dollars to the global economy, and India stands to benefit enormously. However, to achieve this, it is essential to address the systemic barriers that hinder women from entering, remaining, and advancing in the workforce.

This volume explores policies and practices that have been successful in increasing women's workforce participation. These include reforms in labor laws, improved access to education and vocational training, financial inclusion initiatives, and measures to ensure workplace safety and fairness. The book also examines the role of technology and digital platforms in creating new opportunities for women, particularly in rural and underserved areas.

### **Leadership and Representation**

Another crucial aspect explored in this book is the need for women's leadership and representation in all sectors—be it business, politics, education, or science. While women have made strides in leadership positions, much work remains to be done. Globally and in India, the number of women in top decision-making roles remains disproportionately low compared to men. This underrepresentation limits the diversity of thought

and leadership styles, which are essential for innovation and inclusive growth.

The chapters dedicated to this theme showcase inspiring stories of women who have broken barriers in traditionally male-dominated fields. These examples serve not only to inspire but also to underline the importance of mentorship, networking, and policy support for women leaders. It is our hope that these stories will motivate future generations of women to pursue leadership roles without hesitation or fear.

### **The Societal Shift**

While policy reforms and structural changes are critical, the most significant changes must come from within our society itself. For India to truly become a nation where women can thrive, there must be a shift in cultural attitudes and societal norms. Gender stereotypes, which have historically limited women's roles, need to be dismantled. This book also addresses how education systems, media, and community initiatives can play a pivotal role in changing mindsets and creating environments where women and men are seen as equal partners in nation-building.

### **A Vision for 2047**

As we look toward 2047, this book offers a vision for a developed India where women are not only participants in the workforce but are also leaders, innovators, and changemakers. A Viksit Bharat is one where women have equal access to education, healthcare, and employment opportunities; where they are free from gender-based violence and discrimination; and where they can balance professional ambitions with personal aspirations without societal constraints.

The roadmap to achieving this vision requires collective action—from government, businesses, civil society, and individuals. Governments must continue to implement gender-sensitive policies and ensure their effective enforcement. Corporations must adopt inclusive hiring practices, provide

mentorship programs, and ensure equal pay for equal work. Civil society must advocate for women's rights and create support systems for those who need them. Finally, as individuals, we must challenge and change the traditional roles and stereotypes that limit women's potential.

### **Our Hope for the Future**

Women in the Workforce for Viksit Bharat @ 2047 is both a celebration of the progress made and a call to action for the challenges that remain. The future of India, and its aspiration to become a developed nation, is deeply connected to the empowerment of its women. As editors, we hope that this book will inspire policymakers, educators, business leaders, and citizens to continue striving for gender equality and to recognize the vast potential that lies in fully harnessing the talent and strength of India's women.

Our hope is that by 2047, we will see a truly सक्षम नारी सशक्त भारत, where women are not only participants but leaders in every sector of society. Let this book be a step toward that future, where the empowerment of women is synonymous with the empowerment of the nation.

**Editors**

**Prof. Archana Singh**

**Hargun Sahni**



## **Acknowledgment**

The completion of सक्षम नारी सशक्त भारत -Women in the Workforce for Viksit Bharat@2047 has been a collective effort, and we are deeply grateful to the many individuals and organizations who made this project possible.

First, we would like to express our sincere appreciation to the contributors of this book. Each chapter reflects the expertise, dedication, and insight of scholars, policymakers, activists, and professionals who have devoted their time to advancing the cause of women's empowerment. Their contributions have enriched this volume and broadened our understanding of the role of women in shaping India's future.

We are profoundly grateful to the various institutions, think tanks, and academic bodies that provided research support and resources. Their commitment to fostering gender equality and inclusion has been an essential part of this project's success.

A special note of gratitude is owed to the editorial team. Their hard work in compiling, editing, and refining this book, along with their attention to detail and perseverance, has been instrumental in ensuring the quality and coherence of this publication.

We would also like to thank the publisher for their unwavering support and guidance throughout the process. Their professionalism and dedication helped bring this book to life.

Lastly, we extend our heartfelt thanks to our families, colleagues, and friends. Their constant encouragement and understanding gave us the strength to see this project through, and their belief in the importance of this work motivated us every step of the way.

This book is a reflection of the collective commitment to building a more inclusive and empowered India, and we hope it inspires meaningful change in the pursuit of gender equality.

**With gratitude,**

**Editors**

**Prof. Archana Singh**

**Hargun Sahni**

## Table of Contents

<b>Preface</b>	<b>IV - VII</b>
<b>Acknowledgment</b>	<b>VIII - IX</b>
<b>Table of Contents</b>	<b>X - XII</b>
<b>Title of Chapters</b>	<b>Page No.</b>
<b>MENTAL HEALTH AND STRESS MANAGEMENT FOR WORKING WOMEN</b>	1 – 7
<i>Km. Aashi Sharma and Professor Rekha Rana</i>	
<b>SUSTAINABLE WOMEN EMPOWERMENT IN INDIA</b>	8 – 16
<i>Dr. Garima Chaudhary</i>	
<b>ROLE OF TECHNOLOGY IN EMPOWERING WOMEN IN THE WORKFORCE</b>	17 – 23
<i>Jyoti Sagar and Professor Meenakshi Sharma</i>	
<b>WOMEN ENTREPRENEURS AND AGRI-STARTUPS</b>	24 – 30
<i>Om Prakash Maurya</i>	
<b>SUDHA MURTHY: INSPIRING MILLIONS OF INDIAN WOMEN WITH HER ICONIC LIFE-JOURNEY</b>	31 – 37
<i>Dr. Payal Sharma</i>	
<b>WOMEN: WORK- FAMILY BALANCE, CHALLENGES AND BARRIERS</b>	38 – 46
<i>Dr. Pooja Yadav and Professor Sanjay Kumar</i>	
<b>WORKFORCE PARTICIPATION OF WOMEN IN RURAL AREAS: EVOLUTION, CHALLENGES, AND POLICY SOLUTIONS</b>	47 – 57
<i>Dr. Priyanka Gaur</i>	

<b>WOMEN'S ACCESS TO TECHNOLOGY: OVERCOMING BARRIERS TO DIGITAL INCLUSION</b>	58 – 66
<i>Mrs. R. Nirmala</i>	
<b>ROLE OF VOCATIONAL EDUCATION IN STRENGTHENING WOMEN</b>	67 – 75
<i>Rohit Chaudhary</i>	
<b>MENTAL HEALTH AND STRESS MANAGEMENT FOR WORKING WOMEN</b>	76 – 85
<i>Dr. Sachin Verma</i>	
<b>PARTICIPATION OF WOMEN LABOUR FORCE IN RURAL ECONOMY</b>	86 – 95
<i>Ms. Saloni and Prof. Navita S. Kumar</i>	
<b>MENTAL HEALTH AND STRESS MANAGEMENT STRATEGIES FOR WORKING WOMEN: A COMPREHENSIVE REVIEW</b>	96 – 101
<i>Sangeeta Chaudhary and Professor Sanjay Kumar</i>	
<b>RIGHTS OF WORKING WOMEN UNDER LABOUR LEGISLATION IN INDIA</b>	102 – 110
<i>Shaily Chaudhary</i>	
<b>VIKSIT BHARAT@2047 EMERGING PLATFORM FOR WOMEN STARPRENEURS TO SHOWCASE THEIR TALENT – SUCCESS JOURNEY</b>	111 – 117
<i>Dr. Yogita Mandhanya and Professor Vidhi</i>	
<b>HISTORICAL PERSPECTIVES AND EVALUATION</b>	118 – 127
<i>Sohanveer and Dr. Shalini Tyagi</i>	

महिला सशक्तिकरण से राष्ट्र का निर्माण	128 – 141
<i>आकाश दीप</i>	
विभिन्न क्षेत्रों में महिलाओं का योगदान : कृषि उद्योग और सेवाएं	142 – 151
<i>डॉ० अंशु चौधरी</i>	
कामकाजी महिलाएं एवं तनाव प्रबन्धन; एक अध्ययन ,वर्तमान परिस्थितियों के परिप्रेक्ष्य में	152 – 161
<i>डा. अर्चना कुन्तल</i>	
कार्यस्थल में लैंगिक भेदभाव : समस्या एवं समाधान	162 – 170
<i>डॉ० दुष्यन्त, डॉ० पंकज कुमारी एवं मोनिका</i>	
भारतीय समाज में महिलाओं की स्थिति— अवरोध एवम् विकास : एक अध्ययन	171 – 181
<i>डॉ. प्रीतिबाला भार्गव</i>	
शहरी बनाम ग्रामीण: महिलाएँ विभिन्न चुनौतियाँ और समाधान	182 – 188
<i>रोहित कुमार एवं प्रो. विनीता</i>	

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## ABOUT THE BOOK

The book “**सक्षम नारी सशक्त भारत - Women in the Workforce for Viksit Bharat@2047**” highlights the vital role of women in driving India towards becoming a developed nation by 2047. It explores the intersection of gender equality, economic growth, and nation-building, emphasizing that empowering women is crucial for achieving a prosperous and inclusive India.

The book covers various aspects of women’s participation in the workforce, including education, skills development, and entrepreneurship. It delves into the challenges women face, such as the gender pay gap, lack of access to formal employment, and cultural barriers, while also showcasing examples of successful women-led initiatives across sectors.

A significant theme is the need for creating supportive policies and environments that encourage women’s leadership, innovation, and participation in decision-making roles. It also addresses how technological advancements and digital platforms can be leveraged to create new opportunities for women, especially in rural and underserved areas.

The book positions women’s empowerment as a key driver of economic growth and national development, making a strong case that a “**सक्षम नारी**” (capable woman) is essential for a “**सशक्त भारत**” (empowered India), leading to the vision of a developed India by 2047.



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