



# **SAMIDHA**


**Voices of Women in Leadership**




**An Initiative of**  
Women Cell  
G. S. College of Commerce  
Wardha

**First Edition 2025**

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# SAMIDHA

**A Journey of Women Empowerment**  
Book Release Ceremony  
January 2024



# **SAMIDHA**

**Voices of Women in Leadership**

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[Email-ospdnagpur@gmail.com](mailto:Email-ospdnagpur@gmail.com)



## ***From the Editorial Team***



### **SAMIDHA: Voices of Women in Leadership...**

*"Leadership is not about titles or power; it is about impact, influence, and inspiration." This profound thought resonates deeply as we present the second edition of Samidha, a platform that amplifies the voices of women navigating leadership roles with resilience, wisdom, and determination.*

*Following the overwhelming success of the inaugural edition, this year's journey has been equally enriching. The idea for this volume was conceived with the intent to explore and celebrate the dynamic and multifaceted roles women assume as leaders across various spheres. Women have long been architects of change—guiding families, shaping communities, and leading institutions with vision and fortitude. This edition captures the diverse perspectives, experiences, and insights of young minds who have attempted to articulate the significance of women's leadership in shaping a just and equitable society.*

*Samidha—derived from a Sanskrit term—symbolizes the spark that fuels progress, transformation, and enlightenment. Much like this spark, the articles, and reflections in this compilation serve as catalysts for thought-provoking discourse, igniting change and fostering dialogue around gender equality and leadership. It represents the collective aspirations of a nation that thrives on diversity, resilience, and the continuous pursuit of progress.*

*This year, Samidha has drawn contributions from across the academic landscape of Shiksha Mandal, Wardha. The articles written in English, Hindi and Marathi have been carefully curated, reflecting a multifaceted blend of ideas and insights. Students from Shrikrishnadas Jajoo Grameen Sewa Mahavidyalaya, Wardha, Bajaj College of Science, Wardha, G. S. College of Commerce & Economics, Nagpur, and G. S.*

*College of Commerce, Wardha have poured their thoughts into these pages, guided meticulously by the faculty mentors.*

*The responsibility of refining and shaping this volume was entrusted to Mr. Vishal Kale, who led the editorial process with diligence and dedication. We extend our sincere gratitude to Dr. Megha Chute and Dr. Sunita Lanjewar for their invaluable efforts in proofreading, ensuring the clarity and coherence of the content.*

*Our deepest appreciation goes to the patrons of Shiksha Mandal, Hon'ble Shri Shekhar Bajaj, President and Hon'ble Shri Sanjay Bhargava, Chairman & Trustee, whose unwavering support and vision continue to inspire academic and literary pursuits. We also extend our heartfelt thanks to Shri Anand Kale, Dean, and the Principals of all affiliated colleges for their encouragement and support in making this initiative a success.*

*To the students whose words breathe life into this edition—your passion, creativity, and dedication are the true essence of Samidha. May your voices serve as catalysts for change, inspiring generations to come. This book stands as a testimony to the indomitable spirit of women in leadership and a reminder that every voice matters, every story is significant, and together, we forge a future where leadership knows no gender.*

*With solidarity and conviction,  
**The Editorial Team***

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## WOMEN EMPOWERMENT: THE DUAL FACES OF VISIBILITY AND SUBJUGATION



### Author

Ms. Sunakshi Saini  
G. S. College of Commerce  
and Economics, Nagpur



### Guide

Dr. Ranjana Sahu  
G. S. College of Commerce  
and Economics, Nagpur

Samidha: A Spark Within  
Dual realities of strength & struggle,  
Samidha A serene flame, a storm in the soul.  
Riding passionately through life's toil & turmoil, struggling to keep herself  
whole. Graceful strength in the public dome,  
Carrying the whole world in her mighty soul. Silent, hidden shadow at home.  
Always keeping the spark alive is her goal.

### Introduction

Women's empowerment is a fundamental right. Over the years, efforts have been made to empower women by providing equal access to education, health care, employment opportunities, and resources. Gender equity is one sure way to empower women. Women must be aware of their right to make their own choices and engage in political, social, economic, and health-related decisions. On the contrary, the ground reality is that many women still face violence, discrimination, and oppression within their own homes. This article aims to throw light on the dual reality of celebrating women's success in public while ignoring their existence and contribution at home. It aims to highlight the challenging life of women by not giving them a chance to participate in economic decisions even when they are contributing to the household's income. This article is an attempt to present the two-faced reality of women's empowerment- the visible remarkable achievements in the public domain and the subjugation in domestic life.

### Women Empowerment in India: Past and Present

Reforms of various natures like educational, legal, social, cultural, administrative, and financial have resulted in women's empowerment in India. While celebrating women's empowerment, we should always give due recognition and credit to all

the great contributions of women in every field in the past, women have faced many challenges in public and private spheres to provide us with all that is needed for women's empowerment. Women in India face challenges due to patriarchal societal norms which have transited from generation to generation and are seen as an obstacle in the path of progress and success of women and the nation.

- **The Past Scenario:** Women's scholarly contributions have been prominently documented in the ancient holy books, Vedas, Upanishads, and all religious books. The historical writing and sculptures also depict the reforms initiated by Raja Ram Mohan Rai, Ishwarchand Vidyasagar, Dayanand Saraswati, Jyotirao Phule, and other social reformers to save women from practices like child marriage, dowry, purdah, and sati system and abolish them. Savitri Bai Phule, Mahatma Gandhi, Swami Vivekanand, Mother Teresa, and many other leaders have contributed to empowering women by promoting their education.
- **The Present Scenario:** The combined efforts from all spheres resulted in women's empowerment in the modern era. Now, we are witnessing empowered women in all the domains. Late Smt. Indira Gandhi, Smt. Pratibha Patil, President Smt. Droupadi Murmu of today speaks about the political capabilities and leadership traits of women. PM JANDHAN yojana and MUDRA yojana for financial empowerment have contributed to women's economic decision-making and resulted in social empowerment. Women's valuable contribution to varied sectors and their multi-tasking ability has made them the epitome of success in every sphere. Laadki Bahan yojana and Mahtaari Vandan yojana are a step towards giving recognition to the self-worth of women.

The Protection of Women from Domestic Violence Act (2005), the Criminal Law (Amendment) Act (2013), and the Prevention of sexual harassment at Workplace Act 2013 guarantee legal protection and ensure women's safety.

### **The Visible Face of Women's Empowerment**

Women can indeed do anything that men can perform nowadays thus breaking the gender stereotyping.

- **Educational Achievements:** Women's literacy rates have significantly improved globally. According to UNESCO, the global literacy rate for young women (aged 15–24) stands at 82.7% in 2013 which improved to 90% as of 2020. However, the global literacy rate for women in 2022 was 84% which is low as compared to the rate for men at 90% indicating a literacy gender gap worldwide. As per UNESCO, the Indian literacy rate was 77.7% in 2022. The female literacy rate in India was 70.3% which is less than the male literacy rate of 84.7% in India.
- **Economic Participation:** As per the International Labour Organization (ILO), the number of women workers has increased but their representation in key decision-making positions is still quite low. Breaking the glass ceiling, women hold 28.2% of managerial positions across the globe. Many



countries are promoting gender diversity in the board as part of good corporate governance. Major business support initiatives taken by the ILO are the Women's Entrepreneurship Development (WED) Programmed and the Start and Improve Your Business (SIYB) Programme. This has resulted in increasing number of women entrepreneurs. 35% of the firms in U.S. are owned by the women employers. As per the ILO's 2023 data, India has employability gender gap of 50.9% with only 19.2% of women in the labour force as compared to nearly 70% of men. In India, women own 20% of all enterprises and most of these are micro enterprises in informal sector. Women addressed the challenges of lack of equal access to resources, inadequate social protection coverage, unfavourable environment for growth and care responsibilities and gained key managerial positions in India. The Finance Minister Smt. Nirmala Sitharaman, Smt. Arundhati Bhattacharya, former SBI Chairperson from banking to startups Falguni Nayar, founder of Nykaa etc. are some of the leading examples of successful women leaders and entrepreneurs. Initiatives like "Mudra Yojana" have provided financial help to nearly 68% female entrepreneurs.

- **Political Representation:** From the then Prime Minister late Smt. Indira Gandhi to the present President Smt. Draupadi Murmu, the current Finance Minister Nirmala Sitharaman, women have shown their exceptional qualities of governing and leading the country's affairs. There has been a phenomenal growth in the percentage of women's political representation both in the Lok Sabha, the Rajya Sabha and the Vidhan Sabha. The government of India has passed the Women's Reservation Bill in the parliament in the year 2023 known as the Nari Shakti Vandan Adhiniyam which will further increase the count of women in the governance.

### **The Hidden Face: Challenges at Home**

Beneath the smiling face of women's victory, there lies a hidden mystery which must be given due attention and solved to unlock the potential of all women who are facing various challenges like oppression, domestic violence, societal taboos, private struggles etc. in their home.

- **Domestic Violence:** Women irrespective of the economical class or society they belong have complained about physical or sexual abuse, domestic violence at home. As per the data of the World Health Organization (WHO), one third of the world's women have experienced this oppression. During the COVID-19 pandemic lockdowns, a surge in such cases have been reported in India. National Crime Records Bureau recorded number of crimes against women rose to 4% in 2023 which includes domestic violence, rape, abduction, assault etc. Woman's safety and restoration of her dignity at home is highly essential for increasing the women's engagement in public life.
- **Non-participation in Economic Decisions:** In many households, women are excluded from financial decision-making, even when they contribute to

the family's income. It is being shown in many surveys that men are the decision-makers in nearly 80 percent of households across the country (the OECD Gender Data). Many women contribute to every household work and help earn the family's income. However, when it comes to ownership of land, real estate, flats/houses/ shops, or any physical land, their share is relatively meager and skewed, reflecting gender-based economic disparities at home. The same picture is present in rural areas where 73% of women are engaged in farming and other allied activities but only 12.8% of women own land as per Agriculture Census 2022.

- **The unrecognized contribution of homemaking and family caretaking:**

It is an established societal norm that women are held responsible for homemaking and care taking of their families which is both undervalued and unpaid. Nurturing families and upbringing of children are the prime responsibilities of women for which they have to sacrifice their career advancement and growth if they are working. Gender equity and women empowerment must begin from the home itself, and all must have an equal share in fulfilling the obligations of the family. The International Labour Organization states that almost 80 percent of the burden of unpaid care work is carried by women with 16.4 billion hours of unpaid care work daily worldwide. Substantial contributions to society amount to \$10.8 trillion annually across the globe as estimated by Oxfam.

- **Cultural and social norms:** The silenced women's voices at home are the result of presenting men as the prime decision-makers in the patriarchal society. Deeply rooted cultural and social norms create obstacles to women's empowerment by disregarding women's access to equal opportunities for growth. Women prioritize family, sacrificing their personal and professional growth due to vilification by society.

- **Internalized gender roles:** The traditional stereotyped gender roles percolate from generation to generation. Children internalize their father's ruling and their mother's struggle, or silence confined within the four walls as the norm.

## **A Dual Reality**

India's women empowerment narrative is a paradox. While India boasts women who are scientists at ISRO, CEOs of global companies, and grassroots leaders driving social change, millions of women remain confined to traditional roles, silenced by cultural taboos and systemic discrimination. Bridging this gap requires sustained efforts in education, legal reforms, economic inclusion, and shifts in societal attitudes.

To achieve women's empowerment in the true sense, it is necessary to tackle the hidden challenges that women face. Women should be given enough safety and legal protection to report cases of violence, abuse, and assault of any sort which will help in reducing domestic violence cases. Women should be made aware of their equal rights in inherited property and men at home should support this

legislative move. Financial inclusion schemes for women just as the PMJAN-DHAN scheme should be promoted in the remote areas to provide economic empowerment to them. Laadki Bahan Yojana, Mahtari Vandan Yojana, etc. may be seen as recognition of unpaid household work, PM Swasthya Bima Yojana is a national health care and insurance system. These schemes aim to provide social security for empowerment. Gender sensitization of all and awareness programs help in the empowerment of women by promoting gender equality and gender equity. Strengthening the education system is a way to support women's empowerment.

India's future progress depends on empowering every woman not just in public but within the home, where empowerment truly begins.

## **Conclusion**

Women empowerment truly means empowering women in both public and private spheres and respecting their dignity in all capacities as homemakers, successful leaders, educators, decision-makers, etc. aiming at gender equality. Gender sensitization is very essential for eliminating the gender gap in Indian society and men's significant contribution is the most crucial element for the empowerment of women in the true sense. A 360 degree approach of recognizing women's self-worth, giving them the right to have choices and freedom to determine choices, providing them equitable access to opportunities and resources, their right to control their own lives both at home and outside the four walls and to be a social change agent for the creation of just and equitable society is the most important aspect for achieving women empowerment.

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## REDEFINING EMPOWERMENT WITHOUT FEMINISM: EMPOWERMENT THROUGH ACTION, NOT ACTIVISM



### Author

Ms. Vaishnavi Malviya  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Revati Bangre  
G. S. College of Commerce,  
Wardha

In today's world, the debate on feminism often overlooks the inspiring stories of countless women who have achieved remarkable success through determination and resilience, not activism. These women prove that empowerment comes from within, and their stories are a testament to the fact that feminism is not a necessity when individuals take charge of their own destinies.

### Introduction

In today's rapidly evolving world, the debate around feminism often overshadows the extraordinary achievements of countless women who have risen to prominence through personal determination and resilience, not activism. This article celebrates such unsung heroines, highlighting their journeys to success and the lessons we can learn from them. These stories are living proof that true empowerment comes from within, not from ideological movements. Feminism, historically rooted in the fight for women's suffrage, legal rights, and workplace equality, played a pivotal role in addressing gender disparities. The first wave of feminism secured voting rights, while the second wave focused on social and legal inequalities. However, with legal frameworks now ensuring equal opportunities, today's environment emphasizes meritocracy, where success is defined by individual capabilities, not gender-based advocacy.

### Historical Context

Feminism began as a crucial movement to address historical injustices, such as women's suffrage, legal rights, and workplace equality. Early feminists fought valiantly to dismantle systemic barriers. However, as societies progressed, legal frameworks evolved to provide equal opportunities regardless of gender. Today, many argue that the foundational goals of feminism have been largely achieved, shifting the focus towards personal growth and meritocracy.

## Unsung Heroines Breaking Barriers

- **Sindhutai Sapkal** (Maharashtra) faced poverty and abandonment after being deserted by her husband. She survived by begging and used her meager earnings to support orphaned children, eventually adopting over 1,500 of them. Despite immense hardships, she became known as the "Mother of Orphans," receiving the Padma Shri for her humanitarian work.
- **Kalpana Saroj** was born into a Dalit family and endured caste discrimination and an abusive child marriage. After escaping the marriage, she worked in a garment factory and later took a government loan to start her own business. Her grit and entrepreneurial spirit led her to build a multi-million-dollar construction empire, becoming a beacon of hope for marginalized communities.
- **Rajkumari Devi** (Uttar Pradesh), known as "Kisan Chachi," defied societal norms to become a successful farmer. Despite facing resistance from her conservative community, she introduced modern farming techniques and formed self-help groups to empower rural women economically, earning national recognition for her innovative work.
- **Tulasi Munda** (Odisha) grew up in a tribal region with no access to formal education. Determined to change this, she started teaching children under a tree, which gradually evolved into a full-fledged school educating thousands of tribal children. Her efforts earned her the Padma Shri, highlighting her dedication to education.
- **Anshu Jamsenpa** (Arunachal Pradesh) is a mother of two who climbed Mount Everest five times, setting a world record for the fastest double ascent. Her achievements shattered stereotypes about motherhood and physical endurance, proving that determination knows no bounds.
- **Bimla Devi** (Haryana) broke gender barriers by becoming the first female mechanic in her district. Despite initial societal opposition, she pursued her passion for repairing vehicles, inspiring young girls to explore non-traditional career paths.
- **Chhavi Rajawat** left a lucrative corporate career to become the youngest woman sarpanch in India, dedicating herself to rural development. Her work in water conservation, sanitation, and education transformed her village, showcasing leadership driven by purpose, not activism.

## Current Achievements and Examples

Modern icons like Indra Nooyi, former CEO of PepsiCo, and Falguni Nayar, founder of Nykaa, have shattered glass ceilings through leadership, vision, and perseverance. Their journeys are not defined by feminist activism but by their relentless pursuit of excellence, strategic thinking, and resilience in the face of challenges.

## Self-Empowerment and Individual Achievements

These women exemplify that self-empowerment comes from:

- **Confidence:** Believing in oneself despite societal pressures.

- **Resilience:** Bouncing back from failures and setbacks.
- **Vision:** Setting clear goals and working diligently towards them.
- **Hard Work:** Consistent effort and dedication trump all barriers.
- **Adaptability:** Embracing change and continuous learning.

### **Role of Education and Economic Independence**

Education and economic independence are powerful tools for empowerment. Kiran Mazumdar-Shaw used her scientific knowledge to revolutionize biotechnology, while Suma Devi leveraged her entrepreneurial skills to uplift her community. Access to education equips women with the skills needed to excel in any field, and financial independence fosters confidence and autonomy.

### **Community and Social Support**

- Empowerment is not an isolated journey. Bhan Sahu and Vandana Shiva exemplify how community involvement can amplify individual impact. By creating support networks, women can inspire, mentor, and uplift each other, fostering environments where talent thrives regardless of gender.
- However, it is important to acknowledge that feminism itself is a product of the community that exists because of societal interactions and perceptions. The same community that takes feminism seriously as a fight for gender equality also, at times, treats it as a joke, especially when it is misused or distorted for personal gain.
- For instance, the #MeToo movement initially aimed to expose real cases of sexual harassment, giving a voice to countless victims. However, it also saw cases where false allegations were made, damaging reputations and careers irreversibly. High-profile instances, such as Johnny Depp and Amber Heard's case, showed how allegations could be misused as a tool for personal vendetta rather than justice.
- Similarly, alimony and domestic violence laws, originally designed to protect women, have been manipulated in certain cases where false complaints were filed to gain financial benefits or harass the other party. These misuses dilute the credibility of genuine victims and create skepticism around the entire movement.
- Thus, while community support plays a key role in empowerment, it is crucial to ensure that feminism remains a movement of fairness, not exploitation. Instead of blind activism, the focus should be on real issues and genuine upliftment, ensuring that justice serves both men and women fairly.

### **Critique of Feminism**

While feminism historically addressed critical issues, its modern narrative sometimes emphasizes perceived inequalities over individual capabilities. The focus should shift from ideological battles to celebrating personal achievements. Women today have legal rights, educational opportunities, and professional platforms that allow them to succeed based on merit, not gender.



## Recent Case Studies

- **Gita Gopinath (2024):** Serving as the First Deputy Managing Director of the International Monetary Fund, Gita Gopinath's success is rooted in her academic excellence and economic expertise. Her leadership during global financial crises has been pivotal, emphasizing merit over gender-based activism.
- **Avani Chaturvedi (2023):** As one of India's first female fighter pilots, Avani Chaturvedi's achievements highlight breaking barriers through skill and determination. She became the first Indian woman to fly a fighter aircraft solo, inspiring countless young girls to pursue careers in defense.
- **Divya Gokulnath (2023):** Co-founder of BYJU'S, Divya's entrepreneurial journey showcases the power of education and innovation. Her leadership in the ed-tech sector has revolutionized learning without relying on feminist narratives, focusing instead on strategic growth and technological advancements.
- **Nikhat Zareen (2022):** Winning gold at the Women's World Boxing Championships, Nikhat's journey is a testament to hard work and resilience. She faced and overcame societal and institutional barriers through sheer talent and dedication, not activism.
- **Ritu Karidhal (2024)** – Known as the "Rocket Woman of India," she played a pivotal role in the success of the Chandrayaan-3 mission. Her achievements in space science reflect dedication, intellect, and leadership, with no reliance on feminist activism for recognition.
- **Harmanpreet Kaur (2023)** – As the captain of the Indian women's cricket team, she led India to remarkable victories with her exceptional performance. Her rise in sports is driven by talent and hard work, challenging gender stereotypes without the backing of feminist movements.
- **Adi Ashok (2023)** – An Indian golfer who made headlines with her outstanding performance in international tournaments. Adi's success in a male-dominated sport highlights how individual passion and discipline can pave the way to global recognition.

"I never dreamed about success. I worked for it."

— Estée Lauder

"Your value doesn't decrease based on someone's inability to see your worth."

## Why Feminism Is Not Needed Today?

- Feminism emerged as a movement to address historical gender inequalities, but in today's era, women are excelling in all spheres without the need for such ideological frameworks. Modern societies provide platforms for education, equal rights, and opportunities, enabling women to achieve their goals based on merit, hard work, and resilience. Success stories of women

across fields prove that systemic barriers have diminished, making personal determination more critical than activism.

- Women like Indra Nooyi, former CEO of PepsiCo, and Falguni Nayar, founder of Nykaa, reached the pinnacle of success through their leadership, strategic thinking, and vision, not feminist movements. Their journeys highlight that individual capabilities and perseverance are the key drivers of success, irrespective of gender. These women have shown that excellence is achieved through competence, not through ideological battles for equality.
- Furthermore, the focus should shift from fighting perceived inequalities to fostering environments where talent, skill, and dedication are the true measures of success. The achievements of women in politics, science, business, and sports illustrate that societal progress is already embracing gender neutrality. Rather than emphasizing gender, we should celebrate individual accomplishments and personal growth.

### Guidance for the Youth

- **Self-Belief:** Confidence is key. Women like Chhavi Rajawat, who left a corporate job to serve as a village Sarpanch, show how belief in oneself leads to change.
- **Focus on Education:** Knowledge is the strongest tool for empowerment. Kiran Mazumdar Shaw, founder of Biocon, leveraged her scientific expertise to revolutionize biotechnology.
- **Resilience:** Life is full of challenges; overcoming them defines success. Mary Kom, an Olympic boxer, balanced motherhood, and sports to achieve international fame.
- **Lead by Example:** True leaders inspire through actions, not words. Sunita Williams, an astronaut, broke records in space exploration through dedication.
- **Community Impact:** Empower yourself and uplift others along the way. Vandana Shiva, an environmental activist, works tirelessly for sustainable agriculture.
- **Courage to Break Stereotypes:** Like Bimla Devi, who entered a male-dominated profession, defied norms fearlessly.
- **Adaptability:** Embrace change and learn continuously, as shown by Kalpana Saroj's entrepreneurial journey.
- **Hard Work over Privilege:** Success comes from effort, not entitlement seen in Suma Devi's rise from humble beginnings.
- **Vision with Purpose:** Set clear goals like Falguni Nayar, who built Nykaa into a global brand.
- **Empathy and Leadership:** As Sindhutai Sapkal taught, compassion can be a powerful leadership trait.

## Lessons from Their Journey

- **Determination Overcomes Obstacles:** Consistent effort can break even the toughest barriers.
- **Education is Empowerment:** Knowledge opens doors to endless opportunities.
- **Resilience is Key:** Bouncing back from failures builds true strength.
- **Self-Reliance:** Depend on your own skills and abilities.
- **Breaking Stereotypes:** Challenge societal norms with confidence.
- **Empathy as Strength:** Compassionate leaders create lasting impacts.
- **Vision Drives Success:** A clear goal keeps you focused.
- **Continuous Learning:** Adapt and grow with changing times.
- **Hard Work Trumps Privilege:** Consistent effort beats inherited advantages.
- **Lead by Example:** Actions inspire more than words.

## Conclusion

"Empowerment thrives through action, not activism." Remarkable women like Indra Nooyi, Falguni Nayar, Tulasi Munda, Anshu Jamsenpa, Bimla Devi, and Sindhutai Sapkal prove that feminism isn't a prerequisite for success. Their stories highlight how self-belief, education, resilience, and community support create lasting impacts. While feminism once played a key role in securing rights, today's gender-neutral opportunities show that personal determination matters more. As Estée Lauder said, "I never dreamed about success. I worked for it." True empowerment comes from within driven by courage, hard work, and vision, not ideological movements.

"Forge your path with determination, not dependence."



## A FEMININE APPROACH TO LEADERSHIP IS EMERGING AS POWERFUL FORCE



### Author

Ms. Nisha Anwani  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Sunita Lanjewar  
G. S. College of Commerce,  
Wardha

The landscape of leadership has undergone a significant transformation in recent decades. Women have steadily ascended to positions of power across various sectors, challenging traditional notions of leadership and prompting a compelling question: Do women lead differently than men? While the answer is complex and nuanced, exploring potential gender-based differences in leadership styles can provide valuable insights into effective leadership practices.

### Understanding Leadership Styles

Before delving into gender-specific leadership styles, defining the concept of leadership style itself is essential. A leadership style is how a leader interacts with team members to influence and guide them toward achieving organizational goals. Various leadership styles exist, each with its strengths and weaknesses. Some of the most common leadership styles include:

- **Authoritarian:** This style involves a high degree of control and decision-making authority vested in the leader.
- **Democratic:** This style emphasizes collaboration, participation, and shared decision-making.
- **Laissez-faire:** This style is characterized by a hands-off approach, with minimal guidance or direction from the leader.
- **Transformational:** This style inspires and motivates team members to achieve extraordinary results.
- **Transactional:** This style is based on a system of rewards and punishments to motivate and control team members.

## Gender Differences in Leadership Styles: A Complex Picture

While research on gender differences in leadership styles is ongoing, some studies have suggested that women and men may exhibit distinct leadership tendencies. However, it's important to note that these are generalizations, and individual differences can vary significantly.

- **Communication Styles:** Women are often perceived as more empathetic and communicative leaders. They tend to prioritize relationship-building, active listening, and fostering open dialogue. Men, on the other hand, may adopt a more directive communication style, focusing on task-oriented directives and instructions.
- **Decision-Making:** Women may be more inclined to involve their team members in decision-making processes, seeking input and fostering a collaborative environment. Men may rely more on their judgment and experience when making decisions, sometimes taking a more individualistic approach.
- **Team Building:** Women often excel at creating a positive and supportive team culture, emphasizing teamwork, cooperation, and employee empowerment. Men may prioritize individual performance and accountability, focusing on setting clear expectations and goals.
- **Risk-Taking:** Some studies suggest that women may be less risk-averse than men, particularly in certain contexts. However, this can vary depending on cultural and organizational factors.

## The Impact of Stereotypes and Biases

It's essential to acknowledge the role of stereotypes and biases in shaping perceptions of female leaders. Historically, leadership has been associated with masculine traits such as assertiveness, decisiveness, and dominance. As a result, women who exhibit these traits may be perceived as aggressive or unlikable, while those who embrace more traditionally feminine qualities like empathy and collaboration may be seen as less competent. These stereotypes can create challenges for women in leadership positions. They may face heightened scrutiny, lower expectations, and difficulty gaining credibility and respect. To overcome these obstacles, women leaders must navigate a delicate balance between assertiveness and empathy, adapting their leadership style to the specific situation and the needs of their team.

## The Importance of Diverse Leadership

Research has shown that organizations with diverse leadership teams tend to outperform those with homogenous leadership. Diverse perspectives, experiences, and skill sets can lead to more innovative solutions, improved decision-making, and greater employee engagement. By embracing diversity and inclusion, organizations can create a more equitable and thriving workplace.

## Case Studies of Successful Female Leaders

To illustrate the diverse leadership styles of women, let's examine a few case studies:

- **Indira Gandhi:** As the first female Prime Minister, known for her strong leadership during challenging times.
- **Kiran Shaw:** Founder of 'Biocon', a leading biopharmaceutical company, recognized as India's wealthiest self-made woman entrepreneur.
- **Falguni Nayar:** Founder and CEO of 'Nykaa', a successful beauty and lifestyle retail company.
- **Kiran Bedi:** The first woman in the Indian Police Services.

These examples highlight the diverse ways in which women can lead effectively, challenging traditional stereotypes and demonstrating the value of diverse leadership.

## The Future of Female Leadership

As more women ascend to leadership positions, it's imperative to challenge traditional stereotypes and create a level playing field. By recognizing and valuing the unique strengths and perspectives that women bring to the table, organizations can unlock their full potential and drive innovation and success. To foster a more inclusive leadership landscape, organizations can implement the following strategies:

- **Mentorship and Sponsorship Programs:** Provide opportunities for women to connect with experienced mentors and sponsors who can offer guidance and support.
- **Flexible Work Arrangements:** Offer flexible work options to help women balance their work and family responsibilities.
- **Unconscious Bias Training:** Educate employees about unconscious biases and how they can impact decision-making and workplace culture.
- **Transparent Promotion Processes:** Ensure that promotion decisions are based on merit and performance, rather than gender bias.

By embracing these strategies, organizations can create a more equitable and empowering workplace for women leaders.

## Conclusion

While there may be some gender-based differences in leadership styles, it's crucial to avoid making sweeping generalizations. The most effective leaders, regardless of gender, are those who can adapt their style to the specific needs of their team and the organization. By fostering a culture of respect, empathy, and collaboration, leaders can create a positive and productive work environment where everyone can thrive. As more women continue to break down barriers and assume leadership roles, it's essential to celebrate their achievements and recognize the valuable contributions they make to organizations and society as a whole. By empowering women leaders, we can build a brighter future where diversity, and equity.



## LEADERSHIP STYLES: DO WOMEN LEAD DIFFERENTLY?



### Author

Ms. Sayli Awachat  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Revati Bangre  
G. S. College of Commerce,  
Wardha

### Abstract

This article explores the question of whether women lead differently by examining leadership styles across genders. Historically, leadership has often been associated with traits typically ascribed to men, such as assertiveness and decisiveness. However, emerging research indicates that women may employ a more collaborative, empathetic, and transformational approach. By analyzing various leadership theories, including transformational, transactional, and servant leadership, this article investigates the unique characteristics that women leaders bring to the table. Additionally, it considers the impact of organizational culture, societal expectations, and gender biases on leadership effectiveness. The article concludes that while men and women can exhibit similar leadership capabilities, women often emphasize relationship-building, inclusivity, and emotional intelligence, offering diverse approaches that complement traditional leadership models. This difference is not inherent but shaped by societal roles and professional environments. The findings contribute to the broader discussion of gender dynamics in leadership and its implications for organizations aiming for inclusivity and success.

### Keywords

Defining leadership styles, Women's leadership styles, Challenges faced by women leaders, Authoritarian leadership, Democratic leadership, Work-life balance, Impact of female leadership.

## Introduction

As more women advance into positions of impact, it becomes more apparent that their methods commonly diverge from traditional guidelines. Women prioritize collaboration, emotional intelligence, and inclusivity, creating environments where diverse voices are heard and valued. This exploration will delve into the transformative impact of women's leadership styles, shedding light on how they foster innovation and cultivate a culture of empowerment within organizations. By embracing these unique perspectives, we can unlock the full potential of leadership in the modern age. That concept of leadership is multifaceted and varies across cultures, organizations, and individuals. Gender perspectives have been increasingly apparent in discussions on leadership styles in the years, particularly whether it deals with the problem of whether women and men lead differently. Examining the various qualities often attributed to female leaders and the implications of those differences in the workplace, this article examines several leadership philosophies. Research and debate on leadership styles have been ongoing for a while, particularly if it comes to gender differences in leadership. Studies indicate that women tend to lead in different routes than men, prioritizing inclusive decision-making, empathy, and teamwork. The article explores notable cases of female leaders up to 2024 while analyzing the intricate details of female leadership, particularly inside the context of India.

## Defining Leadership Styles

The styles of leadership can be broadly categorized into numerous categories, including transformational, transactional, authoritarian, democratic, and servant leadership. Investigations prove that women are far more inclined to utilize transformational and democratic techniques that prioritize emotional intelligence and team empowerment.

## Understanding Leadership Styles

Several broad categories of leadership styles involve fundamental, authoritarian, democratic, and transactional leadership. Every style has benefits as well as disadvantages, and people may modify their strategy depending on the scenario and the relationship between members of the team.

- **Authoritarian Leadership:** Decision-making is centralized, and team members have limited involvement in the entire procedure.
- **Democratic Leadership:** Focuses a high value on collaboration and involvement in decision-making.
- The goal of **transformational leadership** is to encourage and drive group members to work toward a shared goal.
- **Servant Leadership:** Places team members' needs initially concentrating on their professional development.

Women tend towards democratic, transformational, and servant leadership styles because they're compatible with their ideals of empathy and community building, based on research.

### **Women's Leadership Styles**

- **Authoritarian Leadership:** Authoritarian leaders demand attention and obedience and make decisions entirely for themselves. Although this style can be effective in situations of crisis, it often impairs staff morale and creativity. Research indicates that women are less inclined to resort to this method, favoring collaborative methods.
- **Transformative Leadership:** Women leaders are often seen as inspiring, motivating, and changing. They give an intense focus on support, encouragement, and vision. As an example, former PepsiCo CEO Indra Nooyi transformed the company's vision by promoting sustainability or healthier product lines. Her leadership to leadership generated interactive conditions by focusing on empowerment and mentoring.
- **Democratic Leadership:** Women commonly adopt a more democratic stance, asking team members for input and finding a consensus. For example, India's Finance Minister Nirmala Sitharaman has shown a collaborative leadership style, especially during budget meetings. Before making decisions, she actively engages with a range of stakeholders and takes into consideration differing points of view.
- **Servant Leadership:** Placing their team members' needs first of all, many female leaders exhibit servant leadership. As an instance of servant leadership, Kiran Mazumdar-Shaw, the creator of Biocon, reveals her devotion to the wellness of her employees and the community by investing in employee development and community health activities.
- **Transactional Leadership:** The exchange between a leader and followers, often through rewards and punishments, is the main focus of transactional leadership. While this style is effective at managing tasks, it may not have an exact level of attachment as transformational leadership. On average, women may be represented in transactional roles, preferring solutions that foster collaboration and conversation.

### **Challenges faced by women leaders in India**

Women in India face multiple challenges including organizational biases, cultural barriers, and societal biases, despite their particular lead to leadership. These factors can hinder these individuals from progressing to roles in leadership.

- **Cultural Norms:** Traditional views on gender roles typically limit women's opportunities for leadership of authority. In a setting where their authority is questioned, many women require them to put in additional work to prove their abilities.

- **Work-Life Balance:** Women are often under additional stress to balance their work and familial responsibilities, which often hurts their professional trajectories. Additional pressures can emerge from the societal expectation that women manage the responsibilities related to the family and their professional lives. Women's leadership opportunities and career advancement can also be affected by the struggle for work-life balance. Policies that encourage flexible work arrangements that benefit both men and women are increasing, as many expand realize.
- **Lack of Representation:** While that has been progress, women in India still are underrepresented in leadership roles across a range of sectors. Discovering mentors and role models can be challenging for aspiring female leaders due to the reinforcement of suppositions and biases resulting from this lack of representation.
- **Cultural Barriers:** Women's chances for positions of authority are often restricted by traditional gender roles. In fields that have been dominated by men, many women have to struggle more to establish their authority and competence due to skepticism about their abilities and talents.
- **Insufficient Representation:** Women remain to be underrepresented in many industries' positions of capacities. This cycle of women not seeing themselves in leadership positions can be reinforced by this discrimination, which further reduces diversity in leadership.
- **Stereotypes and Gender Bias:** Deeply ingrained stereotypes can lead women leaders to lose their authority and effectiveness. For example, in leadership situations, traits such as empathy and nurturing typically traditionally associated with women may be seen as errors. On the other hand, women who engage in aggressive leadership offices may suffer from negative labels, creating difficulties.

### **The Female Leadership Advantage**

- **Emotional Intelligence:** Leadership style research and debate have been going on for a while now, particularly when it comes to gender differences in leadership. In contrast to males, women favor inclusive decision-making, empathy, and teamwork, as demonstrated by studies. The article studies the minor intricate aspects of female leadership, particularly within the context of India, and then explores important instances of female leaders up to 2024.
- **Communication skills:** Women often placed a major priority on honest and efficient communication, frequently encouraging dialogue and feedback. In spite of boosting relationships, this communication looks to promote an open and trustworthy culture within teams. Women in positions of authority hence are often regarded as more relatable and approachable.
- **Collaborative Decision-Making:** When people respect numerous points of view and contributions, female leaders typically engage in collaborative decision-making methods. This approach-built team morale and

performance by motivating a sense of belonging among team members in addition to which leads to judgments.

### **Notable Case Studies of Indian Women Leaders**

- **Sonia Gandhi:** Building consensus and supporting inclusive politics have been the characteristics of Sonia Gandhi's leadership as the former president of the Indian National Congress. She managed the party through a variety of challenges despite showcasing collaborative methods and governance.
- **Dr. Renu Khator:** Dr. Khator, the chancellor of the University of Houston System, has stood for inclusion and diversity in the university system. Her efforts promote supporting the empowerment of marginalized groups, exhibiting how social improvement can be driven by leadership in educational institutions.
- **Kiran Bedi:** Through community empowerment and involvement, Kiran Bedi, the first female officer of the Indian Police Service, has transformed policing. Her leadership style displays the power of women in companies that have traditionally been dominated by adults by combining empathy with assertiveness.

### **The Impact of Female Leadership**

- **Organizational Culture:** Organizations with female CEOs seem to have more inclusive cultures, according to research. Better commercial outcomes can result from policies that support diversity and inclusion, which tend to be supported by women leaders. Organizations with diverse leadership teams tend to be a bit more innovative and able to adjust to changes in the market.
- **Employee Engagement:** Higher employee satisfaction and engagement levels have been linked to female bosses. Their focus on teamwork, empathy, and emotional intelligence fosters an enjoyable work environment.
- **Innovation and Performance:** In female-led teams, the combination of multiple perspectives and collaborative decision-making can spur innovation. Organizations with more diverse leadership teams are more likely to outperform their rivals in terms of efficiency and profitability, according to studies.

### **Research Insights**

The effectiveness of women's leadership styles has been the focus of recent studies. For example, a research article from 2022 that appeared in the Harvard Business Review discovered that companies with more women in leadership positions fared better economically, which is explained by their inclusive methods of decision-making.

In addition, based on a 2022 study that was published in the Journal of Leadership Studies, organizations with female leaders generally develop more inclusive

places of employment, which lowers turnover and encourages employee engagement.

Companies with female CEOs in India reported higher employee satisfaction and decreased turnover rates, as revealed in a 2023 Catalyst survey, underscoring the positive impact of diverse leadership styles on organizational culture.

The positive effects of female leadership styles on organizational performance are regularly established by recent studies. Companies with more women in leadership positions experienced more profitable outcomes and happier employees, according to 2023 Catalyst research. The research conducted underscored how multiple perspectives assist organizations to innovate and be more resilient.

## **Conclusion**

Investigation suggests that women do lead differently, frequently bringing unique perspectives and strengths that enhance the efficiency of organizations. The advantages of an array of leadership styles have been proven in India by personalities such as Kiran Mazumdar-Shaw, Nirmala Sitharaman, and Indra Nooyi. However, fundamental barriers still restrict women from achieving positions of leadership. The success of institutions and sustainable development will depend on recognizing and employing the strengths of female leaders as society develops.

Women do lead in different capacities; they often bring special perspectives and techniques that enhance the effectiveness of corporations. The successes of female leaders in India, including Kiran Mazumdar-Shaw, Nirmala Sitharaman, and Indra Nooyi, highlight the benefits of possessing a variety of leadership ideologies. Systemic barriers remain present though, therefore continuing efforts that push for gender equality in leadership positions are necessary. Recognizing and using female leaders' abilities will be essential for sustained development and organizational success as society evolves.

There are several clear benefits to women's leadership styles in India in particular as it pertains to communication, emotional intelligence, and group decision-making. However, issues continue to exist, particularly lack of representation, work-life balance, and social biases. Organizations need to create diverse and inclusive environments of work in order to fully use the potential of women leaders. Driving innovation and success in the workplace depends on a consciousness of unique contributions made by women leaders as India moves nearer to gender equality in leadership.



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## DIVERSITY WINS: WOMEN IN LEADERSHIP A PERSPECTIVE IN THE INDIAN SCENARIO



### Author

Ms. Devanshee Dhengre  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Arundhati Ninawe  
G. S. College of Commerce,  
Wardha

### Introduction

Women leadership refers to the influence and impact women exert when they assume roles of authority, responsibility, and guidance across various fields such as politics, business, education, healthcare, or community work. Leadership is not defined solely by a title or position but by the ability to inspire, make decisions, solve problems, and positively influence others. Women leaders bring unique perspectives, experiences, and strengths, often emphasizing collaboration, empathy, resilience, and adaptability. Women's leadership not only signifies women occupying positions of power but also highlights the diverse perspectives they contribute, which enrich decision-making processes and organizational cultures. 'Work looks different today as compared to work requirements for previous generate...a leadership role they were already well-trained.'

### Literature Review on Women Leadership

The study of women in leadership has gained significant momentum over recent decades. Extensive research explores how women's leadership styles, barriers to advancement, and contributions impact organizations and society. This literature review summarizes prominent themes in research on women's leadership, highlighting key findings, theoretical frameworks, and examples of women leaders across sectors.

- **Defining Women's Leadership Styles and Characteristics:** Research consistently shows that women leaders often adopt distinct leadership styles compared to their male counterparts. Eagly and Johnson (1990) found that women tend to favor a transformational leadership style, characterized by collaboration, mentorship, and a focus on employee development. Studies

by Kark et al. (2003) reinforce these findings, suggesting that transformational leadership is particularly effective in fostering motivation, innovation, and team cohesion.

- **The Impact of Women Leaders on Organizational Performance:** A wealth of literature demonstrates that organizations with gender-diverse leadership teams often outperform those without. McKinsey & Company's Women Matter report series highlights that companies with more women in leadership roles achieve better financial performance, often due to improved decision-making and innovative thinking (McKinsey, 2007). Similarly, Catalyst (2011) found that gender diversity at the top level enhances corporate governance, with organizations led by female directors more likely to prioritize ethical practices. Studies by Ahern and Dittmar (2012) show that an increased presence of women on boards leads to more comprehensive decision-making processes and greater emphasis on sustainability and corporate governance.
- **Challenges and Barriers to Women in Leadership:** Numerous studies highlight persistent barriers to women's advancement in leadership, often described as the "glass ceiling." Research by Powell and Butterfield (1994) and Oakley (2000) identifies systemic issues such as gender bias, stereotypes, and organizational cultures that favor traditionally masculine traits as primary barriers. Eagly and Carli (2007) introduced the concept of the "labyrinth" to describe the complex, multifaceted challenges women face in their leadership journeys. These challenges extend beyond resistance to promotion and include balancing work and family responsibilities.
- **Women's Leadership in Politics and Social Change:** The influence of women leaders extends beyond corporations into the political arena, where female leaders are often viewed as agents of social change. Research by Paxton and Hughes (2014) indicates that countries with higher levels of female political representation tend to prioritize social welfare policies, public health, and education. In conflict-affected areas, women leaders are more likely to favor negotiation and peace-building strategies over aggressive tactics, making them effective in conflict resolution.
- **The Role of Women in Innovation and Sustainability:** Women leaders are increasingly recognized for their contributions to sustainability and innovation. Studies by Bear, Rahman, and Post (2010) reveal that female board members are more likely to prioritize environmental, social, and governance (ESG) issues, which are essential for sustainable business practices. Gender-diverse teams have also been shown to foster innovation, as the diversity of thought and experience often leads to new ideas and approaches to problem-solving (Nielsen & Huse, 2010).
- **Impact of Women in Judicial and Legal Leadership:** Women's leadership in judicial and legal fields is another area that has seen impactful research. Studies such as those by Schultz and Shaw (2013) show that female judges and lawyers bring unique insights to justice, often advocating for

gender-sensitive policies and upholding the rights of vulnerable populations. The presence of women in the judiciary has been shown to increase public trust in legal institutions, promoting a more balanced and equitable legal system.

The literature on women's leadership consistently highlights the value of women's unique perspectives, leadership styles, and contributions across sectors. Women leaders often drive positive change, promote inclusivity, and encourage sustainable growth, even as they continue to face systemic barriers to advancement. From corporate boardrooms to government offices and judicial courts, women leaders have a profound impact on society. Further research and policy interventions are necessary to dismantle these barriers and foster a culture of gender inclusive in leadership positions globally.

### **Significance of Women Leadership**

‘Women have to be conscious and aware to feel and realize at every step of their life that they are the builders of their nation and the peaceful world.’

- **Driving Socioeconomic Progress:** Studies consistently show that organizations with diverse leadership teams, including women, perform better financially and make more socially responsible decisions.
- **Enhancing Decision-Making with Diverse Perspectives:** Having women in leadership roles leads to more holistic decision-making. Women bring diverse perspectives that stem from their unique life experiences, which often emphasize empathy, social responsibility, and inclusivity. This diversity of thought can lead to better problem-solving, innovation, and more effective solutions that benefit a wider array of people.
- **Role Modeling and Empowerment:** ‘Women leaders serve as role models, inspiring other women and girls to pursue their dreams and break societal barriers. ‘Seeing women in powerful roles empowers younger generations to aspire to leadership, setting the foundation for a more inclusive and equitable future. Role models in diverse sectors encourage women to believe that they can excel in any field.
- **Promoting Gender Equality:** ‘Women leaders actively promote gender equality and advocate for policies that benefit women, children, and marginalized groups. Their presence challenges stereotypes, shifts cultural norms, and pushes society toward gender equity.’ When women are empowered to lead, they often prioritize issues that may otherwise be overlooked, such as family welfare, health, education, and economic opportunities for underserved communities.
- **Improving Community Health and Education:** The women leaders have shown transformative impact. Their focus on empathy, well-being, and community often translates into policies and practices that prioritize public health and inclusive education. Female leaders can improve quality,

accessibility and relevance of learning opportunities, benefiting entire communities.

- **Promoting Peace and Stability:** Female leaders often bring a collaborative and diplomatic approach to leadership, particularly in conflict resolution. Earlier researchers advocated that women leaders are more likely to advocate for peace, security, and social stability. They tend to prioritize diplomacy and dialogue over conflict, fostering a more harmonious and resilient society.
- **Championing Innovation and Sustainability:** Women leaders play a crucial role in driving innovation and sustainability. Women often bring a fresh perspective with encouraging creativity and long-term thinking. This has a positive impact on issues like environmental sustainability, corporate social responsibility, and technological advancements that address real-world problems.
- **Balancing Economic Development with Social Welfare:** Women leaders are often more focused on social welfare and being pivotal in balancing financial goals with social and environmental responsibility, leading to more sustainable development practices that benefit all.

### Examples of Women Leadership's Impact across Sectors

- **Political Leadership:** The rise of women in governance positions underscores that effective leadership is not gender-specific but talent-based, thereby strengthening India's democratic fabric. Leaders like Sarogini Naidu, Indira Gandhi, Pratibhabai Patil, Sushama Swaraj, and Droupadi Murmu have shown the world how empathy and diplomacy can result in strong governance and improving welfare.
- **Women in the Indian Military:** The Indian military, a traditionally male-dominated sector, now includes women in roles ranging from Air Force pilots to positions of command in the Army and Navy. Women officers such as Flight Lieutenant Bhawana Kanth, one of India's first female fighter pilots, are reshaping perceptions and proving women's capabilities in defending the nation. The Indian Air Force currently boasts over 20 serving women pilots. This advancement reflects a transformative shift, affirming that women bring equal commitment and leadership to defense and security roles, thereby reinforcing national pride and security.
- **Women in Administrative Sector:** Women in India also play essential roles in administrative services. Currently, women make up 30% of Indian Administrative Service (IAS) officers, contributing to critical decisions that affect society at large. They take the right decisions which directly impact society and the country. For instance, IAS officers like Smita Sabharwal have gained recognition for their community-centered approach to administration. It provides a stable and professional bureaucracy responsible for implementing government policy in India. Decision making is very

important in this area and women are also capable of making accurate and quick decisions.

- **Corporate Sector:** Indra Nooyi, Arundhati Banarjee, Kiran Mazumdar-Shaw shown, Falguni Nayar that women can drive global corporations while advocating for work-life balance and social responsibility. 14% of Indian companies have women CEO's Empowerment of women leaders is essential for business success and economic growth of the country.
- **Judiciary:** These leaders bring diverse perspectives, ensuring a balanced approach to justice and enhancing public trust in the judiciary. Justice Fathima Beevi, India's first female Supreme Court judge, set a precedent for women in law, showing that women's insights can enrich judicial decisions. Female judges serve as role models, inspiring young women to pursue legal careers and aim for leadership roles.
- **Women in Regulatory and Executive Institutions:** In India's regulatory institutions, women also hold influential positions. Women have served as heads of significant organizations, such as the Union Public Service Commission (UPSC) and the Election Commission. These roles require immense dedication and strategic decision-making, which female leaders have fulfilled effectively, thereby reinforcing institutional integrity. The presence of women in such roles contributes to balanced, transparent governance, strengthening public trust in national institutions.
- **Sports:** Athletes like P.V. Sindhu, P.T. Usha, and Marry Kom have shown that women can dominate in sports and have been inspiring millions. Their achievements on global platforms, including the Olympics, inspire future generations to view sports as an inclusive field. Women's leadership in sports nurtures teamwork, self-confidence, and resilience, fostering a culture of gender equality in athletics. Women's leadership in sports is transformative. It inspires future generations and motivates other women to participate and lead in sports.
- **Healthcare:** Leaders like Dr. Anandibai Joshi, Dr. Ketayun Dinshaw, Dr. Indira Hinduja, Dr. Soumya Swaminathan, have been instrumental in advancing healthcare policies worldwide, particularly in managing global health crises.

Women leadership is essential for a balanced, just, and progressive society. It brings diverse perspectives that enrich every field and promote inclusivity, fairness, and innovation. As more women assume leadership roles, society benefits from a broader range of solutions, a focus on well-being, and policies that prioritize both social and economic progress. Encouraging women's leadership across sectors is not just about gender equality but about building a world that is more compassionate, resilient, and prepared to tackle the challenges of tomorrow.

## **Women in Senior Leadership Positions**

The Participation of women in various fields is essential for the socio-economic development of the nation. Women have played an important role in shaping society, culture and economy. Earlier they were limited to housework only but now they easily do other jobs along with housework. Women can play all roles from mothers, directors, pilots, soldiers, Prime Ministers to presidents. She can manage everything from a small shop to a business, from a college to an office, from a village to a country. She shows her skills in the playground as much as household work.

In the changing times, we are seeing women keeping pace with men. Earlier in India there were some fields where women's participation was very less like politics, sports, military, police force, courts, business sectors, administrative services, medical services etc. But now day by day she shows her involvement in every field.

Women leadership plays an important role in building a more just and progressive society, building a more just and progressive society. Including women leadership positions brings delivers perspectives that enhance decision making and innovation. In India, women's leadership is critical to addressing issues such as gender inequality, poverty and education. When women lead, they often prioritize social welfare, health and education. Which can significantly improve community well-being? Moreover, the leadership as women leaders, their vision as future and inspiration to overcome social barriers. Their presence in politics and business not only promotes economic development but also empowers women's voices. As more women rise to leadership roles, the potential for transformative change increases, benefiting society as a whole. Hence, promoting women's leadership is essential for sustainable development and a more inclusive future.

From the above observation, we can say that the world cannot develop without improving the status of women. Participation of women is very important, but they have to face many hurdles to achieve equality and equal opportunities in every field. Women have the right to choose and control themselves. Empowering women will remove many barriers and create a brighter future for all.

## **Conclusion**

The role of women in leadership is increasingly recognized as essential for socio-economic growth worldwide, and India's strides in this area are commendable, though challenges remain. Traditionally, Indian women were often confined to domestic roles, but today, they are breaking barriers across sectors—politics, business, sports, and the military—demonstrating capabilities on par with their global counterparts. By contributing unique perspectives, skills, and expertise, women in leadership roles strengthen the foundations of modern society.

While India has made significant progress and is advancing toward the standards of developed countries in empowering women in leadership roles across various

sectors, there remain areas for improvement. Nations with more comprehensive gender equality policies, quotas, and robust support systems for working women tend to achieve greater representation of women in leadership positions. By fostering such supportive policies and promoting female education, India can accelerate its journey toward achieving gender parity in leadership. Embracing a more inclusive approach will not only enhance decision-making but also pave the way for a more equitable and prosperous society.

Rajashi Ghosh (Editor), Gary N. McLean (Editor) in their edited book *Current Perspectives on Asian Women in Leadership* addressed that there is an urgent need to stop treating Indian women as under-developed human capital and begin realizing their potential as leaders of quality work. 'By celebrating women leaders and the leadership styles they employ to achieve success. Serving as a model and inspiration for young women leaders entering the workforce and for women leaders currently facing challenges it also provides a community for women leaders around the world.'

Promoting women's leadership is crucial not only for gender equality but also for enriching leadership styles, enhancing innovation, and building resilient, forward-thinking societies.





## YOU ARE A WOMAN AFTER ALL



### Author

Ms. Sanjana Bansod  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Swati Raut  
G. S. College of Commerce,  
Wardha

### The Year 1990

Get Married & Cook for your family!

### The Year 2000

Go to College; Get Married & Cook for your family!

### The Year 2010

Go to College, Get that degree, Get Married & Cook  
For your family!

### Year in Present

Get that Degree, Start Earning, Be a Coe, Get Married & Cook for your family!

In today's world, women may have gone ahead than they were before. A girl that wasn't allowed to study, goes to school today, studies, earns herself! Women are in each & every field of life today! Let it be in field of education, politics, sports, science, medical, business and what not. But, does she get the respect she deserves? Does she get treated the way she deserves?

### The Script hasn't changed!

### Just Roles have been ads.

They say women's are too emotional; they are too dramatic because of the way we "act".

I mean if I say 'No' to someone that means I'm being too up light. But if I say 'Yes' to someone, I'm just letting myself go.

If we don't wear makeup, that means we are being lazy, & they are going to ask you 'Is it that time of the months again?'. But if we do wear makeup, then it's because we do it for attention.

If I don't have that perfect body with perfect curves, then I don't fit in today's society. But if I do, then I can't show it, or else they are going to call me attention-seeker or worse, desperate.

You want women with perfect hairs, perfect face & perfect bodies so that they can't be obese or anorexic. She needs to be 'PERFECT'.

But 'perfect' isn't a word, perfect doesn't exist, no one is perfect.

**"You are a Woman after all  
You have nothing to worry about"**

**-They say ...**

She's either too short or too fat. Too skinny or too dark.

If she's married, it's time for a baby. If she's not, then she's a burden on the society.

If she earns, she's a sinner. If she doesn't, then a gold digger.

If she wears full sleeves, she's lame. Without any sleeves, she must be a game.

If she raises a finger, she's shameless. If she doesn't, she's dumb & useless

If she does make up, she's a cat fish. If she doesn't. She's a sad bash.

If she is successful, she must be easy. If she failed, she must be 'difficult'.

If she cries, she's a victim. If she doesn't, she's a feminist.

She's someone's daughter, sister, wife, mother, mother in law, grandma, aunt, niece, she's even a photograph!

She's just not her own ...

**"You are a Woman after all,  
You would never understand what we go through"**

**-They say ...**

And in the end of the day you ask me ...

"Why are you insecure? ~I wonder why.

"Why don't you show your face on face time?" ~I wonder why.

"Why don't you send me pictures with your face?" ~I wonder why.

I really do.....

She is a housewife. She works day & night. Waking up early to prepare breakfast for family and Tiffin for her husband & kids. Cleaning, sweeping, cooking, washing clothes, washing utensils, dealing with guests, taking care of her in laws, & all the other household chores, everyday without a single break. Then her husband & kids comes back for their Workplace & College & say ...

**"You are a woman after all,  
What do you even do by staying at home all day?"**

She is a working-woman. She wakes up, prepares breakfast & lunch, goes to office, works whole day and finally comes back exhausted at evening or sometimes late at night. Then she is expected to get to cooking immediately. Her in-laws say ...

**"You are a Woman after all,  
Of course, it's your job to cook for the family"**

She is a sister, who wants to go out with her friends. Who wants to have a party & enjoy herself? Her brother, while getting ready for partying all night, drinking & intending to roam all night around the street, says ....

**"You are a Woman after all,  
It's not safe for you to go out at late nights! There are boys & men's out  
there who might be drunk. Stay home".**

She is a daughter, who is free-minded & kind. Loves shorts & crops which makes her feel light. Her father, wearing shorts with nothing on top, says...

**"You are a Woman after all,  
This is not how you should dress! What would the society say? You are the  
one to blame if something happens to you. Go & wear something which is  
full sleeved!"**

She is just a girl, who has big dreams. She wants to be successful in her career & earn herself. She plans to be single and be independent. Her relatives sitting on sofa, devouring all the snacks says...

**"You are a Woman after all,  
That is not how it works! Everyone has to marry someday, & you would  
have too! Career comes after!"**

She once was brave smart. Educated enough to surpass. Wanted to become something but kicked her dreams for her parents and got married. Now, when it's matter related to business, finance or technical, her husband says...

**"You are a Woman after all,  
You don't know anything about finance-managing, business, or technical  
work. Just stay out of it!"**

She is scared of being alone in nights. She gets harassed in her work time. She get's insulted in her own house, being treated as if some little dirty mouse. She get's abused by her own husband, considers she is of a sex which is 'weakened'. Every step outside her house is a risk, the thought of just that, in the mind, kicks. After all the things she goes through in her life, from beginning to end & bleeding like a stab of knife. Yet... still she's being told that ...

**"You are a Woman after all,  
You must have asked for it, for sure"  
-Said the society...**

"What kind of women sits like that?"

"Where are you coming from in the middle of the night?"

"What are you wearing? What will people say?"

"Wax you legs & hands, young lady!"

"You didn't take your husband's last name even after being married?"

"What do you mean you can't cook!?"

"What do you mean you don't want children!?"

"You swear like a boy?"

"You watch sports? But you're a girl!"

"You people won't understand any of this. Leave the technical work to guys!"

"Why do you need to work or earn?"

~These are some common questions a woman has to face all through her life.  
But, then at the end of the day, it is as it is.

**"You are a Woman after all,  
Your life is much easier than us Menes!"**

**-They say ...**

The cruelest irony is that the phrase "You're a Woman after all", is often spoken as if women live easy lives, shielded from hardship. They don't see the invisible sacrifices, the unacknowledged efforts & the unspoken wounds. They don't see the woman who sets aside her own needs for the sake of others, the one who remains resilient in the face of discrimination, or the one who tirelessly works towards her dreams, even when the world tells her, she's reaching too far.

~Women are not defined by weakness, though they are often framed that way.

Every woman knows the quiet strength it takes to endure these struggles.

~She is not asking for a pedestal, not for special treatment; she is asking for respect, for fairness, for understanding, for her dreams to be seen just as valid & her strengths just as worthy & her achievements just as meaningful as those of any man.

~ And if, after all that she has endured, she is still told "You are a woman after all," let it be a reminder not of fragility, but of her quiet, unbreakable strength. For in every woman lies a fighter, a dreamer, and soul who has learned to overcome.

**Yes! We are Women!**

**But why do they keep on forgetting that we are humans after all, too?**



## WOMEN'S LEADERSHIP IN INTERNATIONAL ORGANIZATIONS: A COMPREHENSIVE EXPLORATION OF PROGRESS, CHALLENGES, AND IMPACT

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**Author**

Ms. Divya Upadhyay  
G. S. College of Commerce,  
Wardha



**Guide**

Dr. Sunita Lanjewar  
G. S. College of Commerce,  
Wardha

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### Introduction

The landscape of international organizations has witnessed considerable transformation in the past century, with significant strides made toward greater gender equality and inclusion, particularly in leadership roles. Historically, leadership within global institutions was a male-dominated domain, reflecting broader societal power structures and cultural norms that restricted women from assuming positions of authority in decision-making processes. However, over the past few decades, women's leadership within international organizations has seen remarkable progress, accompanied by advocacy from global women's rights movements, shifting political will, and changes in institutional policies. Today, women hold leadership roles in many of the world's most influential international organizations, and their contributions are increasingly shaping global governance, policy-making, and international diplomacy. Despite these advances, the road to gender equality in international organizations remains long and challenging. Women continue to face significant barriers that hinder their advancement into top leadership positions, including gender biases, institutional and structural challenges, and cultural and political obstacles. Additionally, there is still an underrepresentation of women in key decision-making roles in many organizations. This article delves into the journey of women's leadership within international organizations, exploring the evolution of their roles, the impact of their leadership, and the barriers they face. Through detailed analysis, we also examine the critical importance of gender equality in global governance and the future trajectory of women in leadership within these influential institutions.

## Historical Context and Evolution of Women's Leadership in International Organizations

The role of women in leadership within international organizations is relatively recent, with significant shifts occurring only in the last few decades. While women have historically contributed to global affairs, particularly in fields such as social welfare, humanitarian work, and human rights, their involvement in formal leadership roles in international organizations has been minimal. Early examples of female leadership in international contexts were mostly limited to activism or volunteer work within women's and peace organizations rather than positions of institutional power. However, throughout the 20th century, social movements and global shifts gradually facilitated women's increased participation in the governance of global institutions.

- **Early Pioneers: A Framework for Women's Participation:** Throughout the early 20th century, pioneering women such as Jane Addams and Eleanor Roosevelt laid the foundation for women's involvement in international organizations. Addams, a social reformer, played a key role in the development of international peace organizations and was one of the founders of the Women's International League for Peace and Freedom (WILPF) in 1915. She championed issues such as disarmament, social justice, and women's rights, making an indelible mark on the early internationalist movement. Eleanor Roosevelt, a key figure in the development of international human rights, was instrumental in the drafting of the Universal Declaration of Human Rights in 1948, marking the first step toward incorporating gender equality into global legal frameworks.

Their advocacy set a critical precedent for the role women would play in shaping global affairs. Roosevelt's leadership within the United Nations (UN) in the post-World War II period demonstrated the potential for women to be integral to institutional change at the international level, laying the groundwork for gender equality in global governance.

- **The UN as a Gateway to International Leadership:** The United Nations (UN), founded in 1945, was established to promote peace, human rights, and cooperation among nations. While the UN initially reflected the patriarchal power structures that dominated the international community at the time, it became a platform for women's voices through the creation of the Commission on the Status of Women in 1946. The Commission was tasked with promoting women's rights globally and became a critical force for advancing gender equality within the UN system and beyond.

Despite the formation of such gender-focused bodies, the UN and other international organizations continued to be heavily dominated by male leadership. Women's formal involvement in key decision-making roles remained limited for several decades, and gender equality was not consistently prioritized in the institution's policies or practices.

- The Rise of Gender Advocacy and Policy Development:** The 1980s and 1990s marked a transformative period for women's leadership within international organizations. The Beijing World Conference on Women in 1995 and the Fourth World Conference on Women were pivotal events that brought global attention to gender issues and the underrepresentation of women in leadership roles. These conferences, coupled with the increasing influence of women's rights movements, played a major role in institutionalizing gender equality policies within international organizations. They helped define women's empowerment and set goals for achieving gender parity in governance and leadership. The establishment of UN Women in 2010 marked a significant step toward the institutionalization of gender equality within the UN system. This entity was dedicated to advocating for women's rights and promoting gender equality globally. The creation of UN Women signaled a recognition of the central role women must play in shaping global policies, as it focused on empowering women in areas such as economic development, political participation, and access to education.

### **Women in Key International Organizations**

International organizations play an essential role in global governance, addressing issues such as development, security, economic policy, climate change, and human rights. Women's leadership in these organizations is critical for ensuring that the voices and needs of women and marginalized communities are considered in international decision-making. Over time, women have become key figures in various international bodies, including the UN, the World Bank Group (WBG), the World Trade Organization (WTO), the European Union (EU), and the International Labour Organization (ILO).

- United Nations (UN): Women at the Helm:** The UN has long been a leader in promoting gender equality and women's empowerment, yet women remain underrepresented in the top leadership positions within the UN system. The UN Security Council, which is central to the UN's peace and security agenda, has seen minimal representation of women in its highest echelons. However, there have been notable women leaders within the UN whose influence has been transformative. For instance, Margaret Chan, who served as the Director-General of the World Health Organization (WHO) from 2007 to 2017, focused on key global health issues such as maternal health and pandemic preparedness. Chan's leadership within the WHO marked a significant achievement for women in health governance. In 2017, Amina J. Mohammed, Nigeria's former Minister of Environment, became the Deputy Secretary-General of the UN, one of the highest-ranking positions within the UN system. Mohammed has been a strong advocate for sustainable development, gender equality, and climate change action,

demonstrating the crucial role women leaders' play in shaping global environmental policies.

- **World Bank Group (WBG): Financial Inclusion and Empowerment:** The World Bank Group, a leading global financial institution focused on poverty alleviation and development, has seen a growing presence of women in leadership roles. Kristalina Georgieva, the former CEO of the World Bank, served as a trailblazer for women in international financial institutions. Georgieva has advocated for policies that promote gender equality in economic development, including projects focused on improving women's access to finance, healthcare, and education.

Despite the contributions of women like Georgieva, financial institutions such as the World Bank remain male-dominated at the highest levels, and women continue to face challenges in ascending to leadership roles. However, women's leadership in development policies have been instrumental in shifting global development agendas to be more inclusive of women's needs.

- **World Trade Organization (WTO): Gender and Trade Policy:** The World Trade Organization (WTO) is a key institution for shaping global trade rules and economic governance. In 2021, Ngozi Okonjo-Iweala, an economist from Nigeria, made history as the first female and African Director-General of the WTO. Okonjo-Iweala's appointment represents a landmark moment in the WTO's history and underscores the importance of diversity in global economic governance.

Under Okonjo-Iweala's leadership, the WTO has focused on pushing for trade policies that account for the needs of women, including tackling barriers to women's participation in global trade. Her leadership has also highlighted the importance of gender-sensitive approaches to economic policy, which are critical to achieving sustainable development and empowering women economically.

- **European Union (EU): Leadership for Gender Equality:** The European Union has been a significant advocate for gender equality and women's empowerment, both within its member states and globally. In 2019, Ursula von der Leyen made history as the first woman to become President of the European Commission. Von der Leyen has prioritized gender equality in her agenda, pushing for policies that close the gender pay gap, ensure equal access to leadership opportunities, and protect women's rights in the workplace.

Her leadership has had a transformative impact on the EU's commitment to gender equality, and she has called for more women to hold positions of power within the EU institutions. However, challenges remain, particularly in achieving gender parity in positions of influence within the European Parliament and European Council.

- **International Labour Organization (ILO): Advancing Gender in the Workplace:** The International Labour Organization (ILO) has long been



committed to improving working conditions and advancing labor rights globally. Although leadership within the ILO has traditionally been male-dominated, women have played significant roles in shaping labor policies that benefit women in the workforce.

For example, Sharan Burrow, the General Secretary of the International Trade Union Confederation (ITUC), has been a key advocate for workers' rights, particularly for women, ensuring that gender equality is a central aspect of labor rights advocacy. Her work at the ILO has helped push for global labor policies that address the specific challenges faced by women in the workplace, such as equal pay, maternity leave, and protection from harassment and discrimination.

### **Challenges Faced by Women in International Organizations**

While there has been notable progress in increasing the representation of women in leadership roles in international organizations, significant barriers persist. These barriers, which range from cultural and societal norms to institutional biases, continue to hinder the advancement of women to top leadership positions.

- **Gender Bias and Stereotyping:** Gender bias remains one of the most pervasive challenges faced by women in leadership roles. Women are often stereotyped as being less authoritative, less decisive, or less capable of handling complex or high-stakes situations compared to their male counterparts. These gendered expectations contribute to biases in hiring, promotion, and decision-making processes, making it more difficult for women to access leadership positions in international organizations.
- **Institutional and Structural Barriers:** International organizations may have policies in place to promote gender equality, but the implementation of these policies is often inconsistent. Institutional barriers, such as inadequate support for work-life balance, lack of mentorship and career development opportunities for women, and limited access to key assignments, can impede women's progress toward leadership roles. Additionally, many organizations remain structured in ways that privilege the experiences and expectations of male leaders, making it more difficult for women to navigate these environments.
- **Cultural and Political Barriers:** Cultural and political barriers, particularly in certain regions of the world, also limit women's participation in leadership roles in international organizations. Deeply entrenched gender norms and political structures in many countries continue to restrict women's access to power, whether in the political sphere or in the workplace. Even in more progressive countries, cultural expectations often place a heavier burden on women to balance family and professional responsibilities, which can impede their career advancement.

### **The Impact of Women's Leadership in International Organizations**

Despite the challenges they face, women leaders have had a profound impact on shaping global policy and driving systemic change within international organizations. Women leaders have been instrumental in advancing gender equality across a range of issues, including economic empowerment, peace and security, climate change, and human rights. Women leaders in international organizations also bring diverse perspectives and innovative approaches to problem-solving, which are essential for addressing the complex and interconnected challenges of today's global landscape. Women's leadership in global governance has paved the way for more inclusive, equitable, and sustainable solutions to issues ranging from poverty and inequality to climate change and migration.

### **Looking Ahead: The Future of Women's Leadership in International Organizations**

As the world continues to evolve, the role of women in international organizations will remain crucial for achieving global gender equality and sustainable development. The rise of women in leadership roles is an ongoing process, and the challenges they face must continue to be addressed through policy reforms, organizational change, and cultural transformation. International organizations must work to dismantle the barriers to women's leadership and actively promote women's representation at the highest levels of governance. Efforts to support women's leadership in international organizations, such as mentorship programs, leadership training, and targeted recruitment initiatives, will be essential for ensuring that more women can rise to top positions. Moreover, men must also be allies in the fight for gender equality, working to challenge gender biases and support the empowerment of women leaders.

### **The Role of Women's Leadership in Shaping Global Policies**

Women's leadership in international organizations extends far beyond the boundaries of gender equality advocacy. The presence of women in leadership positions has proven to have a profound impact on shaping policies that address pressing global challenges, ensuring that the needs and perspectives of women and marginalized groups are not only acknowledged but also prioritized.

- **Gender Equality as a Central Pillar of International Policy:** Women's leadership has become a cornerstone in shaping the global policy agenda. As international organizations continue to grapple with complex issues such as climate change, migration, health crises, and global inequality, women leaders have been advocating for more inclusive, gender-sensitive approaches to these issues. For example, gender equality has been a central theme in global development and humanitarian policy discussions, with

women leaders pushing for strategies that ensure women's economic, social, and political empowerment is a core objective of global initiatives.

A notable example is UN Women, which was established to champion the global commitment to gender equality and women's empowerment. This entity plays a key role in supporting member states to implement the Sustainable Development Goals (SDGs), particularly Goal 5, which aims to "achieve gender equality and empower all women and girls." Women in leadership within UN Women and other international bodies have been at the forefront of mobilizing global support for policies that dismantle gender-based discrimination, promote women's health and education, and increase women's participation in leadership.

In addition, women in organizations like the World Bank, IMF, and UNDP have been working to ensure that the broader international development goals account for the economic and social needs of women, including economic empowerment, labor rights, and access to reproductive healthcare. As leaders in these institutions, they bring nuanced perspectives to policy making, recognizing that the development challenges women face is not the same as those faced by men, often due to deeply rooted gender biases.

- **Women as Key Drivers in Peacebuilding and Conflict Resolution:** Women's leadership has also made significant strides in the domains of peace and security. International organizations like the United Nations have seen women take on pivotal roles in peacebuilding, conflict prevention, and post-conflict reconstruction. Women, Peace, and Security (WPS) is a policy framework that has gained increasing prominence in the last two decades, largely due to the advocacy and leadership of women in international organizations.

In 2000, the UN Security Council passed Resolution 1325, which recognized the significant roles women play in conflict resolution and peacebuilding and called for greater inclusion of women in peace processes. Women leaders in organizations such as the UN have since been instrumental in the implementation of this resolution, working to ensure that women's voices are heard in negotiations, peace talks, and post-conflict recovery efforts.

The inclusion of women in peace processes has been shown to result in more sustainable and inclusive peace agreements. Women bring unique insights into the social dimensions of conflict, emphasizing the importance of human rights, reconciliation, and the rebuilding of community trust. Women leaders like Leymah Gbowee, a Liberian peace activist, have shown how women's activism in global peace initiatives can make a significant difference, especially in post-conflict societies.

- **Women's Leadership in Addressing Global Health Crises:** Global Health is another area where women's leadership has been increasingly important. The role of women in public health, disease prevention, and global health governance has been critical in shaping global responses to health crises such as the Ebola outbreak in 2014 and the COVID-19 pandemic in 2020.

In both crises, women's leadership, particularly within organizations like the World Health Organization (WHO), was essential in shaping response strategies, ensuring the needs of women and children were prioritized, and addressing the social determinants of health.

Dr. Margaret Chan, as the Director-General of the WHO, was instrumental in the organization's response to both the Ebola and Zika virus outbreaks. Under her leadership, the WHO developed comprehensive public health strategies that not only addressed the immediate medical needs of affected communities but also worked to prevent the spread of misinformation and to strengthen health systems for long-term resilience. Furthermore, women leaders in public health organizations have been critical in emphasizing the intersectionality of health issues, particularly the disproportionate impact of health crises on women, refugees, and marginalized groups.

The COVID-19 pandemic exposed many gender-based disparities in access to healthcare, economic stability, and education. Women leaders in international organizations have taken on significant roles in advocating for gender-sensitive responses to the pandemic. They have called for policies that not only address the public health needs but also the economic fallout that disproportionately affects women, such as the closure of schools, the loss of income for women in informal sectors, and increased rates of domestic violence. These leaders have also pushed for greater investment in women's health services and social safety nets to ensure that women's needs are not overlooked in global recovery efforts.

- **The Role of Women in Climate Action and Environmental Governance:**

Another critical area where women's leadership has been influential is in the field of climate action. Women, especially in developing countries, are often the most affected by climate change. Due to their roles in household management, agriculture, and caregiving, women face disproportionate impacts from natural disasters, rising sea levels, and environmental degradation. As a result, women have been at the forefront of climate activism, advocating for policies that integrate gender considerations into climate change mitigation and adaptation strategies.

International organizations like the United Nations Framework Convention on Climate Change (UNFCCC) have acknowledged the importance of gender-responsive climate policies. Women leaders, such as Christiana Figueres, the former Executive Secretary of the UNFCCC, have been critical in shaping global climate negotiations and ensuring that gender perspectives are included in international agreements like the Paris Agreement. Figueres and others have worked to ensure that women are not only seen as victims of climate change but as active agents in the fight against it.

Women leaders have called for policies that invest in women's leadership in climate resilience and adaptation projects, ensuring that women are part of decision-making processes related to environmental governance. This approach not only strengthens climate action but also empowers women by

giving them leadership roles in managing the environmental challenges they face.

### **Breaking the Glass Ceiling: Strategies for Advancing Women's Leadership**

While women's leadership has grown in international organizations, significant barriers still hinder the full realization of gender equality in top positions. Therefore, advancing women's leadership in these institutions requires deliberate strategies to dismantle the obstacles that limit women's access to power and influence.

- **Policy Reforms and Gender Mainstreaming:** One of the most effective strategies for promoting women's leadership in international organizations is the implementation of robust gender mainstreaming policies. Gender mainstreaming involves integrating a gender perspective into all aspects of policy development, implementation, and evaluation. By systematically considering the needs and experiences of women and men, international organizations can promote more equitable and inclusive leadership structures.

Gender quotas or targets have also proven effective in increasing women's representation in leadership roles. Some international organizations, such as the World Bank and the European Union, have introduced gender quotas to ensure that women are represented in decision-making roles. These quotas ensure that women have an equal opportunity to contribute to institutional leadership and governance.

- **Leadership Development and Mentorship Programs:** Leadership development programs are critical for enabling women to build the skills and networks needed to advance in international organizations. Mentorship programs are particularly valuable as they provide women with guidance, support, and professional development opportunities. Such programs are especially important for women of color, who often face additional barriers due to racial and cultural biases. By connecting emerging women leaders with experienced mentors, organizations can create pathways for women to rise to senior leadership roles.

Organizations such as UN Women and the International Monetary Fund (IMF) have initiated programs aimed at developing women's leadership skills. These initiatives provide women with the training and tools they need to navigate institutional barriers and increase their visibility and influence within international organizations.

- **Creating a Culture of Inclusivity:** International organizations must also focus on fostering a culture of inclusivity, where women leaders are valued and supported. This involves creating safe, welcoming environments for women to thrive professionally, which includes addressing issues such as sexual harassment, pay equity, and work-life balance. Organizations should prioritize diversity and inclusion in recruitment, ensuring that women from

all backgrounds, including marginalized groups, are given equal opportunities to participate in decision-making roles.

Gender-sensitive policies on family leave, flexible working hours, and anti-discrimination measures also play a crucial role in enabling women to succeed in leadership positions. These policies ensure that women are not forced to choose between career progression and family responsibilities.

- **Male Allies and Advocates:** It is also essential to recognize the role of men in advancing women's leadership in international organizations. Male leaders and allies can advocate for women's advancement by challenging gender biases, supporting gender equality initiatives, and ensuring that women's voices are included in leadership processes. Men who are in positions of power can be instrumental in creating a more equitable organizational culture that empowers women leaders.

By fostering a culture of shared responsibility and collective action, men can help dismantle the structural barriers that prevent women from reaching their leadership potential. The active involvement of men in promoting gender equality not only accelerates the pace of change but also ensures that gender equality becomes a broader institutional value, rather than one that is solely the responsibility of women.

### **Conclusion: A Future of Inclusive Global Governance**

Women's leadership in international organizations has come a long way, and there are many notable successes to celebrate. However, much work remains to be done to achieve full gender parity in the leadership ranks of global governance institutions. The historical barriers that women have faced, from gender bias to cultural and institutional hurdles, continue to challenge the full inclusion of women in leadership roles. As we look toward the future, it is clear that the active inclusion of women in decision-making at the highest levels of international organizations is crucial for achieving a more equitable, sustainable, and just world. Women bring unique perspectives and experiences to global governance, and their leadership is essential for addressing the complex challenges facing the global community, including climate change, poverty, inequality, and conflict. By continuing to promote gender equality in leadership through policy reforms, mentorship programs, cultural transformation, and the support of male allies, international organizations can unlock the full potential of women leaders. The inclusion of women in leadership roles is not just a matter of fairness, but a vital component of effective and inclusive global governance. As more women rise to positions of influence, we can look forward to a world where leadership is diverse, inclusive, and truly representative of all people.



## MOTHER OF ORPHANS



### Author

Ms. Janhavi Lonkar  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Kiran Shendre  
G. S. College of Commerce,  
Wardha

**A mother can never be defeated. A woman can never be defeated. But she needs to keep her heart strong and learn to forgive.**

**– Sindhutai Sapkal**

Sindhu Tai Sapkal or ‘Mai’, is a social worker in Maharashtra, India. She is a social activist who works fervently towards the welfare of orphaned children in India. Having built a grand family over the decades, she now has one thousand grandchildren who are offspring of the children she had previously adopted! Most of her ‘children’ are doing very well in life- some are lawyers, some are doctors, and so on. One of her children is pursuing a Ph.D on Sindhu Tai’s life. Some of them are even running their independent orphanages and proliferating her good deeds and spirit. This holds even for her biological daughter!

Born on 14th November 1948 (Children’s Day!), Sindhu Tai belongs to Pimpri Meghe village in Wardha district, Maharashtra. Her father was a cowherd by profession. The family had meager means, and Sindhu Tai was an unwanted child. She was often referred to as ‘Chindi’, which is a Marathi word that stands for a torn piece of cloth. Her father seemed to be her only source of hope, for he wanted to provide her with an education much against the wishes of his wife. Sindhu Tai would go to school on the pretext of cattle grazing and use leaves instead of slates to write on, owing to the paucity of finances. Her family issues eventually caught on and she was forced to get married at the tender age of nine. She completed her formal education until Grade 4 and then had to quit. Her journey though, had not even begun yet.

Sindhu Tai’s husband was 21 years older than her, and he too was a cowherd from a neighbouring village. She gave birth to three sons before she turned twenty years of age. In a village-level feud, Sindhu Tai spoke up against a local

strongman who was conning the villagers. When her agitation bore fruit, the strongman was humiliated and disgruntled against the poor woman. He played tricks which led to Sindhu Tai suffering harassment at the hands of her husband, who eventually abandoned her even though she was 9 months pregnant with his child. She went on to give birth to a daughter soon after this incident. She was homeless and helpless; even her mother refused to shelter her. Determined to not give it up all, Sindhu Tai resorted to begging on railway platforms for food. While begging, she came across many abandoned children who would also beg for food. She realized that they were worse off than her. She started adopting them as her own and began begging more actively to feed them. She would come across; she would embrace him/her as her own. One can only imagine the strength it must have taken for her to shelter so many others when she had limited resources. What is more- to eliminate any feeling of partiality amongst her children, she left her biological daughter in the care of the Shrimant Dagdu Sheth Halwai Trust, Pune. Sindhu Tai had found her calling. She knew she wanted to help others' life. Her painful journey was a lesson to her, which made her empathize with other unfortunate children. She devoted her entire life to her orphans. She loves, nurtures, and protects her children even though she has no steady means of income. She has no idea how she will attain her next meal, but her selflessness remains beyond description. She gives speeches at various institutions across the globe to earn money for her children. It is disheartening to know that her work is still not officially recognized, nor are her orphanages provided any grants by the government.

Some time back, her (then) 80-year-old husband came back to her and sought forgiveness. Stating that she can only play the role of a mother now, she took him back as her child! She would introduce him as her oldest child to all. Her husband is no more now. Her noble work has been honored with over 700 awards the money she gets from these awards and honors, she invested in her children and their home (Sanmati Bal Niketan). She has also been conferred a Doctorate in literature by the D Y Patil Institute of Technology and Research Pune in 2016. The 68-year-old mother remains positive, bright, and enthusiastic in spirit. She exudes power and grace.

A film in Marathi, *Me Sindhu Tai Sapkal* was released in 2010. It is a biopic on Sindhu Tai's life and it was selected for a world premiere at the 54th London Film Festival. *Sindhutai* is a huge inspiration to all of us. She proves that one person CAN make a difference, and that we don't need to have our hands full to give to those in need.



## WOMEN'S LEADERSHIP IN INTERNATIONAL ORGANIZATIONS



### Author

Ms. Ankita R. Mishra  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Aparna Joshi  
G. S. College of Commerce,  
Wardha

### Introduction

The purpose of this article is to analyze the role of Women as leaders in the International Organizations. In the past three decades, the International Community has made numerous commitments for promoting gender equality and eliminating discrimination against women. Since 1990, there is considerable increase in representation of women as leaders in international organizations,. Women's leadership in international organizations is a vital aspect of global governance, bringing diverse perspectives and promoting cooperation. Despite progress, women remain underrepresented in top leadership roles. Let's discuss the role of women's leadership in international organizations.

### Status of women in leadership roles

When we discuss there is a considerable amount of information available on women in political leadership positions and the representation of women as decision – makers in other public and private sector institutions.

### Women Leaders at International Standards

The first democratically elected female Prime Minister of a Muslim majority country was Benazir Bhutto of Pakistan, who led her party to victory in the 1988 general election and later in 1993, making her the first woman democratically elected leader of any Muslim nation. Bhutto was also the first of only two non-hereditary female world leaders who gave birth to a child while serving in office.

Hillary Clinton (née Rodham) was an American politician, lawyer and diplomat. She was the 67th United States Secretary of State in the administration of Barack Obama from 2009 to 2013.

If we talk about India, then I must mention President of India, Mrs. Droupadi Murmu, who won the 2022 Presidential Election as the Bharatiya Janata Party (BJP) candidate. She is the first person belonging to the tribal community and also the second woman, the first being Mrs. Pratibha Patil, to hold the office. She is also the youngest (at the age of 64), to hold the office of the President of India.

### **Women Leaders in Industries**

Indra Nooyi, an Indian-born American business executive who was the chairman and Chief Executive Officer (CEO) of PepsiCo from 2006 to 2018.

Nita Mukesh Ambani, an Indian businesswoman and philanthropist.<sup>[8]</sup> She is the chairperson and founder of the Reliance Foundation, Dhirubhai Ambani International School, director of Reliance Industries and the owner of Mumbai Indians, the Indian Premier League cricket team

Shanti Ekambaram worked at Kotak Mahindra Bank for 27 years and managed multiple successful businesses. She eventually became the Executive Director and CEO of Kotak Investment Banking. During her tenure, she introduced digital banking services and other important projects.

Naina Lal Kidwai chartered accountant in India, Kidwai was the first woman to graduate from the Harvard School and lead an investment or foreign bank in India. She became the CEO of HSBC Bank, being the first Indian woman to become head of a foreign bank.

### **Appointment of women to leadership positions in major international organizations**

Referring to history, men have dominated leadership roles in international institutions. It's essential to challenge this bias and promote diversity. Research shows that women often excel in crisis situations, demonstrating exceptional leadership skills and talent. Women in prominent roles inspire others, fostering a culture of empowerment and equality. In the context of current global challenges, including gender violence, racism, and inequality, electing a woman from a developing country to lead an organization like the WTO would be a powerful symbol of progress and change.

## Women's leadership in India

Women's representation in leadership roles in Indian organizations has been increasing, but still a lot needs to be done to achieve gender parity. The list of International Women's Organization are as follows.

- **UN Women:** The United Nations Entity for Gender Equality and the Empowerment of Women, focused on promoting gender equality and empowering women worldwide
- **Association for Women's Rights in Development (AWID):** A global feminist network working for women's rights and development.
- **Equality Now:** An international women's rights organization working to eliminate discrimination and violence against women and girls
- **Women's Learning Partnership:** An organization focused on women's education and learning.

## Conclusion

Overall, we conclude that, women have been indeed given a more “gendered” leadership portfolio, the situation is now better than before. For example, there are competitive advantages, companies with greater gender parity in managerial positions can have a competitive advantage over others, including higher profits, better innovation, and better reputation.

Women in leadership positions can inspire future generations to pursue leadership roles. The presence of female leaders can lead to perceptions of fairer treatment, higher salaries and greater status. Appointing women to top management can help to change language that expresses stereotypes. Women leaders can have a positive impact on employee's work engagement through their creativity and influence.



## WOMEN'S RESILIENCE IN THE FACE OF ADVERSITY: THE STORY OF RANI LAKSHMIBAI



### Author

Ms. Tejaswini Rajurkar  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Rajeshwari Sharma  
G. S. College of Commerce,  
Wardha

### Introduction

Resilience refers to the capacity to endure, recover, and emerge stronger from the adversities encountered in life. A notable illustration of resilience in Indian history is embodied by Rani Lakshmibai, the Queen of Jhansi. Her steadfast bravery, leadership, and resolve against British colonial oppression serve as a source of inspiration for many generations. Her famous proclamation, "I shall not surrender my Jhansi," resonates throughout history. This article delves into the resilience demonstrated by Rani Lakshmibai, emphasizing her challenges, tactics, and the enduring legacy she established.

### Early Life and Challenges

Rani Lakshmibai, originally named Manikarnika Tambe, was born in 1828 in Varanasi. She grew up in a progressive household that valued strength and education. Unlike many girls of her era, she received training in martial arts, swordsmanship, equestrian skills, and military tactics. Her father, Moropant Tambe, prioritized her education in politics and administration, equipping her for a future that would require both resilience and leadership. At the age of 14, her life changed significantly when she married Raja Gangadhar Rao of Jhansi. While she adapted to her royal duties, she continued her warrior training. The couple faced the sorrow of not having a biological child and subsequently adopted a son, Damodar Rao. However, in 1853, tragedy struck with the death of her husband. The British authorities, invoking the Doctrine of Lapse, refused to acknowledge her adopted son as the legitimate heir and proceeded to annex Jhansi. Confronted with this injustice, Rani Lakshmibai resolutely declared, "Meri Jhansi nahi dunggi" (I shall not give up my Jhansi), signaling the onset of her resistance.

### **Political and Military Resilience**

Rani Lakshmibai assumed command of the administration in Jhansi as the British focused their attention on the region, demonstrating her capabilities as a stateswoman. She enhanced the fortifications of Jhansi and established a military force comprising both men and women. Additionally, she forged alliances with neighboring rulers, understanding the significance of solidarity in the face of colonial domination. Her key acts of resilience included:

- **Strategic Warfare:** By comprehending the enemy's strategies, she utilized guerrilla tactics, ambushes, and robust defensive measures to undermine British progress.
- **Defiance of British Policies:** She steadfastly rejected the British mandate to surrender her kingdom and dedicated herself to preparing for combat.
- **Mobilizing Support:** She garnered the confidence of her subjects, both commoners and aristocrats, who regarded her as a legitimate and equitable leader.
- **Breaking Gender Barriers:** She incorporated women into military training, establishing a battalion of female fighters, a groundbreaking initiative in Indian history.

### **The Battle of 1857: Ultimate Test of Resilience**

In the First War of Indian Independence in 1857, Rani Lakshmibai emerged as a prominent figure in the uprising in Northern India. When British troops besieged Jhansi in 1858, she exhibited exceptional leadership in the defence of her city. Sir Hugh Rose, the British general who opposed her, later noted that she was "the bravest and best military leader of the rebels."

### **The Fall of Jhansi**

Despite her staunch opposition, Jhansi succumbed following a fierce confrontation. Nevertheless, Rani Lakshmibai remained resolute in her refusal to capitulate. In a remarkable flight, she secured her son Damodar Rao to her back, mounted her steed, and vaulted from the fort's ramparts to safety. This audacious display of courage has since become legendary.

### **Rallying in Gwalior**

Regrouping with Tantia Tope and other freedom fighters, she persisted in her struggle in Gwalior, where she significantly contributed to the offensive against the British forces. She actively engaged in combat alongside her soldiers, brandishing a sword while mounted on horseback, and steadfastly rejected the notion of being merely a passive ruler.

## The Final Battle

On June 17, 1858, Rani Lakshmibai engaged in her last confrontation at Kota-ki-Serai. Clad in military attire, she fought with remarkable bravery, allegedly declaring, "Even if I lose my life, do not let the honor of my land be tarnished." Despite sustaining mortal wounds, she ultimately succumbed to her injuries, yet her bravery was unparalleled. Her loyal supporters, determined to protect her legacy from British disgrace, clandestinely cremated her remains, ensuring that her body would not be captured by the enemy.

## Legacy of Resilience

Rani Lakshmibai's tenacity extended beyond the battlefield; it was rooted in her steadfast conviction in her mission and her refusal to tolerate injustice. Her enduring legacy serves as a source of inspiration:

- **Emblem of Female Empowerment:** She challenged societal expectations, demonstrating that women could excel as both fighters and leaders.
- **Pioneer of the Independence Movement:** Her struggle established a precedent for subsequent efforts against British colonialism. Influential figures such as Mahatma Gandhi and Subhas Chandra Bose frequently acknowledged her courage.
- **Cultural and Literary Influence:** The renowned poem by Subhadra Kumari Chauhan, "Khoob ladi mardani, who toh Jhansi wali rani thi", has enshrined her valor in the collective memory of India.
- **Role Model for Women in the Military:** The Rani of Jhansi Regiment, created by Netaji Subhas Chandra Bose, honored her fighting spirit and included women soldiers dedicated to India's liberation.

## Lessons from Rani Lakshmibai's Resilience

Her life offers timeless lessons on resilience:

- **Courage in the Face of Injustice:** She did not bow down to oppressive forces, setting an example of resistance.
- **Leadership under Crisis:** Her ability to inspire and lead an entire kingdom during adversity demonstrates strategic leadership.
- **Fearlessness in Action:** She did not merely command from behind; she fought on the battlefield alongside her troops.
- **Adaptability and Strategy:** She used every resource at her disposal, from alliances to unconventional battle tactics, to challenge a superior enemy.

## Conclusion

Rani Lakshmibai's narrative transcends that of a mere queen defending her realm; it embodies the tale of a woman who challenged formidable obstacles and confronted one of the most dominant empires in history. In the face of significant adversity, she remained steadfast and resolute, ultimately achieving legendary

status. Her declaration, "Khoob ladi mardani, who toh Jhansi wali rani thi," serves as a source of inspiration for every Indian who cherishes bravery, patriotism, and resilience. As India advances, it is vital to remember and honor such figures, ensuring that their unyielding spirit endures through future generations.

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## DR. MANGALA NARLIKAR: A PIONEERING INDIAN MATHEMATICIAN WHO MADE HISTORY



### Author

Ms. Aditi Zile  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Rutuja Ingole  
G. S. College of Commerce,  
Wardha

In the world of mathematics, where numbers and equations reign supreme, Mangala Narlikar's name stands out not only for her groundbreaking work but also for her resilience and dedication to education. A trailblazer in a field largely dominated by men, Mangala's journey is one of passion, perseverance, and an unyielding commitment to breaking barriers, especially for women in science.

### Early Life and Education: A Strong Foundation

Born on May 17, 1943, Mangala Narlikar grew up in a family that valued academic excellence. Her father, a professor, and her mother, a teacher, nurtured her love for learning, and from an early age, Mangala showed a strong interest in mathematics. She pursued her undergraduate degree in Mathematics from the University of Bombay, where she earned her bachelor's degree in 1964. Her fascination with the abstract world of mathematics deepened as she went on to complete her M.A. in Mathematics. Her academic journey led her to the prestigious Tata Institute in Mumbai, where she continued her research and gained recognition as a brilliant mathematician. Mangala's success in the classroom was just the beginning. She would go on to break significant ground in both mathematics and education, inspiring generations to follow.

### Academic Contributions and Career: A Life in Mathematics

Mangala Narlikar's academic career spanned several decades, during which she made important contributions to fields like algebra, analysis, analytical geometry, and topology. Her work helped expand our understanding of real and complex number theory, and she was known for her innovative teaching methods that made the most complex concepts accessible to students. After completing her studies,



Mangala worked as a lecturer at both the University of Bombay and Pune University. It was at Pune that she became an influential academic leader, serving as the chairperson of the Mathematics Subject Committee for the Maharashtra State Bureau of Textbook Production and Curriculum Research. In this role, she played a pivotal part in shaping mathematics curricula for schools across the state, impacting generations of students.

### **A Champion for Women in Science: Overcoming Barriers**

In a time when the academic world was overwhelmingly male dominated, Mangala Narlikar stood out as a strong advocate for women in science. She was deeply committed to mentoring young women and encouraging them to pursue careers in STEM. Mangala knew firsthand, how difficult it could be for women to succeed in academia, and hence she worked tirelessly to create opportunities for young female researchers to progress and flourish.

One of the most impactful incidents in her life came when she observed a young woman in one of her classrooms struggling to balance the demands of family life with her academic aspirations. Mangala, understanding the pressure and sacrifices required, took the young woman under her wing, offering both academic support and personal mentorship. This act not only helped the student succeed in her studies but also reinforced Mangala's belief that women could excel in academic fields without compromising their personal lives. Mangala herself managed the delicate balance of career and family, serving as a role model for women who hoped to do the same.

Mangala's advocacy for women wasn't just theoretical. She walked the talk, continuously pushing for greater inclusion of women in the scientific community. She emphasized the importance of mentorship, collaboration, and independent thinking, creating a network of women who supported each other in their academic journeys.

### **Promoting the Beauty of Mathematics and Astronomy**

Mangala Narlikar's love for mathematics was not confined to the academic world. She wanted to make the subject accessible and enjoyable for everyone. She wrote several books, including *Fun and Fundamental Mathematics*, *Ganit Grappa*, and *Dosti Ganitashi*, which aimed to make mathematics engaging and understandable for young learners. Her books introduced the beauty of mathematics to students, proving that the subject could be both enjoyable and intellectually stimulating.

Her work extended to astronomy, where she made significant contributions to the study of binary star systems, black holes, and gravitational waves. By applying mathematical concepts to explain the universe, Mangala demonstrated how mathematics and astronomy were interconnected. She even designed experiments

that allowed students to engage directly in these complex subjects, demonstrating the importance of hands-on learning in understanding theoretical concepts.

### **Legacy and Recognition: A Lasting Influence**

Throughout her career, Mangala Narlikar was recognized for her outstanding contributions to mathematics and education. She was awarded the prestigious Chancellor's Gold Medal and the Suryadatta Life Science Award for Excellence in Science and Technology in 2017. Her lifetime achievements earned her the Parvati Gokhale Award for her impact on mathematics and science education.

Yet, it was her role as a mentor and advocate for women in academia that left the deepest mark. Mangala's approach to teaching was holistic, focusing not only on intellectual growth but also on nurturing curiosity, creativity, and independent thinking. Many of her students credit her with shaping their academic careers and helping them build the confidence to break through barriers.

### **A Life Well-Lived: Balancing Career and Family**

Mangala Narlikar's personal life was just as inspiring as her professional one. She managed to combine her groundbreaking work with the demands of family life, often serving as a role model for women who struggled to balance both worlds. In a society that frequently placed limitations on women's ambitions, Mangala showed that it was possible to excel in both the academic and personal spheres. She proved that success in the professional world didn't require sacrificing one's personal life and that women could achieve greatness without compromising on their roles as daughters, wives, and mothers.

Mangala's strength and resilience were evident not only in her professional achievements but also in her ability to overcome personal challenges. She continued to push the boundaries of what was possible in her field, even as she faced the trials of aging and illness.

### **Enduring Influence: The Legacy of a Trailblazer**

Mangala Narlikar passed away on July 17, 2023, at the age of 80 after battling cancer. Her passing left a void in the world of mathematics and science, but her legacy continues to inspire generations of students, especially women, who see her as a symbol of excellence, perseverance, and resilience.

Her contributions to mathematics, education, and the empowerment of women in science will never be forgotten. She made the impossible seem possible, encouraging countless young women to pursue careers in STEM and to believe in their own potential. Her life is a testament to the power of persistence, collaboration, and the belief that the future can be shaped by those who are willing to push through obstacles and break barriers.

### **Conclusion: A Legacy of Excellence and Empowerment**

Mangala Narlikar's journey from a curious student to a distinguished mathematician and educator is a powerful story of breaking barriers and defying expectations. Through her academic contributions, mentorship, and advocacy for women in science, she made an indelible mark on the scientific community. Her impact on the lives of countless students, especially young women, will continue to inspire future generations to pursue their dreams in STEM and beyond. Mangala's name will always be synonymous with excellence, resilience, and the belief that anyone, regardless of gender or background, can make a difference in the world of science.



## WOMEN'S ROLE IN PUBLIC ADMINISTRATION REFORMS



### Author

Ms. Tiya Roopchandani  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Sunita Lamjewar  
G. S. College of Commerce,  
Wardha

### Introduction

Bureaucracy or civil services is the backbone of administration, a vehicle for development and a buffer-system for smooth political transformation in any country. As a matter of fact, civil services work as backbone of the Indian administration. In other words, these services act as central axis around gamut of governance. All the key functions of administration, e.g. policy formulation and implementation, maintenance of law and order and delivery of public goods and services, are performed by these services. Indian civil services are made up of All-India Services and Central Civil Services at union level and the state civil services at province level. Undeniably, the civil services have preformed commendable task since independence. Indeed, these services stirred the nation through every thick and thin but well within broad contours and canons chalked out by the constitution. At present approximately 6.4 million civil servants (Civil Service Survey, 2010) are engaged in the country. Out of which nearly half are working with the union government of India. They are catering needs of more than 1.2 billion people who belong diverse social, economic, cultural, religious background. In India nearly 5300 civil servants are appointed to serve one million people while this figure is 7100 civil servants per million inhabitants in UK (Cabinet Office, 2008). Pre-independence epoch was only male citadel. Women were hardly visible in public life but exception. The dawn of independence envisaged, devised and executed a more equitable and unbiased social, political and economic arrangements. Consequently, women have begun entering the civil service in all sectors of administration, although they are concentrated mostly in the lower level echelons of administration. According to Fifth Pay Commission (1996), women employees constitute 7.51 percent of the total

government employees, but 98 percent of the women employees confined in groups C and D (that is, lower levels) of the official hierarchy.

This article analyses women presence in civil service. The article is divided into four parts. The first part provides conceptual framework and evolution of civil services in India. The second part examines the visibility of women in All-India Service, that is, IAS and IPS. Women's performance in civil service examination is dissected in the third part. The main challenges faced by women at entry level into the higher civil service are incorporated in fourth part. The final part contains concluding remarks.

### **Conceptual Framework and Evolution of Civil Services in India**

- **Gender** According to the UNDP (2010) definition of the term, gender refers to the economic, social and cultural attributes and opportunities associated with women and men in a given society. Understanding the differences between women and men, and how they are determined is of key importance in understanding why a gender perspective is so important for development. Sex differences are rooted in biology of males and females and by and large these differences are fixed, universal and innate. On the other hand, the notion of gender is socially constructed, learned and reinforced by the process of socialization across the societies. Gender based differences between men and women are fluid, context-specific and acquired. In other 3 gender traits are socially determined personal and psychological characteristics associated with being male and female, namely, masculinity and femininity. Garrett emphasized, "gender differences in every society have been created and reproduced through socio-cultural, religious, political and economic factors. He argues that gender-base differences are mostly learnt" (Garett, 1992:8). Apparently without deconstructing gender nuances, the circumstances, issues and problems faced by women in every facets of life cannot be understood as well as remedied entirely.
- **Gender Equity** is not equivalent to gender equality because the former aspires to achieve equal outcomes for differently located people in social and cultural hierarchy especially men and women while the latter talks about only formal or procedural parity. Alternatively, gender equity necessitates differential treatment towards women to facilitate gender metamorphic shift in prevailing gender-based power relations. In nutshell, an equity approach calls for re-examination and deconstruction of ubiquitous dominant paradigms, discourse and narratives to mitigate gender-based discrimination and exploitation on both women and men in economic, social and political aspects among others.
- **Evolution of Civil Service in India** There is no account of the organization of the civil service pertaining to the ancient Indian state (200 BC - 1000 AD). However, in the Mauryan period (321-185 BC), Kautilya authored the

treatise known as “Arthashastra” in which he prescribed the attributes of the civil servants for appointment to the court. He framed the rules of business for the civil servants and developed a system of prompt promotions for efficient and effective officials. Finally, he suggested severe punishment for those who were dishonest and indulged in embezzlement. He talked of the responsiveness of the civil servants. To sum up, in antiquity kings, traditional authority ruled the roost, derived legitimacy on the bases of customs and traditions. Fundamentally the civil servants were supposed to offer allegiance and individual commitment towards the rulers. In medieval times specifically during Mughal rule, Akbar laid the foundation and nourished the system of civil service. He established new revenue-taxation system known as zabt and dahshala. Subsequently it became a major constituent of the Indian taxation system. The civil servants wore a mix hat of welfare and regulatory outlook. Alternatively, in the medieval age, they became state’s servants as they were in the state employment.

- **The Higher Civil Service during British Raj** Modern system of civil services evolved in India after territorial suzerainty of British Crown. Initially these services entrusted the task of revenue collection, and maintenance law and order. Subsequently in 1854 the Macaulay committee recommended that existing patronage system must be replaced by a permanent civil service based on meritocracy. Thus 1855 onwards entry to Imperial Civil Service (ICS) was made on merit. Calculatingly means were devised to restrict Indians from entering in the elite services. Only Britishers who studied at the primer universities such as Oxford and Cambridge were recruited in the services.
- **The Blueprint of the Civil Service since Independence** Our ancestors opted to keep the vestiges of prevailing unified administrative system not only because of its familiarity but also its suitability to maintain unity and integrity of India along with diversity. Explicitly the civil services in India reflect major “Weberian model” attributes such as academic achievements, career orientation, permanent tenure, remuneration and pension etc. Besides, important posts at Union, State and district levels are exclusively reserved for these services. The civil services in India can be broadly categorized into three. First the services whose members serve both the centre and the state governments are known as All-India Services (AIS). Secondly, the services whose members work only for union government are termed as Central Civil Services. Finally, states have their own group of services – state civil services. The personnel at the union and the state level are vertically arranged into four groups namely A, B, C, and D group. Group A and B comprise of gazetted officers while group C and D are non-gazetted class. The C group consists of clerical personnel while group D comprises of manual/labour personnel. Interestingly, the Drafting Committee of the Constituent Assembly did not provide a constitutional

status to the AIS. However, on the staunch advocacy of First Home Minister of India, Sardar Vallabhbhai Patel, who is also regarded as the Father of All-India Services, the Constituent Assembly included provisions with respect to the All-India Services in supreme law of land. At present there are three AIS. These are – Indian Administrative Service (IAS), Indian Police Service (IPS) and Indian Forest Service (IFS). The All-India Services Act of 1951 authorises the Central Government to make rules in consultation with the state governments for the regulation and service conditions of the members of AIS. The member of these services are recruited and trained by the central government but are assigned to different states for work. They serve the central government on deputation and after completing their fixed tenure they go back to their respective states. It must be mentioned here that irrespective of their divisions among different states, each of these AIS form a single service with common rights and status and uniform scales of pay throughout the country.

The key objectives of government in creating the AIS are: Preserving national unity and integrity and uniform standards of administration neutrality and objectivity, non-political, secular and non-sectarian outlook competence, efficiency and professionalism at entry by attracting the best and brightest and throughout the career.

### **Women's Role in Public Administration Reforms**

Public administration reforms aim to modernize governmental processes, improve efficiency, and enhance service delivery to citizens. In this domain, women's contributions have been transformative, reshaping systems with an emphasis on inclusivity, equity, and innovation. As governments worldwide embrace more diverse leadership, the role of women in reforming public administration has become increasingly significant.

- **Historical Context of Women in Public Administration:** Historically, public administration was dominated by men, reflecting broader societal structures. However, as women began entering the workforce in greater numbers during the 20th century, they increasingly made their mark in governmental institutions. The feminist movements of the 1960s and 1970s played a pivotal role in advocating for gender equality, leading to policies that opened doors for women in public sectors.

In developing nations, women's participation in public administration gained momentum during the post-colonial period, often aligning with broader nation-building efforts. In the 21st century, women's representation in public administration has become a global priority, with international organizations like the United Nations advocating for gender parity in governance

- **Women as Agents of Reform:** Women bring unique perspectives and skills to public administration, often prioritizing policies that promote social

welfare, education, health, and economic empowerment. Their leadership style tends to emphasize collaboration, consensus-building, and long-term vision—qualities essential for successful reform initiatives.

**Key areas where women have played transformative roles include:**

- **Policy Innovation:** Women have championed innovative policies, particularly in health, education, and social protection. For example, female leaders in Scandinavian countries have introduced reforms that prioritize work-life balance and gender equality.
- **Corruption Reduction:** Studies indicate that women in leadership positions are less likely to engage in corrupt practices. Their participation often leads to greater accountability and transparency in public institutions.
- **Grassroots Mobilization:** Women leaders often bridge the gap between government policies and grassroots needs, ensuring that reforms are both effective and inclusive.
- **Conflict Resolution:** In post-conflict nations, women have been instrumental in rebuilding public administration systems that promote peace and equity.

**Challenges Faced by Women in Public Administration**

Despite their growing influence, women continue to face significant barriers:

- **Structural Barriers:** Patriarchal norms and gender stereotypes often limit women's access to decision-making roles in public administration.
- **Workplace Inequality:** Women frequently encounter unequal pay, limited promotion opportunities, and a lack of supportive workplace policies such as maternity leave.
- **Underrepresentation:** In many countries, women remain underrepresented in senior administrative positions, hindering their ability to drive systemic reforms.
- **Cultural Resistance:** In traditional societies, women in public leadership roles often face societal backlash, limiting their effectiveness and discouraging others from following in their footsteps.

**Case Studies of Women in Reform**

- **Ellen Johnson Sirleaf (Liberia):** As Africa's first elected female president, Sirleaf led public administration reforms to stabilize Liberia after years of civil war. Her government prioritized transparency, economic development, and gender equity.
- **Kiran Bedi (India):** A former police officer and administrator, Bedi introduced numerous reforms to improve efficiency and reduce corruption in India's public institutions.



- **Christine Lagarde (France):** As a former finance minister and IMF managing director, Lagarde promoted fiscal policies that addressed gender disparities and fostered economic inclusion.

### **The Way Forward**

To enhance women's contributions to public administration reforms, it is essential to address systemic barriers and create enabling environments

- **Policy Interventions:** Governments should implement affirmative action policies to ensure women's representation in senior administrative roles.
- **Capacity Building:** Training programs should equip women with the skills needed to lead complex reform initiatives.
- **Mentorship and Networking:** Establishing mentorship programs and professional networks can support women in navigating public administration careers.
- **Cultural Change:** Efforts must be made to challenge patriarchal norms and promote the acceptance of women as leaders.
- **Global Cooperation:** International organizations should continue to advocate for gender equity in governance and support national governments in achieving this goal.

### **Conclusion**

Women's role in public administration reforms is both transformative and indispensable. Fostering inclusivity, reducing corruption, and promoting innovative policies, women are redefining governance in the modern era. While challenges persist, continued efforts to empower women in public administration will ensure more equitable and effective governance systems worldwide.



## WOMEN PARTICIPATION IN POLICY MAKING



### Author

Ms. Fauziya Khan Pathan  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Mangla Tomar  
G. S. College of Commerce,  
Wardha

### Introduction

Women's participation in policymaking is essential for fostering inclusive, equitable, and sustainable development. Despite constituting nearly half of the global population, women remain underrepresented in decision-making roles, particularly in politics and governance. Their exclusion leads to policies that may overlook the needs and perspectives of half the population, perpetuating inequalities. Involving women in policymaking enhances diversity, bringing fresh insights and innovative approaches to solving societal challenges. Women often prioritize issues such as healthcare, education, gender equity, and social welfare, which contribute to holistic development. Studies indicate that female leaders are more likely to advocate for marginalized groups and implement policies that benefit communities at large.

However, numerous barriers hinder women's active participation, including cultural norms, gender stereotypes, and unequal access to resources. To address these challenges, it is imperative to implement measures such as affirmative action, capacity-building programs, and creating an enabling environment that encourages women to engage in leadership roles. Encouraging women's involvement in policymaking is not just a matter of justice but a strategic investment in a better future. When women lead, societies prosper, and governance becomes more representative, accountable, and effective. Recognizing and promoting women's voices in decision-making is crucial for achieving true gender equality and sustainable development. The participation of women in policy-making processes has been a cornerstone of advancing gender equality and fostering inclusive governance. Over the decades, significant strides have been made worldwide to ensure women have a voice in decision-making platforms, but challenges persist. This essay delves into the importance of

women's participation in policymaking, the progress achieved, the barriers they face, and the steps necessary to further promote their inclusion.

### **Importance of Women in Policy Making**

- **Diverse Perspectives:** Women bring unique perspectives and experiences to the table, enriching policy discussions. Their involvement ensures that policies reflect the needs and aspirations of all segments of society, not just those of men.
- **Gender Equality:** Women's participation in governance is both a means and an end to achieving gender equality. Representation in decision-making bodies symbolizes societal commitment to equity.
- **Improved Outcomes:** Studies show that women's involvement in policymaking leads to better governance and more sustainable outcomes. Policies shaped by diverse inputs tend to be more comprehensive and effective.
- **Role Models:** Women in leadership roles serve as role models, inspiring younger generations to challenge traditional norms and pursue leadership paths.
- **Human Rights Fulfillment:** Women's participation aligns with global human rights frameworks, such as the Universal Declaration of Human Rights and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

### **Progress in Women's Participation**

- **Global Trends:** Over the past few decades, the number of women in political leadership has increased. Countries like Rwanda, Finland, and New Zealand have demonstrated exemplary progress, with women holding significant portions of parliamentary seats and top government positions.
- **Legislation and Quotas:** Many countries have adopted gender quotas and affirmative action policies to ensure women's representation. For instance, in India, the Panchayati Raj system reserves one-third of seats for women in local governance.
- **International Frameworks:** Global initiatives, such as the Sustainable Development Goals (SDG 5), emphasize women's full participation in leadership and decision-making processes.
- **Civil Society Advocacy:** Women's organizations and movements worldwide have played a crucial role in pushing for policy changes and raising awareness about the importance of gender-inclusive governance.

### **Barriers to Women's Participation**

Despite progress, numerous barriers hinder women's active participation in policymaking:

- **Cultural Norms and Stereotypes:** Societal expectations often prioritize traditional roles for women, discouraging them from pursuing leadership positions.
- **Lack of Education and Training:** Limited access to education and leadership training undermines women's ability to engage effectively in governance.
- **Economic Barriers:** Financial constraints and lack of economic independence are significant obstacles for women aspiring to political and policy-making roles.
- **Political Violence and Harassment:** Women in politics frequently face violence, intimidation, and harassment, which deter their active participation.
- **Limited Networks and Mentorship:** Women often lack access to **influential** networks and mentors who can support their leadership aspirations.
- **Institutional Barriers:** Patriarchal structures within political parties and government institutions often marginalize women and limit their decision-making power.

### Case Studies

- **Rwanda:** Following the 1994 genocide, Rwanda implemented policies to promote gender equality. Today, women hold over 60% of parliamentary seats, demonstrating the transformative impact of deliberate gender-focused reforms.
- **India:** The Panchayati Raj system has empowered millions of women at the grassroots level, giving them a platform to influence local governance and development priorities.
- **Nordic Countries:** Nations like Sweden, Norway, and Iceland consistently rank high in gender parity indices, thanks to inclusive policies, gender quotas, and supportive societal attitudes.

### Steps to Promote Women's Participation

- **Policy Reforms:** Implement and enforce gender quotas in political and administrative bodies. Develop policies to address violence and harassment against women in politics.
- **Education and Capacity Building:** Ensure equal access to education for girls and women. Provide leadership training and mentorship programs to empower women.
- **Economic Empowerment:** Promote women's economic independence through access to credit, entrepreneurship programs, and equal pay initiatives.

- **Awareness Campaigns:** Challenge gender stereotypes through media campaigns and community outreach programs. Highlight success stories of women leaders to inspire and motivate others.
- **Institutional Changes:** Reform political party structures to be more inclusive. Establish mechanisms to monitor and evaluate gender equality in governance.
- **International Cooperation:** Strengthen global partnerships to support gender equality initiatives. Provide technical and financial support to countries lagging in women's political representation.

## Conclusion

Women's participation in policymaking is not just a matter of fairness; it is essential for creating inclusive, equitable, and effective governance structures. While significant progress has been made, achieving full gender parity in decision-making remains an ongoing challenge. By addressing systemic barriers, implementing supportive policies, and fostering a culture of equality, societies can unlock the immense potential of women leaders and ensure that governance reflects the aspirations of all citizens. The journey toward gender-inclusive policymaking is a collective responsibility that requires sustained commitment from governments, civil society, and individuals alike.

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**A STORY OF UNSTOPPABLE WOMAN  
THE INSPIRING JOURNEY OF INDRA NOOYI:  
FROM CHENNAI TO THE APEX OF PEPSICO**



**Author**

Ms. Payal Titare  
G. S. College of Commerce,  
Wardha



**Guide**

Prof. Vaishali Supare  
G. S. College of Commerce,  
Wardha

**Abstract**

Indra Nooyi's ascent to the position of CEO of PepsiCo from her humble middle-class upbringing in Chennai is a testament to her remarkable tenacity, vision, and leadership capabilities. Overcoming societal challenges, she emerged as a formidable corporate reformer, implementing the "Performance with Purpose" initiative, which prioritized healthier product offerings, sustainability, and workplace diversity. Her leadership not only propelled the company to a global scale but also yielded exceptional financial success. Despite the difficulties of balancing professional and family life, she has become a beacon of leadership for women, demonstrating that determination and innovation can indeed shatter any glass ceiling. Nooyi's journey from Chennai, India, to the helm of PepsiCo exemplifies resilience, transformative leadership, and significant change. As one of the few women of color to head a Fortune 500 company, she transformed PepsiCo's business approach by prioritizing "Performance with Purpose," which focused on health-oriented products, sustainability, and diversity in the workplace. During her tenure, PepsiCo's revenue surged from \$35 billion to \$63 billion (Forbes, 2018). This paper delves into Nooyi's formative years, educational background, corporate trajectory, leadership methodologies, challenges faced, and her enduring influence on global business and leadership.

**Introduction**

Leadership within corporate America has traditionally been male dominated, rendering Indra Nooyi's rise to prominence a significant milestone in the realm of global business leadership. Her period of leadership at PepsiCo from 2006 to

2018 was characterized by courageous decisions, strategic transformations, and a steadfast dedication to sustainable growth (Nooyi, 2021). Nooyi's leadership style integrated financial achievement with social accountability, thereby redefining PepsiCo's contributions to health, sustainability, and diversity (Gelles, 2018). This paper explores Nooyi's ascent to leadership, the obstacles she encountered, her leadership philosophy, and the enduring impact of her tenure.

### **Early Life and Education**

Indra Nooyi was born on October 28, 1955, in Chennai, India, into a traditional South Indian family. Growing up in a middle-class environment, she exhibited a strong sense of ambition and leadership from an early age. Her mother played a pivotal role in nurturing her aspirations, often encouraging both Nooyi and her sister to compose speeches envisioning themselves as global leaders (Nooyi, 2021). Nooyi obtained her bachelor's degree in physics, Chemistry, and Mathematics from Madras Christian College, followed by an MBA in Finance and Marketing from the Indian Institute of Management (IIM) Calcutta in 1976 (Hymowitz, 2016).

Nooyi had the ambition to pursue higher education and submitted her application to Yale University in 1978. She successfully obtained a master's degree in public and Private Management in 1980 (Yale SOM, 2021). The transition to a new country proved to be challenging, prompting her to take on a position as a night receptionist in order to finance suitable clothing for job interviews (Nooyi, 2021). These initial challenges instilled in her a sense of resilience and adaptability.

### **Career Progression: From Consultant to CEO**

After completing her studies at Yale, Nooyi gained valuable experience at the Boston Consulting Group (BCG), Motorola, and Asea Brown Boveri (ABB), where she developed her skills in corporate strategy (Gelles, 2018). In 1994, Nooyi became the Senior Vice President of Corporate Strategy at PepsiCo. Her significant achievements during this period included:

- The spin-off of Yum! Brands, which encompasses KFC, Pizza Hut, and Taco Bell, in 1997, allowed PepsiCo to concentrate on its core operations (PepsiCo, 2018).
- The acquisitions of Tropicana in 1998 and Quaker Oats in 2001, which enhanced PepsiCo's focus on health-oriented products (Forbes, 2018).

These strategic initiatives not only facilitated PepsiCo's diversification and expansion but also established Nooyi as an emerging leader within the company.

### **Becoming CEO: Redefining PepsiCo (2006-2018)**

In 2006, Indra Nooyi assumed the role of CEO at PepsiCo, becoming one of the few women and the first leader of Indian descent to lead a Fortune 500 company

(Yale SOM, 2021). Performance with Purpose: A Visionary Framework Nooyi launched the "Performance with Purpose" initiative, which aimed to harmonize profitability with sustainability, health, and social responsibility (Nooyi, 2021).

- Healthier Product Portfolio
- Transitioned from a focus on junk food and sugary beverages to healthier options.
- Decreased sodium, sugar, and trans fats in product offerings.
- Introduced organic and plant-based products (PepsiCo, 2018).
- Environmental Sustainability
- Minimized water consumption and plastic waste in manufacturing processes.
- Invested in renewable energy sources and sustainable agricultural practices.
- Set a goal for 100% recyclable packaging (Forbes, 2018).
- Workplace Diversity and Women Empowerment
- Implemented maternity leave policies and leadership development programs for women.

Enhanced diversity within PepsiCo's executive leadership team. Her strategic initiatives significantly enhanced PepsiCo's brand reputation and financial performance, with revenue growth from \$35 billion to \$63 billion during her leadership (Forbes, 2018).

### **Challenges and Leadership Struggles**

Nooyi encountered a variety of obstacles as a woman of color in the corporate landscape of America, despite her achievements (Hymowitz, 2016).

- **Challenges in Work-Life Balance:** Nooyi acknowledged the difficulties of managing both family responsibilities and her career. She frequently worked extended hours, resulting in missed significant family occasions.
- **Cultural and Gender Challenges:** As an Indian immigrant, she faced the ongoing necessity to validate her capabilities. The male-dominated environment of corporate America made it increasingly challenging to secure leadership positions (Nooyi, 2021).
- **Consumer Resistance and Opposition to Change:** A segment of consumers opposed PepsiCo's transition towards healthier product offerings. Detractors raised concerns about the potential negative impact of sustainability initiatives on profitability. Nevertheless, Nooyi remained steadfast in her vision, demonstrating that long-term sustainability can yield benefits for both business and society (Gelles, 2018).

### **Legacy and Life after PepsiCo**

After serving as CEO for 12 years, Nooyi resigned in 2018, having transformed PepsiCo into a more robust and accountable organization (PepsiCo, 2018). Following her departure, she has concentrated on several key areas:



- Participating in board memberships, including that of Amazon.
- Providing guidance to young professionals and mentoring women in the business sector.
- Authorship of her memoir, "My Life in Full," which conveys her insights on leadership (Nooyi, 2021). Her influence reaches far beyond PepsiCo, shaping corporate governance, promoting gender diversity, and advancing sustainable business practices on a global scale.

## Conclusion

Indra Nooyi's narrative exemplifies resilience, foresight, and significant change. Her tenure at PepsiCo demonstrated that it is possible for corporate achievement to coexist with social accountability. She broke through barriers, redefined corporate objectives, and inspired future leaders, particularly women. Her path serves as a beacon of motivation for emerging professionals, illustrating that with resolve, flexibility, and courageous choices, one can achieve remarkable outcomes. Indra Nooyi transcends the role of a business leader; she stands as a worldwide symbol of advancement and empowerment.

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## WOMEN LEADERS: THE UNSUNG HEROES OF OUR TIME



### Author

Ms. Mahi Zade  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Humera Quazi  
G. S. College of Commerce,  
Wardha

Everyone needs a leader in their life to lead them towards success. Leadership plays a vital role in any organization, team or community. What are the qualities one needs to be a leader? Generally, the answer would be one who has a visionary guidance; one who can boost moral with effective communication skills. But when the argument arises between the capacities of men or women, who do you, think lead the best?

Research suggest that women and men may have different leadership styles. Men often prefer a direct and assertive approach. They tend to make decisions more independently. They tend to favor a transactional approach emphasizing goals and outcomes. However, they lacks the emotional intelligence, they fails to manage personal and professional life at a time equally. As compare to women they share less responsibility.

Women leadership has been a topic of discussion for decades, with a growing recognition of the importance of empowering women to take on leadership roles. Despite the progress made, women still face significant barriers to leadership, and their representation in top positions remains limited. This article explores the challenges and opportunities facing women leaders, and highlights the importance of empowering women to shape the future.

Women often face a glass ceiling, an invisible barrier that prevents them from rising to top leadership positions. They are often subject to stereotypes and biases, which can affect their ability to be taken seriously as leaders. They often bear a disproportionate burden of caregiving responsibilities, making it difficult to balance work and family life. They often lack access to mentorship and networking opportunities, which can limit their ability to advance in their careers.

Even though there are various challenges women always step forward with a stronger and enthusiastic mind set.

Representation of women in leadership positions can help to break down barriers and challenge stereotypes. To encourage women leadership organizations can provide support by offering mentorship and networking opportunities, flexible work arrangements, and leadership development programs. Also, policy changes, such as paid family leave and equal pay laws, can help to address the systemic barriers that women face. Women can empower themselves by building their skills and confidence, seeking out mentorship and networking opportunities, and advocating for themselves and others. Men can play a critical role in empowering women leaders by serving as allies and advocates, and by using their privilege to challenge systemic barriers.

Empowering women leaders is critical to shaping the future and creating a more equitable and just society. By addressing the challenges those women face and providing opportunities for growth and development, we can help to break down barriers and empower women to take on leadership roles. Ultimately, empowering women leaders is not just a matter of social justice, but also a matter of economic necessity and human flourishing.



## FROM EARTH TO THE COSMOS: SUNITA WILLIAMS'S IMPACT ON WOMEN IN SPACE



### Author

Ms. Palak Patrakar  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Rutuja Ingole  
G. S. College of Commerce,  
Wardha

Sunita Williams, born on September 19, 1965, is not just an astronaut, she is an icon, a trailblazer, and a symbol of resilience. As a retired U.S. Navy officer and astronaut, Williams made history with her record-breaking spacewalks and extensive time aboard the International Space Station (ISS). Her remarkable journey has inspired countless women around the world to chase their dreams in science, technology, engineering, and mathematics (STEM), proving that the sky is never the limit.

### Early Life and Education: A Diverse Foundation

Born in Euclid, Ohio, and raised in Needham, Massachusetts, Sunita Williams comes from a culturally rich background. Her father, Deepak Pandya, an Indian American neuroanatomist, and her mother, Ursuline Bonnie Pandya, of Slovene American descent, provided a nurturing environment that encouraged intellectual curiosity. Williams is the youngest of three siblings, with a nickname of "Suni" in the United States and "Sončka" in Slovenia, reflecting her international heritage. Her upbringing was a blend of cultures, which later influenced her dynamic perspective on life and her ability to adapt in challenging situations. From a young age, Williams showed an interest in science and exploration, encouraged by her family. After completing her undergraduate studies at the U.S. Naval Academy, she went on to earn an M.S. in engineering management from the Florida Institute of Technology in 1995. Her academic success was only the beginning of an extraordinary career that would eventually propel her into space.

### **Becoming an Astronaut: Breaking Barriers**

Williams' career as an astronaut began when she was selected for NASA's astronaut program in 1998. Her journey to space began with a mission aboard the Space Shuttle Discovery on December 9, 2006, during the STS-116 mission. Williams joined the International Space Station (ISS) crew as a flight engineer for Expeditions 14 and 15. During her stay, she made history by completing four spacewalks, totaling over 29 hours outside the spacecraft, which were groundbreaking accomplishments for women in space. She spent more than 195 days aboard the ISS—a milestone that further solidified her place in the history of space exploration.

Williams wasn't just breaking records in space; she was also pushing the limits of human endurance. On one occasion, she ran a full marathon aboard the ISS on a treadmill, completing the 42.2 kilometers of the Boston Marathon while floating in microgravity. This extraordinary feat symbolized her resilience and determination. Williams had the unique ability to blend science and athleticism, a hallmark of her unwavering spirit.

### **Overcoming Tragedy: The Legacy of Kalpana Chawla**

Sunita Williams' path wasn't always smooth. Her story is closely tied to that of Kalpana Chawla, the first woman of Indian descent to go into space. Tragically, Chawla lost her life in the Space Shuttle Columbia disaster in 2003. Williams, who was selected as the second astronaut of Indian heritage to reach space, often speaks of Kalpana as an inspiration, a guiding force that helped her navigate the difficult moments of her career. For Williams, overcoming tragedy was not just about resilience, it was about continuing the work that Chawla had started. Through the years, Williams dealt with the pressures of isolation in space, intense training schedules, and the weight of being a role model for young women, particularly women of color, in a male-dominated field. Yet, each challenge was met with the same fierce determination that has become her trademark. Williams' ability to thrive in adversity has helped shape her legacy as one of the most admired astronauts in history.

### **Spacewalks, Marathons, and Life in Space**

In 2012, Williams returned to the ISS aboard Soyuz TMA-05M as part of Expedition 32. She made three more spacewalks, setting the record for the most spacewalks by a woman—seven in total—amounting to more than 50 hours outside the spacecraft. During this mission, Williams also took part in a triathlon aboard the ISS, simulating the swimming portion of the race, biking, and running on specialized equipment. While the space station was her workplace, she still found time for personal challenges, proving that the human spirit can thrive even in the harshest environments. Her years of space missions were filled with

scientific research, human experiments, and, often, moments of levity and humor. Williams was known for her positive attitude and her ability to stay upbeat in the face of isolation. “Space is my happy place,” she often says, reminding us that sometimes, it’s our passion and purpose that keep us grounded—even when floating above the Earth.

### **Returning to Space: The Boeing Starliner Mission**

In 2024, Williams returned to space for yet another milestone—this time aboard the Boeing Starliner spacecraft for the first crewed mission of the Boeing Crew Flight Test. Though initially scheduled to return to Earth by the end of 2024, Williams and fellow astronaut Butch Wilmore are extending their mission on the ISS until February 2025, performing critical experiments and maintenance tasks. Their ongoing research is helping to push the boundaries of human knowledge, contributing to both space exploration and advancements in science on Earth. As of November 2023, Williams celebrated a personal achievement of completing 500 days in space, a significant milestone that stands as a testament to her unwavering commitment to exploration and her resilience as an astronaut.

### **Honors, Achievements, and Awards**

Williams has been recognized for her extraordinary contributions to space exploration with numerous awards and honors, including:

- Defense Superior Service Medal
- Legion of Merit
- Navy Commendation Medal
- NASA Spaceflight Medal
- Padma Bhushan, India’s third-highest civilian honor (2008)
- Medal "For Merit in Space Exploration", Russian Government (2011)
- Golden Order for Merits, Slovenia (2013)
- Honorary Doctorate, Gujarat Technological University (2013)
- BBC's 100 Women List (2024)

These accolades reflect the profound impact Williams has had not only on space exploration but also on inspiring young people, especially women, to believe in their potential to achieve greatness.

### **A Life beyond Space: Partying and Personal Life**

While Sunita Williams is known for her dedication to science, space exploration, and her impressive achievements, she also knows how to unwind and enjoy life. During her years of space missions, Williams has occasionally shared glimpses of her lighthearted side. On Earth, she enjoys celebrating her achievements with friends and family, attending social gatherings, and engaging in activities that allow her to relax and recharge. Her ability to balance the rigorous demands of

space travel with moments of joy is part of what makes her such an inspiring figure she demonstrates that hard work and having fun are not mutually exclusive.

### **Challenges and Continued Dedication**

Throughout her career, Williams has faced numerous challenges. The isolation of space, the physical demands of space travel, and the emotional toll of being away from family for long periods of time are no small obstacles. Yet, Williams has continued to embrace these challenges, proving that her determination and strength are unmatched. Recently, rumors circulated about Williams and Wilmore being “stranded” in space, but Williams swiftly dismissed these claims, emphasizing that space is her “happy place” and that she and Wilmore are fully engaged in their research and work aboard the ISS.

### **Conclusion: A Legacy That Inspires**

Sunita Williams’ journey is a powerful reminder of what can be achieved through perseverance, passion, and hard work. From breaking records with her spacewalks to overcoming personal tragedies, her resilience and determination continue to inspire future generations of women, scientists, and explorers. Williams has shattered barriers for women in space and has shown the world that, with a strong spirit, the impossible becomes possible. As Williams continues her mission aboard the ISS and prepares for new challenges in the future, her legacy serves as an inspiration for anyone who dreams big. Her story teaches us that the sky is not the limit it’s just the beginning.



## PANDITA RAMABAI: A REVOLUTIONARY REFORMER OF INDIAN SOCIETY



### Author

Ms. Renuka Thombare  
G. S. College of Commerce,  
Wardha



### Guide

Prof. Kajal Vairagade  
G. S. College of Commerce,  
Wardha

Pandita Ramabai Saraswati (1858–1922) was a social reformer, educator, and women's rights activist who made a significant impact on 19th and early 20th-century Indian society. Her contributions to women's education, social reform, and religious freedom stand as a testament to her unyielding spirit and dedication to the betterment of society. Born into a Brahmin family during British colonial rule, Ramabai's life journey was marked by personal tragedies, intellectual pursuits, and a deep empathy for the oppressed made her a towering figure in the Indian social reform movement.

### Early Life and Education

Pandita Ramabai was born on April 23, 1858, in the village of Gangamoola in present-day Karnataka, to Anant Shastri Dongre, a Sanskrit scholar, and Lakshmibai, a devout Hindu. Despite being impoverished, her father ensured that Ramabai and her brother, Shrinivas, received an unusual education practice for girls in that era. Ramabai excelled in Sanskrit and soon gained recognition as a prodigy, earning the titles "Pandita" (scholar) and "Saraswati" (goddess of learning) from Calcutta University.

However, Ramabai's early life was fraught with hardships. A famine claimed the lives of her parents and sister when she was a teenager, leaving her and her brother destitute. The siblings travelled extensively, giving public recitations of Hindu scriptures to sustain themselves. These experiences exposed Ramabai to the harsh realities of caste and gender discrimination, sparking her lifelong commitment to social reform.



### **Social Reform and Advocacy for Women's Education**

Ramabai was deeply affected by the plight of Indian women, particularly widows, who were often marginalized and mistreated. Recognizing the need for education and empowerment, she began advocating for women's rights, especially the right to education. In 1882, she testified before the Hunter Education Commission, highlighting the lack of educational opportunities for women. Her testimony, given in fluent English, left a profound impression and underscored the urgent need for reform.

In 1889, Ramabai founded the Sharada Sadan (Home of Learning) in Mumbai, a residential school for widows and destitute women. The institution provided both secular and religious education, equipping women with the skills necessary for self-reliance. Sharada Sadan was a groundbreaking initiative that challenged the prevailing patriarchal norms, earning Ramabai widespread acclaim and criticism.

### **Conversion to Christianity**

In 1883, Ramabai travelled to England, where she studied medicine and became acquainted with Christian missionaries. Her exposure to Christianity and her own spiritual quest led to her conversion in 1883. Ramabai's decision to convert was controversial, as it alienated her from conservative Hindu society and even some progressive circles. Nevertheless, she remained steadfast in her commitment to social reform, emphasizing that her faith was a personal choice and did not undermine her advocacy for all women, regardless of their religious background.

### **Establishment of the Mukti Mission**

In 1898, Ramabai established the Mukti Mission in Kedgaon, near Pune, to provide shelter and education to widows, orphans, and marginalized women. The Mukti Mission became a sanctuary for thousands of women, offering vocational training, healthcare, and spiritual guidance. It was not merely a refuge but a transformative community that sought to empower women to lead independent lives.

The mission also became a center for famine relief during the severe droughts of the 1890s, providing food and shelter to hundreds of starving individuals. Ramabai's efforts demonstrated her commitment to humanitarian work, transcending religious and social boundaries.

### **Literary Contributions**

Ramabai was a prolific writer and an eloquent orator. Her writings, both in English and Marathi, addressed issues such as caste discrimination, women's rights, and social reform. Her most notable work, *The High-Caste Hindu Woman* (1888), was a scathing critique of the oppressive practices faced by upper-caste

women, including child marriage and sati. The book garnered international attention and highlighted the urgent need for reform in Indian society.

Ramabai also translated the Bible into Marathi, making it accessible to a broader audience. Her translation work reflected her deep engagement with spirituality and her commitment to empowering people through knowledge.

### **Challenges and Criticism**

Despite her groundbreaking work, Ramabai faced significant opposition. Conservative elements in Indian society criticized her for challenging traditional norms, while some reformers accused her of being overly influenced by Western ideas. Her conversion to Christianity was particularly polarizing, leading to estrangement from many of her contemporaries. Nevertheless, Ramabai remained undeterred, focusing on her mission of social upliftment.

### **Legacy**

Pandita Ramabai's contributions to Indian society are immeasurable. She not only championed women's education and empowerment but also laid the groundwork for future social reform movements. Her life and work continue to inspire generations of activists and educators.

Ramabai's legacy is preserved through the institutions she founded, such as the Mukti Mission, which continues to serve underprivileged communities. Her writings remain a vital resource for understanding the social dynamics of her time and the challenges faced by Indian women.

### **Conclusion**

Pandita Ramabai was a visionary who challenged the deeply entrenched social hierarchies of her time. Her relentless efforts to promote education, social justice, and gender equality transformed the lives of countless women and left an indelible mark on Indian society. As a scholar, reformer, and humanitarian, Ramabai's life exemplifies the power of resilience and the importance of fighting for a just and equitable world.



## WOMEN EMPOWERMENT IN INDIA: A JOURNEY OF PSYCHOLOGICAL, POLITICAL, SOCIAL, AND ECONOMIC TRIUMPHS



### Author

Ms. Kumudini Choudhary  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Revati Bangre  
G. S. College of Commerce,  
Wardha

### Introduction

Women empowerment is not just about equal rights; it is about providing women with the opportunities and confidence to shape their own destinies. True empowerment spans across various dimensions: psychological, political, social, and economic. Throughout history, remarkable women have broken barriers, proving that with determination and the right support, women can achieve greatness in every field. This article highlights the success stories of such women, showcasing how they have contributed to the empowerment of women worldwide. Additionally, a recent survey conducted among people reveals key perceptions and challenges related to women empowerment. The findings offer valuable insights into areas where progress has been made and where further efforts are needed to achieve true equality.

### Psychological Empowerment: Breaking Stereotypes and Gaining Confidence

Psychological empowerment begins with self-belief and resilience. Women have long fought against societal norms that confined them to predefined roles. One of the most inspiring figures in this aspect is Malala Yousafzai, who stood up against the Taliban in Pakistan for the right to education. Despite facing a near-fatal attack, Malala's unwavering courage transformed her into a global advocate for girls' education, proving that mental strength and self-confidence can change the world. Another example is Oprah Winfrey, who overcame an impoverished and abusive childhood to become one of the most influential media personalities.

Through her platform, she has empowered millions of women by promoting self-growth, emotional healing, and confidence.

### **Political Empowerment: Women in Leadership and Governance**

Political empowerment ensures that women have a voice in decision-making processes. Women leaders have played a crucial role in shaping policies and governance. Indira Gandhi, India's first female Prime Minister, led the country through wars and economic reforms, proving that women are just as capable in leadership as men. Similarly, Kamala Harris, as the first female Vice President of the United States, has paved the way for future generations of women in politics. On a grassroots level, K.K. Shailaja, the former Health Minister of Kerala, gained global recognition for her effective leadership during the COVID-19 pandemic. Her strategic decision-making and crisis management saved thousands of lives, highlighting the importance of women in governance.

### **Social Empowerment: Education, Rights, and Gender Equality**

Social empowerment focuses on education, gender equality, and the upliftment of marginalized women. One of the pioneers in this field is Savitribai Phule, India's first female teacher, who revolutionized women's education in the 19th century. Despite severe opposition, she established schools for girls and worked relentlessly for their rights. Another modern-day icon is Michelle Obama, who has consistently advocated for girls' education and women's rights through her initiatives like 'Let Girls Learn.' Her work has inspired countless young women to pursue their dreams fearlessly.

### **Economic Empowerment: Financial Independence and Entrepreneurship**

Financial independence is key to true empowerment. Women entrepreneurs have shattered stereotypes and built empires, proving that economic self-sufficiency is achievable. Falguni Nayar, the founder of Nykaa, left her corporate career to start an online beauty marketplace, which is now a billion-dollar company. Her success story inspires women to take risks and believe in their business acumen. Similarly, Kiran Mazumdar-Shaw, the founder of Biocon, became one of India's most successful self-made billionaires in the biotech industry. Her journey proves that women can lead and revolutionize even male-dominated fields. However, despite the progress made, when we examine the awareness of women empowerment among the general public, it becomes evident that there is still much work to be done. To gain deeper insights into this issue, I conducted a survey on women's empowerment awareness. Let's explore the findings further.

## Survey on Women Empowerment Awareness

To understand the level of awareness and challenges faced by women in their journey toward empowerment, a survey was conducted, focusing on psychological, political, social, and economic aspects of women empowerment. The survey included multiple-choice questions covering topics such as:

- Awareness of women's rights and legal protection.
- Understanding of financial independence and entrepreneurship.
- Participation in leadership roles and political representation.
- Challenges faced by women in education, employment, and social settings.
- Inspirational women role models and their impact on society.

### Key Findings from the Survey:

- **Demographics:** The survey respondents included students, homemakers, and working professionals, with most falling within the 18-25 years and 41-60 years age groups.
- **Awareness of Women Empowerment:** 86.7% of respondents had heard of the term, while 13.3% were unaware.
- **Knowledge of Women's Rights Laws:** 73.3% of respondents had heard of laws but lacked details, while only 20% knew them well.
- **Equality in Workplaces:** 53.3% of respondents said women were "sometimes" treated equally, 26.7% said "No," and only 20% said "Yes."
- **Biggest Barrier to Women Empowerment:**
  - Social and cultural restrictions (33.3%)
  - Gender discrimination (26.7%)
  - Lack of education (26.7%)
  - Financial dependence (13.3%)
- **Participation in Women Empowerment Programs:**
  - 46.7% attended such programs once or twice.
  - 40% have never attended but are interested.
  - 6.7% have attended multiple times.
- **Leadership Roles:**
  - 53.3% strongly believe women should have more leadership roles.
  - 33.3% believe leadership should be based on merit, not gender.
  - 6.7% believe men are better leaders.
- **Preferred Learning Methods:**
  - Social media campaigns (40%)
  - Government awareness programs (33.3%)
  - Printed materials like brochures (13.3%)
  - Online webinars or workshops (13.3%)
- **Inspirational Women Figures:**
  - Indira Gandhi (33.3%) was the most frequently mentioned.

- Others include Malala Yousafzai, Michelle Obama, Kiran Mazumdar-Shaw, and Oprah Winfrey.

### **Critical Analysis of the Survey Findings:**

While the survey highlights a high level of awareness about women empowerment, a deeper look reveals critical gaps. A significant portion of respondents had only partial knowledge of legal rights, raising concerns about the accessibility and effectiveness of awareness campaigns. The contradiction between recognizing leadership potential in women and still favoring merit-based selection suggests an underlying bias—do societal norms unconsciously influence people's perception of leadership?

Furthermore, social media emerged as the most preferred medium for learning about empowerment, yet the question remains: Are these campaigns truly effective in driving real change, or do they remain superficial? The survey also indicates that while financial independence is crucial, gender discrimination and social restrictions are still seen as the primary barriers. This raises an important point—should empowerment initiatives focus more on financial literacy and skill-building, or do they need to first dismantle deep-rooted societal norms?

The participation in empowerment programs is another key insight—many women are interested but have never attended. This suggests that while motivation exists, accessibility and outreach of such programs might be insufficient. Are these programs failing to address the real challenges women face, or are they simply not reaching the right audience?

By analysing these aspects, it is evident that true empowerment requires more than just awareness; it demands structural changes, better policy implementation, and a shift in societal mindset. Addressing these gaps is crucial to ensuring that empowerment is not just an idea but a reality for all women.

### **The Need for Women Empowerment**

Despite significant progress, women around the world continue to face inequalities in education, employment, and leadership opportunities. Empowerment is necessary to bridge these gaps and provide women with equal access to resources and decision-making roles. Psychological empowerment builds confidence, while political and social empowerment ensures representation and gender equality. Economic empowerment, on the other hand, enables financial independence and self-sufficiency.

Empowering women benefits not just individuals but society as a whole. Studies show that when women are given equal opportunities, economies grow, poverty reduces, and communities thrive. Hence, there is an urgent need to create more awareness, implement inclusive policies, and challenge discriminatory practices that hinder women's progress.

Women empowerment is not just a goal—it is a movement that requires continuous effort from individuals, society, and governments to create a world where every woman has the freedom to pursue her dreams and reach her full potential.

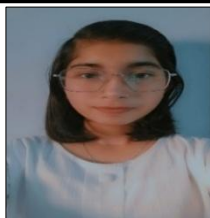
## **Conclusion**

The survey results indicate that while awareness about women empowerment exists, there is a lack of in-depth knowledge about women's rights and policies. Gender discrimination, social restrictions, and financial dependence continue to be major barriers. However, respondents express a strong desire for leadership roles and participation in empowerment programs. Social media and government initiatives play a significant role in spreading awareness. Moving forward, more targeted education and policy implementations are needed to bridge these gaps and ensure holistic empowerment for women.

The success stories of Malala Yousafzai, Indira Gandhi, Savitribai Phule, Falguni Nayar, and many others serve as powerful reminders that women, when given opportunities and support, can transform the world. As we continue striving for gender equality, it is essential to foster an environment where women are encouraged to break barriers and achieve their full potential. True empowerment lies in the hands of every individual who supports, uplifts, and believes in the power of women.



## SHAKUNTALA DEVI: A REMARKABLE JOURNEY OF TRIUMPH OVER TRAGEDY



**Author**

Ms. Kalyani Wayare  
G. S. College of Commerce,  
Wardha



**Guide**

Prof. Rutuja Ingole  
G. S. College of Commerce,  
Wardha

Shakuntala Devi, often referred to as the “Human Computer,” was an extraordinary mathematician whose talent and perseverance left an indelible mark on the world. Her life story is not just one of mathematical brilliance but also one of overcoming personal tragedy, defying societal expectations, and inspiring generations of women and students worldwide. From an early age, Shakuntala Devi showed a remarkable aptitude for mental calculations, but her journey was not always smooth. Despite the challenges she faced, her determination and passion for mathematics allowed her to transform herself into a global icon.

### Early Life and Discovery of Her Talent

Born in 1929 in Bangalore, India, Shakuntala Devi’s journey to fame began at an age when most children are still learning basic arithmetic. Her extraordinary ability to solve complex mathematical problems was first noticed by her father, who was a police officer. At the tender age of three, Shakuntala was already solving complex multiplication problems in her mind, a talent that astonished her family. This early recognition of her abilities laid the foundation for a life that would break barriers and defy expectations.

Despite showing such promise in mathematics, Shakuntala Devi did not receive formal education in the subject. She was not trained in the traditional academic structures, but her innate talent for numbers flourished independently of them. This lack of formal education didn’t deter her; instead, it pushed her to embrace her own method of learning, proving that genius doesn’t always come through traditional pathways.



### Triumph Over Tragedy

Shakuntala Devi's life was not without its struggles. One of the most difficult chapters in her life was her tumultuous personal life. She faced hardship in her marriage, which ultimately ended in divorce. Yet, despite these personal tragedies, Shakuntala Devi's resilience was unmatched. Rather than letting these setbacks define her, she used them as fuel to achieve even greater success. Through her determination, she showed the world that even the most challenging personal circumstances could not stop her from pursuing her dreams.

Her story is a testament to the power of resilience, a reminder that it's not the obstacles that define us, but how we overcome them. Shakuntala Devi's ability to rise above adversity and continue to achieve greatness in the face of personal struggles remains one of the most inspiring aspects of her life.

### Breaking Barriers in Mathematics

Shakuntala Devi's mathematical prowess soon caught the attention of the world. She became a global sensation after demonstrating her incredible ability to perform rapid mental calculations. Her most famous achievement took place on June 18, 1980, at Imperial College in London, where she solved the multiplication of two randomly chosen 13-digit numbers in just 28 seconds. This remarkable feat earned her a place in the Guinness Book of World Records and solidified her status as a mathematical prodigy.

She was known for solving problems that would typically require computers, hence earning the title "Human Computer." Her abilities were nothing short of extraordinary, and she could solve complex cube roots, seventh roots, and other difficult calculations with remarkable speed. These achievements were all accomplished in her mind, without the aid of paper, pencil, or a calculator—further proving the magnitude of her intellectual brilliance.

### Shakuntala Devi's Achievements

Shakuntala Devi's accomplishments span across various fields, all of which demonstrate her unparalleled intellectual abilities:

- **Guinness World Record:** On June 18, 1980, Shakuntala Devi set a Guinness World Record at Imperial College London by multiplying two 13-digit numbers ( $7,686,369,774,870 \times 2,465,099,745,779$ ) in just 28 seconds. This remarkable feat of mental calculation earned her international recognition.
- **Author of Books:** Shakuntala Devi was not only a mathematician but also a prolific author. She wrote several books on mathematics, puzzles, and astrology. Some of her most notable works include "Figuring: The Joy of Numbers" and "The World of Homosexuals," a groundbreaking book that was the first of its kind in India to explore LGBTQ+ issues.

- **Mathematical Contributions:** Her work extended beyond mental calculation feats. She also worked on developing techniques for teaching mathematics and demonstrating the excitement and joy of numbers. Her approach made mathematics accessible to everyone, and her books remain a valuable resource for mathematics enthusiasts.
- **Recognition and Awards:** Shakuntala Devi was honored with numerous awards throughout her life, including the Distinguished Woman of the Year Award in 1969 from the University of Philippines. Her achievements were not just academic but also cultural, as she became a symbol of excellence, especially for women in science and mathematics.
- **Astrology and Other Interests:** Besides her work in mathematics, Shakuntala Devi also pursued astrology and became renowned for her astrological predictions. She believed in the power of numbers in determining one's fate and impressed many with her accuracy in predicting the future.
- **International Recognition:** Shakuntala Devi was invited to demonstrate her mathematical skills at several prestigious institutions worldwide, including Harvard University, where she demonstrated her mental calculation abilities to an audience of top mathematicians. Her fame spread across the globe, and she was featured in various media outlets for her extraordinary abilities.

### A Legacy of Inspiration

Shakuntala Devi passed away in 2013, but her legacy lives on. Her life journey continues to inspire millions of students, especially women, to pursue their dreams in mathematics, science, and beyond. Her story is a powerful testament to the fact that talent, hard work, and resilience can overcome any obstacle. Her achievements remind us that success doesn't always come through traditional educational routes and that passion and determination can lead to greatness, even in the face of adversity. Shakuntala Devi's life is proof that when we follow our passions and push past the limitations set by society, we can achieve extraordinary things.

In honoring Shakuntala Devi, we not only celebrate her mathematical genius but also her spirit of perseverance, her contributions to women's empowerment, and her lasting impact on generations to come. Her story encourages us all to keep pushing the boundaries of possibility and to believe in ourselves, no matter the challenges we face. Shakuntala Devi was not just a mathematician, she was a trailblazer, a pioneer, and an inspiration. Her legacy will continue to inspire future generations of women and men to embrace their talents, overcome adversity, and strive for greatness in everything they do.

### **Shakuntala Devi's Thoughts on Mathematics, Life, and Women**

Shakuntala Devi's life and work were fueled by her deep passion for numbers and her belief in the limitless potential of the human mind. She often spoke about her love for mathematics, seeing it not just as a subject but as a language of the universe. She believed that "Mathematics is not about numbers, equations, or algorithms; it's about understanding the world and finding beauty in everything." For her, mathematics was an art form, and her ability to make complex calculations seemed almost like a creative expression.

Shakuntala Devi's views on life were equally profound. She once said, "I am not a genius, I am just a hard worker who enjoys what I do." This statement reflects her philosophy that success does not solely rely on innate talent, but on dedication, passion, and persistence. Despite her natural ability, Shakuntala Devi was known for her relentless work ethic and her constant drive to improve.

She was also a vocal advocate for women's rights and empowerment. In many of her interviews and writings, she emphasized the importance of breaking free from the limitations imposed by society, especially for women. "Don't be afraid to be different. Stand out and do what you love," she encouraged young women. Shakuntala Devi herself was a testament to this belief, as she carved a path in the male-dominated field of mathematics and achieved success in ways that defied societal expectations of women during her time.

Her thoughts on education were also forward-thinking. She once remarked, "Education is not just about learning from books, it's about discovering your potential and using it to change the world." She saw education as a means to unlock each individual's unique abilities and to inspire others to achieve greatness. For her, the classroom was not the only place of learning; the world was her classroom, and every challenge was an opportunity to learn and grow.

Shakuntala Devi's thoughts and philosophies on life, education, and women's empowerment continue to resonate today, inspiring countless individuals to believe in themselves, pursue their passions, and break down barriers—just as she did in her extraordinary journey.



## WOMEN IN SENIOR LEADERSHIP POSITIONS



### Author

Ms. Sonal Ahuja  
G. S. College of Commerce,  
Wardha



### Guide

Dr. Sunita Lanjewar  
G. S. College of Commerce,  
Wardha

### Introduction

India, a nation marked by its cultural diversity and rapid economic development, has seen a significant transformation in the participation of women in senior leadership roles. From the boardrooms of multinational corporations to the helm of public sector enterprises, women in India are progressively taking on leadership positions that were once considered out of reach. Despite these advances, challenges remain, and the journey to equitable representation continues. The representation of women in senior leadership positions in India is a topic of growing importance. According to the 2023 "Women in Business" report by [insert organization], women hold 24% of senior management roles in India, a marked improvement from previous years. Industries such as IT services, financial services, and healthcare have demonstrated a higher percentage of women in leadership compared to sectors like manufacturing and construction.

### Barriers to Women's Leadership in India:

Despite progress, women in India face unique challenges in ascending to senior leadership roles:

- **Gender Bias and Stereotypes:** Societal perceptions about women's roles often limit their opportunities. Leadership qualities are frequently associated with masculine traits, marginalizing women leaders.
- **Workplace Discrimination:** Women are often overlooked for promotions and high-profile assignments. Disparities in pay and professional development opportunities persist.
- **The Burden of Caregiving:** Cultural norms place a disproportionate share of caregiving and household responsibilities on women. This "double burden" affects their ability to focus on professional growth.

- **Lack of Representation and Role Models:** The underrepresentation of women at the top creates a cycle where aspiring leaders lack mentors and role model

### **Names of notable women mentioned, about their achievements and contributions to leadership in India:**

- **Indra Nooyi:** Former CEO and Chairperson of PepsiCo. Recognized globally for her strategic vision and leadership, driving PepsiCo's growth and diversification. Advocates for workplace diversity and inclusion.
- **Kiran Mazumdar-Shaw:** Founder and Executive Chairperson of Biocon, India's leading biotechnology company. Pioneered affordable healthcare innovations and transformed India's biotech industry. Actively promotes entrepreneurship and gender equality in STEM fields.
- **Arundhati Bhattacharya:** First woman Chairperson of the State Bank of India. Led the organization through critical reforms and technological transformations. Currently Chairperson and CEO of Salesforce India.

### **Government Initiatives to Promote Women Leaders**

The Indian government has implemented various policies and programs to encourage women's participation in leadership:

- **Reservation Policies:** Certain government sectors have implemented gender quotas to ensure representation in leadership roles.
- **Skill Development Initiatives:** Programs like Skill India and Mahila E-Haat aim to empower women through vocational training and entrepreneurial support.
- **Maternity Benefits:** The Maternity Benefit (Amendment) Act, 2017, extended maternity leave to 26 weeks, supporting working mothers.
- **Support for Women Entrepreneurs:** Schemes like Stand Up India and Mudra Yojana provide financial assistance to women entrepreneurs.

### **Strategies for Aspiring Women Leaders**

Women aspiring to leadership positions in India can adopt various strategies to navigate the professional landscape:

- **Seek Mentorship:** Building relationships with mentors and sponsors can provide guidance and open doors.
- **Focus on Skill Development:** Continuous learning and skill enhancement are crucial for staying competitive.
- **Network Effectively:** Joining professional organizations and attending industry events can help women expand their influence.
- **Advocate for Yourself:** Women must actively communicate their career aspirations and accomplishments.

## **Conclusion**

Women in India are redefining leadership, proving that talent, vision, and determination transcend gender. While challenges persist, the achievements of trailblazing women leaders serve as an inspiration for future generations. By breaking barriers and building supportive ecosystems, India can unlock the full potential of its workforce and set a global example for gender equality in leadership.



## ग्रामीण भागातील महिलांच्या सामाजिक व आर्थिक विकासात बचत गटाची भूमिका



**लेखिका**

कु. मानसी चव्हाण  
एस. जे. ग्रामीण सेवा महाविद्यालय,  
पिंपरी, वर्धा



**मार्गदर्शिका**

डॉ. वैशाली उगले  
एस. जे. ग्रामीण सेवा महाविद्यालय,  
पिंपरी, वर्धा

### सारांश

बचत गट मध्ये महिला त्यांच्या आर्थिक गरजा भागविण्याच्या प्रमुख उद्देशाने एकत्र येतात. या गटांच्या माध्यमातून महिला स्वावलंबी होण्यास, त्यांना कर्ज घेण्यासाठी पर्यायी व्यवस्था उपलब्ध करून देण्यास आणि त्यांचा सामाजिक समावेश वाढवण्यास मदत होते. बचत गट महिलांना लहान व्यवसायासाठी वित्तीय मदत, प्रशिक्षण आणि एकमेकांच्या अनुभवातून मार्गदर्शन प्रदान करतो. बचत गटांमुळे महिलांना स्वयंरोजगाराच्या विविध संधी ग्रामीण भागात उपलब्ध होतात. उदाहरणार्थ, शेतकरी महिलांनी पशुपालन, शेतमाल प्रक्रिया आणि छोटे व्यवसाय सुरू केले आहेत. यामुळे त्यांच्या कुटुंबाच्या आर्थिक स्थितीत बदल घडून येतो. याशिवाय, महिलांना समाजात मजबूत बनवण्याची संधी मिळते. ज्यामुळे त्या समाजातील इतर घटकांसोबत समानतेच्या पातळीवर एकत्र येतात. महिलांमधील नेतृत्व क्षमता विकसित होण्यास आणि सामाजिक सहभाग वाढण्यास मदत होते. आणि त्यामुळे स्थानिक पातळीवर त्यांची पतप्रतिष्ठा वाढते. यासोबतच बचत गटांसमोर काही संकटेही आहेत. त्यात योग्य आर्थिक व्यवस्थापनाचा अभाव, बाजारपेठेची अपुरी माहिती, कर्जाची उपलब्धता, आणि नेतृत्वाची कमतरता सोबतच प्रशिक्षणाचा अभाव संसाधनाची कमी, सदस्याचा अपुरा सहभाग यांसारख्या अडचणी समाविष्ट महिलांना प्रशिक्षण देणे संसाधनांची उपलब्धता वाढवणे, व्यवस्थापन सुधारणा तसेच ऋण मिळवण्याची प्रक्रिया सुलभ करणे, अद्यावत तंत्रज्ञानाचा वापर करणे, आणि गटांच्या उत्पादनासाठी बाजारपेठ उपलब्ध करणे आवश्यक आहे. एकूणच बचत गट हे ग्रामीण महिलांसाठी स्वावलंबन निर्माण करणारे आणि त्यांच्या सामाजिक, आर्थिक विकासासाठी महत्वाचे साधन आहेत.

### प्रस्तावना

ग्रामीण भागातील महिलांचे सामाजिक व आर्थिक सबलीकरण हा ग्रामीण विकासाचा महत्वाचा घटक आहे. पारंपारिकतः महिलांना घरगुती जबाबदाऱ्या सांभाळण्यापलीकडे फारसे स्वातंत्र्य किंवा आर्थिक निर्णय घेण्याची संधी मिळत नव्हती. अशा परिस्थितीत, बचत गटांची संकल्पना ग्रामीण भागातील महिलांसाठी परिवर्तनाची नांदी ठरली आहे. बचत गट म्हणजे काही महिलांनी एकत्र येऊन ठराविक रक्कम नियमितपणे बचत करणे व त्यातून आर्थिक गरजांसाठी एकमेकांना कर्ज देणे, हा उपक्रम महिलांमध्ये आर्थिक साक्षरता वाढवणे आणि त्यांना स्वावलंबी बनवतो. बचत गटांच्या माध्यमातून महिलांना छोटे व्यवसाय सुरू करण्याची संधी मिळते. शिक्षणासाठी निधी

उभारता येतो आणि वैयक्तिक किंवा कौटुंबिक आर्थिक संकटांवर मात करता येते. सामाजिक स्तरावर बचत गटांनी महिलांमध्ये आत्मविश्वास वाढला आहे. गटाच्या माध्यमातून महिलांना विविध कौशल्यांचे प्रशिक्षण मिळते, ज्यामुळे त्यांचे व्यावसायिक व सामाजिक जीवन समृद्ध होते. याशिवाय, या गटांद्वारे महिलांमध्ये एकता, सहकार्य आणि नेतृत्वगुण विकसित होतात. शासन आणि स्वयंसेवी संस्थांच्या पाठबळाने बचत गट ग्रामीण महिलांच्या जीवनमानात महत्वपूर्ण बदल घडवित आहेत. त्यामुळे बचत गट हे महिलांच्या सक्षमीकरणाचे प्रभावी साधन ठरले आहे. या उपक्रमामुळे ग्रामीण भागातील महिलांची केवळ आर्थिक नव्हे, तर सामाजिक स्तरावरही स्थान आर्थिकदृष्ट्या दृढ झाले आहे.

## उद्देश

- **महिलांचे आर्थिक सक्षमीकरण:** ग्रामीण महिलांना बचत गटांच्या माध्यमातून आर्थिक स्थैर्य मिळवून देणे व त्यांना स्वावलंबी बनविणे.
- **सामाजिक सक्षमीकरण:** महिलांमध्ये आत्मविश्वास, नेतृत्वगुण आणि एकात्मता निर्माण करणे, तसेच त्यांना समाजात मानाचे स्थान मिळवून देणे.
- **आर्थिक साधने उपलब्ध करणे:** महिलांना छोटे कर्ज, बचत योजना, आणि स्वयंरोजगारासाठी आवश्यक आर्थिक पाठबळ देणे.
- **कौशल्य विकास:** महिलांना विविध उद्योग, व्यवसाय व कौशल्यांशी संबंधित प्रशिक्षण देऊन त्यांच्या उपजीविकेचे साधन उपलब्ध करून देणे.

## महिलांचे बचत गटातील स्थान

ग्रामीण महिलांच्या सामाजिक आणि आर्थिक विकासासाठी बचत गट हे प्रभावी साधन ठरले आहे. या गटांमुळे महिलांना स्वतःच्या जीवनात आणि कुटुंबातील आर्थिक व्यवहारांमध्ये महत्वपूर्ण स्थान प्राप्त झाले आहे. बचत गट म्हणजे ठरावीक महिलांचा एक समूह, जो नियमितपणे एकत्र येऊन बचत करतो, तसेच त्यातून कर्ज देऊन आर्थिक गरजा भागवतो. या गटांमुळे महिलांना सामाजिक आणि आर्थिक पातळीवर स्थिरता आणि आत्मविश्वास मिळाला आहे. बचत गटांमध्ये महिलांचे स्थान महत्वपूर्ण आहे. कारण हे गट महिलांना आर्थिक स्वायत्तता देतात. पूर्वी महिलांना घरगुती कामांपुरतेच मर्यादित ठेवले जात आहे. परंतु बचत गटांनी त्यांना स्वतःचा व्यवसाय सुरू करण्याची आणि घरखर्चात हातभार लावण्याची संधी दिली आहे. महिलांनी बचत गटांच्या माध्यमातून शेती, दुग्ध व्यवसाय, लघुउद्योग, शिवणकाम, तसेच विविध हस्तकला व्यवसायांमध्ये आपली क्षमता सिध्द केली आहे. याशिवाय, बचत गट महिलांना आर्थिक साक्षरता शिकवतात.

पैशांचे व्यवस्थापन, बचतीचे महत्व, व्याजाचे गणित, तसेच बँकिंग प्रक्रिया यांसारख्या गोष्टी महिलांना शिकता येतात. यामुळे त्यांचा आत्मविश्वास वाढतो आणि त्या कुटुंब व समाजात महत्वाची भूमिका बजावू लागतात. सामाजिकदृष्ट्या देखील बचत गटांचे महत्व लक्षणीय आहे. या गटांमध्ये महिलांना एकत्र येऊन चर्चा करण्याची आणि आपले विचार मांडण्याची संधी मिळते. यामुळे त्यांच्यातील संवाद कौशल्य, सहकार्य आणि नेतृत्वगुण विकसित होतात. महिलांनी गटांमधून एकत्रितरित्या सामूहिक उपक्रम हाती घेतल्यामुळे समाजातील एकात्मता वाढली आहे. शासन आणि स्वयंसेवी संस्था महिलांच्या बचत गटांना प्रोत्साहन देण्यासाठी आर्थिक पाठबळ, प्रशिक्षण आणि विविध योजनांची मदत उपलब्ध करून देतात. या गटांमुळे महिलांना आर्थिक स्थैर्यासह सामाजिक प्रतिष्ठाही मिळाली आहे. एकूणच, महिलांचे बचत गटातील स्थान हे त्यांच्याच आर्थिक, सामाजिक आणि सांस्कृतिक सक्षमीकरणाचे प्रतीक आहे. या गटांमुळे महिला केवळ आपले जीवनमान सुधारत नाहीत, तर संपूर्ण समाजाच्या प्रगतीतही मोलाचे योगदान देत आहेत. महिलांचे बचत गट हे ग्रामीण विकासासाठी एक प्रभावी साधन ठरले आहे.



## सामाजिक व आर्थिक स्तरांवर बचत गटांची भूमिका

बचत गट हे ग्रामीण भागातील महिलांसाठी सामाजिक आणि आर्थिक स्तरांवर सशक्तीकरणाचे प्रभावी साधन ठरले आहे. हे गट महिलांना आत्मनिर्भर बनवण्यासाठी तसेच त्यांचे जीवनमान उंचावण्यासाठी महत्वाची भूमिका बजावतात.

- **सामाजिक स्तरावर भूमिका:** बचत गटांमुळे आणि महिलांना एकत्र येऊन चर्चा करण्याची आणि आपल्या समस्यांना वाचा फोडण्याची संधी मिळते. यामुळे त्यांच्यातील संवाद कौशल्य, सहकार्य आणि एकता वाढते. जसे की स्वच्छता, कुटुंब नियोजन, आणि शिक्षण ज्यामुळे त्यांचा सामाजिक विकास होतो. बचत गटांनी महिलांच्या नेतृत्वगुणांना चालना दिली आहे. ज्यामुळे त्या निर्णय प्रक्रियेत सक्रिय सहभाग घेतात. याशिवाय, गटांमुळे महिलांना सामाजिक प्रतिष्ठा मिळाली आहे आणि समाजात त्यांचे स्थान मजबूत झाले आहे.
- **आर्थिक स्तरावर भूमिका:** बचत गट आर्थिक स्वायत्ततेचा मार्ग खुला करतात. गटांमधून महिलांना नियमित बचतीची सवय लागते, तसेच गरजेच्या वेळी कर्ज मिळते. या कर्जाचा उपयोग महिलांनी छोटे उद्योग, शेतीपूरक व्यवसाय, हस्तकला, आणि दुकाने उभारण्यासाठी केला आहे. यामुळे महिलांना उत्पन्नाचे साधन निर्माण झाले असून, त्यांना स्वावलंबनाची जाणीव झाली आहे. बँकिंग प्रणालीत महिलांचा प्रवेश वाढल्यामुळे त्यांच्या आर्थिक साक्षरतेतही लक्षणीय वाढ झाली आहे.

## ग्रामीण भागातील महिलांच्या सामाजिक व आर्थिक समस्या आणि उपाय

ग्रामीण भागातील महिलांना अनेक सामाजिक व आर्थिक समस्या भेडसावतात, ज्या त्यांच्या विकासात अडथळा ठरतात. या समस्यांचे निराकरण केल्याशिवाय ग्रामीण विकासाची कल्पना पूर्ण होऊ शकत नाही.

- **सामाजिक समस्या**
  - **शिक्षणाचा अभाव:** ग्रामीण भागात शिक्षणाच्या अभावामुळे महिलांना संधी मिळत नाहीत.
  - **लैंगिक भेदभाव:** महिलांना अनेक वेळा मुलांपेक्षा दुय्यम वागणूक दिली जाते.
  - **आरोग्यसेवेचा अभाव:** दर्जेदार आरोग्य सुविधा न मिळाल्यामुळे महिलांचे आरोग्य दुर्लक्षित राहते.
  - **बालविवाह आणि कौटुंबिक हिंसा:** या समस्या अजूनही काही भागांत मोठ्या प्रमाणावर आढळतात.
  - **समाजात कमी स्थान:** महिलांना निर्णय प्रक्रियेत सहभागी होण्याची संधी कमी मिळते.
- **आर्थिक समस्या**
  - **स्वतःचा उत्पन्नाचा अभाव:** महिलांना उपजीविकेचे स्वातंत्र्य नसल्यामुळे त्या कुटुंबावर अवलंबून असतात.
  - **बेरोजगारी:** महिलांसाठी स्थानिक पातळीवर रोजगाराच्या संधी कमी आहेत.
  - **बचतीचा अभाव:** आर्थिक नियोजन व साक्षरतेच्या अभावामुळे बचत करणे कठीण जाते.
  - **संपत्तीवरील हक्काचा अभाव:** महिलांना जमिनी व इतर मालमत्तेवर अधिकार मिळत नाहीत.
- **उपाय**
  - महिलांसाठी मोफत व सक्तीचे शिक्षण सुनिश्चित करणे.
  - लैंगिक समानता व महिला हक्कांसाठी जागरूकता मोहिमा राबवणे.
  - महिलांच्या आरोग्य सेवेसाठी विशेष योजना लागू करणे.

- महिलांना स्वयंरोजगारासाठी प्रशिक्षण व कर्जपुरवठा करणे.
- बचत गट, स्वयंसेवी संस्था व शासन यांच्यामार्फत महिलांचे सक्षमीकरण करणे.
- महिलांना संपत्ती व मालमत्तेवर हक्क देण्यासाठी कायद्यांची प्रभावी अंमलबजावणी करणे.

### निष्कर्ष

ग्रामीण भागातील महिलांचे सामाजिक आणि आर्थिक सक्षमीकरण हा संपूर्ण समाजाच्या विकासासाठी आवश्यक आहे. महिलांना अनेक सामाजिक व आर्थिक अडचणींचा सामना करावा लागत असला, तरी योग्य उपाययोजना राबवल्यास त्यांच्यातील क्षमता विकसित होऊ शकते. शिक्षण, आरोग्य, आणि रोजगाराच्या संधी महिलांसाठी खुल्या केल्यास त्यांचे जीवन उंचावण्यास मदत होते. बचत गट, स्वयंसेवी संस्था, आणि शासनाच्या विविध योजनांमुळे महिलांना आर्थिक स्वावलंबन मिळत आहे. याशिवाय, समाजात महिलांचे योगदान वाढवण्यासाठी लैंगिक समानतेचा प्रसार आणि महिलांच्या हक्कांसाठी जागरूकता निर्माण करणे गरजेचे आहे. महिलांच्या सक्षमीकरणामुळे केवळ त्यांचे स्वतःचे आयुष्य समृद्ध होत नाही, तर त्याचा सकारात्मक परिणाम कुटुंब समाज, आणि देशाच्या विकासासाठी होतो. त्यामुळे ग्रामीण भागातील महिलांना अधिक सक्षम बनवण्यासाठी समाजाचा आधारस्तंभ असून, त्यांच्या विकासाशिवाय प्रगत समाजाची कल्पना अशक्य आहे. योग्य धोरणे आणि संसाधनांच्या माध्यमातून महिलांना सक्षम बनवणे हाच ग्रामीण विकासाचा खरा मार्ग आहे.

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## आयुष्य हे विधात्याच्या



लेखिका

कु. शितल उड्के  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



मार्गदर्शिका

प्रा. अल्पना वनमाली  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

वहीतील पान असतं.....!  
रिकामं तर रिकामं  
लिहिलं तर छान असतं.....!  
शेवटचं पान मृत्यू अन्  
पहिलं पान जन्म असतं.....!  
मधली पाने आपणच भरायची,  
कारण ते आपलचं कर्म असतं.....!  
होणाऱ्या चुकांना टाळायचं असतं,  
कुठलंच पान कधी गाळायचं नसतं.....!  
चुक झाली तरी  
फाडून फेकायचं नसतं,  
कारण त्यातूनच  
आपल्याला पुढे शिकायचं असतं.....!  
नाती जपण्यात मजा आहे  
बंध आयुष्याचे विणण्यात मजा आहे  
जुळलेले सूर गाण्यात मजा आहे  
येताना एकटे असलो तरी  
सर्वांचे होऊन जाण्यात मजा आहे.....!

आय. पी. एस. अधिकारी  
किरण बेदी

“आय डेअर” म्हणत किरण बेदींनी मिळविले पहिली आय.पी.एस. होण्याचा मान धाडसी नेतृत्व आणि कर्तव्यदक्ष निष्ठेमुळे मिळाला रोमन मॅगसेसे हा सर्वोच्च सन्मान. भारतातील पहिल्या महिला आय.पी.एस. अधिकारी म्हणून किरण बेदी यांना ओळखले जाते, किरण बेदी अत्यंत धाडसी आणि कर्तृत्ववान स्त्री आहेत. ज्यांनी समाजात जेव्हा फक्त पुरुष आय.पी.एस. अधिकारी बनू शकतात ही धारणा होती. त्यावेळेस त्यांनी आय.पी.एस. अधिकारी होण्याचे स्वप्न उराशी बागळले व ते पूर्ण देखील केले. मसुरी येथील राष्ट्रीय अकादमीतील पोलीस ट्रेनिंग मध्ये 80 पुरुष तुकडीतील त्या एकमेव महिला होत्या.

किरण बेदी यांचा जन्म 9 जुन 1949 साली अमृतसर पंजाब या ठिकाणी झाला. त्यांच्या वडिलांचे नाव प्रकाशलाल व आईचे नाव प्रेमलता असे होते. किरण बेदी यांचे शिक्षण अमृतसरमधील सेक्रेड हार्ट कॉन्व्हेंट स्कूलमधून झाले. ही शाळा घरापासून 15 मि. मी. दूर होती. त्यामुळे शिक्षण घेण्यासाठी त्यांनी प्रचंड कष्ट घेतले. त्या शाळेत असतांना एन.सी.सी. मध्ये होत्या. त्यांनी पुढील शिक्षण “गव्हर्नमेंट कॉलेज फोर वुमेन” मधून घेतले. शिक्षण पूर्ण झाल्यावर त्या अमृतसर मधील खालसा महाविद्यालयात राज्यशास्त्र विषयाच्या प्राध्यापिका झाल्या.

त्यांना शिक्षणासोबत खेळामध्ये देखील प्रचंड आवड होती. त्यामुळे त्या खेळातही अतिशय चपळ होत्या. त्या त्यांच्या वडिलांसोबत वयाच्या अवघ्या 9 वर्षापासून टेनिस खेळत होत्या. त्या उत्कृष्ट टेनिसपटू होत्या. त्यांनी ऑल इंडिया हार्ड कोर्ट टेनिस चॅम्पियन 1974 च्या चंदीगढमधील राष्ट्रीय क्रिडा स्पर्धेतील महिला चॅम्पियन तसेच श्रीलंका विरुद्ध दोन वेळा भारताचे प्रतिनिधित्व केले अशी त्यांची टेनिस या खेळातील कामगिरी आहे.

याच टेनिस कोर्टवर त्यांची ब्रिज बेदी यांच्याशी भेट झाली आणि त्याच दरम्यान 1972 मध्ये त्यांनी ब्रिज बेदी यांच्याशी विवाह केला. या वर्षी त्यांनी आय.पी.एस. ची तयारी सुरू केली व त्या आय. पी.एस. ची परिक्षा उत्तीर्ण झाल्या. आय.पी.एस. मध्ये निवड झाल्यानंतर त्यांनी राजस्थान येथील माऊंट अबू येथे प्रशिक्षण घेतले, नंतर किरण बेदी यांची पोलीस अधिकारी म्हणून पहिली नेमणूक दिल्लीच्या चाणक्यापुरीत झाली.

कालांतराने त्या उत्तर आणि पश्चिम दिल्लीच्या पोलीस आयुक्त झाल्या. त्यानंतर 1993 मध्ये त्या दिल्लीतील तिहार कारागृहाच्या मुख्य अधीक्षक झाल्या. येथे, कार्यरत असताना त्यांनी तिहार कारागृहात अनेक सुधारणा केल्या, ज्याची जागतिक स्तरावर प्रशंसा झाली या तिहार कारागृहातील सुधारणेसाठी किरण बेदी यांना 1994 मध्ये “रमन मॅगसेसे” पुरस्कार मिळाला.

त्यांनी महिलांवरील गुन्हे कमी करून दाखवले. त्यानंतर ट्रॉफिक पोलीस अधिकारी म्हणून त्यांनी 1982 मध्ये आशियाई गेम्ससाठी दिल्लीमध्ये आणि 1983 मध्ये गोव्यातील )CHOGM-The Common Wealth Heads Of Government Meeting) या बैठकीसाठी रहदारी व्यवस्था पाहिली. त्यानंतर उत्तर दिल्लीच्या डीएसपी असताना त्यांनी ड्रग्सचा दुरुपयोग करणाऱ्या विरोधात मोहीम सुरू केली.

ही मोहिम पुढे नवज्योती दिल्ली पोलीस फाऊंडेशन मध्ये विकसित झाली. जिचे 2007 मध्ये नवज्योती इंडिया फाऊंडेशन म्हणून नुतनीकरण झाले, या फाऊंडेशनतर्फे स्त्री शिक्षणाचा प्रसार करण्यात आला. तसेच निरक्षरता आणि महिलांचे होणारे शोषण हे मुद्दे समाजासमोर मांडण्यात आले. 2003 मध्ये किरण बेदी यांनी संयुक्त राष्ट्रसंघाचे महासचिव म्हणून पोलीस सल्लागार म्हणून काम पाहिले, परंतु 2007 मध्ये शांतता ऑपरेशनचा सामाजिक कार्यक्रम आणि लेखन यावर लक्ष केंद्रित करण्यासाठी त्यांनी पोलीस खात्याचा राजीनामा दिला.

किरण बेदी या इंडिया व्हिजन फाऊंडेशन नावाच्या संस्थेच्या संचालक आहेत, पुढे त्यांनी 2008-2009 मध्ये दूरचित्रवाणीवर “आप की कचेरी” हा कोर्ट शो आयोजित केला. 2011 मध्ये त्या भारतीय भ्रष्टाचारविरोधी चळवळीच्या प्रमुख नेत्यांपैकी एक होत्या. त्यानंतर 2015 मध्ये त्या राजकारणात सामील झाल्या. 2015 च्या दिल्ली विधानसभा निवडणुकीत त्यांनी मुख्यमंत्री पदासाठी निवडणूक लढवली होती. परंतु त्यावेळी त्या अयशस्वी ठरल्या त्या नंतर 22 मे 2016 रोजी किरण बेदी यांना पॉडेचेरीच्या लेफ्टनंट गव्हर्नर म्हणून नेमण्यात आले.

किरण बेदी यांच्या जीवनावर आधारित अनेक पुस्तके लिहलेली आहेत, आधुनिक भारतीय स्त्री रत्न-किरण बेदी-सु.बा. भोसले, किरण बेदी – लीना पाटील त्याच प्रमाणे किरण बेदी यांच्यावर आधारित अनेक चित्रपट आणि मालिका बनलेल्या आहेत. तेजस्विनी-हिन्दी चित्रपट, विजयाशांती-तामिळ चित्रपट, तसेच इन्स्पेक्टर किरण- दूरचित्रवाणी मालिका तसेच त्यांना “द वीक” या नियतकालिकाच्या जनमत चाचणीत “द मोस्ट अँड मायर्ड वुमन इन इंडिया” हा सन्मान मिळाला. मला काम केल्याचा आनंद होतो आणि मी माझ्या सर्व कामांत काहीतरी नवीन शोधण्याचा प्रयत्न करते. कठोर परिश्रम कधीही थकवा आणत नाही यामुळे समाधान मिळते.

...हौसला...  
सिर्फ पंख जरूरी नहीं है।  
आसमानो के लिए, हौसला भी चाहिये

असाच हौसला किरण बेदी यांचा आय.पी.एस. अधिकारी होण्याचा होता. म्हणून आज किरण बेदी या भारताच्या पहिल्या आय. पी. एस. अधिकारी आहे. त्या धाडसी व कर्तृत्ववान स्त्री आहेत. त्या भारताच्या पहिल्या आय.पी.एस. अधिकारी आहे. खूप परिश्रम करून त्यांना हे यश प्राप्त झाले व त्या यशस्वी झाल्या. म्हणूनच इच्छा आणि प्रयत्न असेल तर तुम्ही कोणत्याही क्षेत्रात यश मिळवू शकता.



## विज्ञानामध्ये भारतीय महिलांचे योगदान



लेखिका

कु. त्रिवेणी महाकाळकर  
बजाज विज्ञान महाविद्यालय,  
वर्धा



मार्गदर्शिका

डॉ. मेघा चुटे  
बजाज विज्ञान महाविद्यालय,  
वर्धा

भारतीय महिला ही प्रत्येक कामामध्ये अग्रेसर आहेत. ते घरकाम असो की देश सांभाळायचा असो. नेहमी एक पाऊल भारतीय महिला समोरच असतात. आपल्या देशाच्या स्वातंत्र्यलढ्यामध्येही भारतीया महिलांनी आपला ठसा उमटवलेला आहे. पुर्वीपासून महिलांनी बिकट परिस्थितीतून स्वतःला सावरत स्वतःच्या हक्कासाठी लढाई देत, आपले यशाचे शिखर गाठले आहे. भारतीय महिला या अतिशय बुद्धीमान आणि कणखर म्हणून ओळखल्या जातात.

तुझ्या उत्तुंग भरारी पुढे  
गगनही ठेगणे भासावे  
तुझ्या विशाल पंखाखाली  
विश्व ते सारे वसावे

देशाच्या स्वातंत्र्यपुर्वीपासूनच विज्ञानामध्ये नवनवीन शोध चालू होते आणि त्यामध्ये भारतीय महिलाही अग्रेसर होत्याच, भारतीय प्रथम महिला डॉक्टर म्हणून आनंदीबाई जोशी यांना ओळखले जाते. अत्यंत कर्मठ समाजामध्ये जगताना एखादया महिलेने परदेशात जाऊन वैद्यकीय शिक्षण घेणे कोणाच्या कल्पनेतही नव्हते. पण आनंदीबाई जोशी यांचे पती गोपाळराव जोशी यांच्या आग्रहामुळे आनंदीबाईंनी सुरुवातीचे शिक्षण भारतामध्ये घेतले आणि नंतर त्या वूमन्स मेडिकल कॉलेज ऑफ पेनसिल्वानियाला गेल्या. शिक्षण घेतल्यानंतर पुन्हा त्या भारतात आल्या. काही काळ कोल्हापूर संस्थानामध्ये त्यांनी नोकरीही केली. आनंदीबाईंनी विज्ञानामध्ये फार मोठे योगदान दिले आहेत. विज्ञानामध्ये आनंदीबाई जोशीनंतर, जानकी अम्मल (1897-1984) यांचे योगदान आहे. जानकी अम्मल यांनी विज्ञानशाखेचा अभ्यास करायचे ठरवले. त्यांनी वनस्पतीशास्त्राचा अभ्यास करायचे ठरवले. त्यांनी कायटोजेनेटिक्स आणि फायटोजिओग्रेफी मध्ये त्यांनी विशेष लक्ष दिले आणि संशोधनासाठी त्या इंग्लंडला गेल्या 1951 मध्ये भारतात परत आल्यावर त्यांनी बॉटॅनिकल सर्व्हे ऑफ इंडियामध्ये नोकरी सुरु केली. आणि त्या त्याचा डायरेक्टर जनरलही झाल्या. वनस्पतींच्या औषध मुल्याबाबतही त्यांनी विशेष संशोधन केले.

कमला सोहोनी (1912-1998) या विज्ञान शाखेतील पी. एच.डी मिळवणाऱ्या पहिल्या भारतीय महिला आहेत. आय.आय.एस.सी. साठी त्यांनी शोधवृत्तीसाठी अर्ज केला असता केवळ महिला आहेत म्हणून त्यांना नकार मिळाला होता. मात्र सी. व्ही रमन यांच्या मार्गदर्शनाखाली त्यांनी संशोधन सुरु केले. केंब्रीजमध्ये असताना त्यांनी वनस्पतीच्या प्रत्येक पेशीमध्ये सायटोक्रोम सी हे एन्झाइम असल्याचे त्यांनी शोधून काढले, या एन्झाइमचा समावेश ऑक्सीडेशनमध्ये होत असतो हे देखिल त्यांचा लक्षात आले. त्यांची पी. एच. डी. याच विषयावर होती. त्यांनी नेहमीच गरीब व्यक्तींचा

आहारातील पदार्थाबाबत संशोधन केले. नीरा या पेयाचे पोषणमूल्य पटवून देणाऱ्या आदय व्यक्तींमध्ये कमला सोहोनी यांचे नाव घेतले जाते.

अन्ना मणि (1918–2001) यांचे नाव हवामानशास्त्राच्या संशोधनामध्ये प्रामुख्याने घेतले जाते. भारतीय हवामानशास्त्रज्ञ विभागामध्ये त्या डेप्युटी जनरल पदावरती कार्यरत होत्या. असिमा चॅटर्जी (1917–2006) या नावाजलेल्या रसायनशास्त्रज्ञ होत्या. त्यांच्या संशोधनाचे विषय ऑर्गॅनिक केमेस्ट्री आणि फायटोकेमेस्ट्री हे होते. विनस अल्कलॉइड वरती त्यांनी संशोधन केले तसेच अँटी एपिलेप्टिक औषधांच्या विकासासाठी यांनी अमूल्य योगदान दिले. भारतीय उपखंडातील औषधी वनस्पतीवर त्यांनी ग्रंथही लिहले आहेत. राजेश्वरी चॅटर्जी (1922–2010) या कर्नाटकातील पहिल्या महिला अभियंता होत्या 1946 साली त्यांना तत्कालीन दिल्ली सरकारने भारताबाहेर शिक्षण घेण्यास शिष्यवृत्ती दिली आणि त्या पदव्युत्तर शिक्षणासाठी मिशिगन विद्यापीठाच्या इलेक्ट्रीकल इंजिनिअरिंग विभागात हजर झाल्या तेथे पी. एच. डी. पदवी मिळवल्यानंतर त्या भारतात आय.आय.ए.सी. च्या डिपार्टमेंट ऑफ इलेक्ट्रीकल कम्युनिकेशन विभागात रुजू झाल्या. मायक्रोवेव्ह इंजिनिअरिंगमधील आदय संशोधनाचे काम चॅटर्जी यांनी आपल्या पतीसमवेत येथे केले.

दर्शन रंगनाथन (1941–2001) दर्शन या ऑर्गॅनिक केमिस्ट म्हणून नावाजलेल्या वैज्ञानिक होत्या. त्यांनी प्रोटीन फोल्डींग आणि सुपरमोलेक्युलर असेम्ब्लीजमध्ये विशेष योगदान दिले. 1998 साली त्यांनी आय. आय. सि. टी. हैदराबादमध्ये सेवा सुरू केली. त्यांच्या मृत्युनंतर त्यांच्या स्मृतिप्रित्यर्थ दर्शन रंगनाथन द्वैवार्षिक व्याखानाची व पुरस्काराची सुरुवात केली. महाराणी चक्रवर्ती यांची ओळख मोलेक्युलर बायोलोजिस्ट म्हणून आहे. अमेरिकेमध्ये शिक्षण घेतल्यानंतर त्यांनी कोलकत्याच्या बोस संस्थेमध्ये संशोधन सुरू केले. त्यांचा दर्शन रंगनाथन पुरस्काराने सन्मान करण्यात आलेला आहे. अमेरिकेत जन्मलेल्या चारुसीता यांनी अमेरिकन नागरिकत्व सोडून भारतात संशोधन करण्याचा निर्णय घेतला. त्या 1999 पासून आय. आय. टी दिल्ली येथे केमेस्ट्रीच्या प्राध्यापक म्हणून कार्यरत आहे.

मंगला नारळीकर या गणिततज्ञ होत्या. भारतातील अगदी हाताच्या बोटावर मोजता येतील इतक्या संख्येने असणाऱ्या गणिततज्ञांमध्ये मंगला नारळीकर यांचा समावेश होतो. विवाहानंतर 16 वर्षांनी त्यांनी गणितामध्ये पी. एच. डी. संपादित केली. घरच्या जबाबदाऱ्या सांभाळून संशोधन व अभ्यास केल्यामुळे त्या स्वतःला पार्ट टाईम वैज्ञानिक म्हणवून घेतात. गणितासारख्या रूक्ष वाटणाऱ्या विषयाची रूची मुलांमध्ये निर्माण व्हावी यासाठी त्यांनी विशेष प्रयत्न केले. मुंबई आणि पुणे विद्यापीठांमध्ये त्यांनी गणिताचे अध्यापन केले. भारतातील विज्ञानामध्ये महिलांचे विशेष योगदान पूर्वी पासूनच आहे. महिला वैज्ञानिक अंतराळ विज्ञानामध्येही अग्रेसर दिसतात. कल्पना चावला यांनी अंतराळ विज्ञानामध्ये फार प्रगती केली. कल्पना चावला यांचा जन्म 17 मार्च 1962 रोजी झाला. कल्पना चावला यांना नटणे, घरकाम यापेक्षा त्यांना मित्र मैत्रिणींबरोबर सायकलने ट्रीपला जाण्यात रस वाटे. त्यांना बाहेरच्या जगात फिरण्यास खूप आवडे. डिसेंबर 1994 साली चावला यांची अमेरिकेतील नासामध्ये 15 व्या अंतराळवीर समुहात निवड झाली. मिशन विशेषज्ञ म्हणून त्यांनी एसटीएस-87 वर काम केले. अवकाशात त्यांनी 376 तास व 34 मिनिटे प्रवास केला. भारतीय वशांच्या असलेल्या कल्पना चावला यांनी अंतराळ विज्ञानामध्ये फार मोठे योगदान दिले आहे. याचा अभिमान प्रत्येक भारतीयाला आहे.

भारतीय स्त्रियांचे योगदान खरोखरच विज्ञानाला वेगळी दिशा देणारे आहेत. भारतीय महिलांनी अतिशय बिकट परिस्थितीवर मात करत जगामध्ये आपली ओळख निर्माण केली. भारतीय महिलांचे विज्ञानातील योगदान फार मोलाचे आहेत. सलाम त्यांचा कार्याला!



## आदिवासी महिलांचे पर्यावरणीय आणि कृषिपूरक व्यवसायातील योगदान



**लेखिका**

कु. अर्चना राठोड  
एस. जे. ग्रामीण सेवा महाविद्यालय,  
पिंपरी, वर्धा



**मार्गदर्शिका**

डॉ. वैशाली उगले  
एस. जे. ग्रामीण सेवा महाविद्यालय,  
पिंपरी, वर्धा

आदिवासी महिलांचे पर्यावरणीय आणि कृषिपूरक व्यवसायातील योगदान खूप मोलाचे आहे. त्यांच्या जीवन शैलीत परंपरागत शेती, परंपरागत जवळीकता आणि जैवविविधतेचे संवर्धन यांना विशेष महत्व आहे. आदिवासी महिलांचा कृषी व्यवस्थापनातील अनुभव विविध पीक लागवड जमिनीचे संरक्षण आणि पाण्याचे योग्य व्यवस्थापन यावर आधारित आहे. त्यांनी शाश्वत शेतीसाठी उपलब्ध असलेले तंत्रज्ञान वापरून मातीची हानी टाळली आहे आणि पर्यावरणाचे संरक्षण केले आहे. याशिवाय आदिवासी महिलांचा दुग्धव्यवसाय, मधुमखी पालन कुक्कुटपालन आणि इतर कृषिपूरक व्यवसायांमध्ये महत्वाची भूमिका बजावत आहे. या व्यवसायातून त्यांना कुटुंबाची आर्थिक स्थिरता लाभते. त्यांच्या योगदानामुळे समाजाच्या विविध घटकांमध्ये भरभराटी आली. आदिवासी महिलांचे पारंपारिक ज्ञान पर्यावरणाच्या जतनावर आधारित आहे. जंगलातील संसाधनांचा सुयोग्य वापर तसेच वनसंवर्धन, औषधी वनस्पतींचे संवर्धन आणि जलस्त्रोतांचे संरक्षण यासारख्या महत्वाच्या कार्यात सहभाग राहिला आहे. त्यांच्या पर्यावरणाच्या जाणिवेमुळे स्थानिक जैवविविधता टिकून राहिली आहे. त्यांच्या सामाजिक व आर्थिक जीवनात देखील महत्वपूर्ण बदल घडून आले आहेत. आदिवासी महिलांनी स्वयंसेवी संघटनांमध्ये भाग घेतला आणि त्यांचे सशक्तीकरण करण्यासाठी विविध कार्यक्रम राबवले. त्यांनी त्यांच्या हक्काची संरक्षणाची व महिलांच्या प्रगतीसाठी विविध काम केले. आदिवासी महिलांचे पर्यावरणीय व कृषिपूरक व्यवसायातील योगदान विकसित समाज आणि पर्यावरण निर्माण करण्यासाठी महत्वपूर्ण आहे. त्यांना अधिक शैक्षणिक, सामाजिक आणि आर्थिक संधी देणे आवश्यक आहे. जेणेकरून ते समाजाच्या मुख्य प्रवाहात आपले स्थान सशक्त करू शकतील.

### प्रस्तावना

आदिवासी समाजाची जीवनशैली पर्यावरणाशी घनिष्ठ जुळलेली आहेत. त्यांचे जीवनमान, पर्यावरणाशी अनुकूल आणि नैतिकतेवर आधारित असते. आदिवासी महिलांचे पर्यावरणीय आणि कृषिपूरक व्यवसायातील मोलाचे योगदान आहेत, कारण त्यांच्याकडे असलेल्या पारंपारिक ज्ञानामुळे पर्यावरणाचे संरक्षण आणि शाश्वत विकास साधण्यास मदत होते. आदिवासी महिलांनी शाश्वत शेती, मध उत्पादन, औषधी वनस्पतीचे उत्पादन व विक्री, बांबू उत्पादन, नैसर्गिक रंग उत्पादन आणि इतर कृषिपूरक व्यवसायातील महत्वपूर्ण भूमिका बजावली आहे. आदिवासी महिलांना कृषी क्षेत्रातील त्यांच्या पारंपारिक ज्ञानाचा एक अमूल्य वारसा लाभलेला आहे. ते मातीच्या संरक्षणाच्या



पद्धती, पीक व्यवस्थापन, स्थानिक वनस्पतींचे उपयोग, औषधी वनस्पतींचे संवर्धन या सर्व बाबतीत आपले कौशल्य दाखवितात. त्यांचे शाश्वत शेती तंत्रज्ञान, वन संसाधनांचा सुयोग्य वापर आणि पाणी व्यवस्थापनामूळे ते निसर्गाशी संतुलन साधतात. तसेच आपल्या कुटुंब आणि समाजाला आर्थिकदृष्ट्या सक्षम बनवितात.

आदिवासी महिलांचे कृषिपूरक व्यवसाय खूप मोठे योगदान आहे. दुग्धव्यवसाय, मध उत्पादन, मत्स्यपालन, भाजीपाला उत्पादन, चान्याचे उत्पादन, स्थानिक हस्तकला आणि कुटुंबाच्या आर्थिक स्थिरतेसाठी मोलाचे योगदान देतात. यामुळे समाजाच्या विविध स्तरावरती महिलांचे स्थान आणि सक्षमीकरणास मदत होते. या पेपरचा उद्देश आदिवासी महिलांचे पर्यावरणीय आणि कृषी पूरक व्यवसायातील योगदान, त्यांचा अडचणी, त्यांचे कार्य आणि त्याच्या योगदानाचे मूल्यांकन करणे आहे.

### आदिवासी महिलांचे पर्यावरणीय आणि सामाजिक योगदान यावर आधारित काही उद्दिष्ट्ये

- **महिला सक्षमीकरण आणि कौशल्य विकास:** आदिवासी महिलांना कृषी तंत्रज्ञान, पर्यावरणीय संरक्षण आणि व्यवसाय व्यवस्थापनाबद्दल योग्य प्रशिक्षण देणे महिला शेतकऱ्यांना शाश्वत शेती पद्धती, जैविक कृषी आणि जलसंपदा व्यवस्थापनाबद्दल शिक्षित करणे.
- **आर्थिक सशक्तीकरण आदिवासी महिलांसाठी कर्ज आणि आर्थिक मदतीच्या सुविधांना प्रवेश मिळवून देणे:** आदिवासी महिलांच्या कृषी आणि पर्यावरणीय व्यवसायांचा मूल्यवर्धन करून त्यांना अधिक नफा मिळवणे.
- **स्थानिक बाजारपेठेत प्रवेश:** आदिवासी महिलांच्या उत्पादनांना स्थानिक व राष्ट्रीय बाजारपेठांमध्ये प्रवेश मिळवण्यासाठी सहकार्य आणि नेटवर्किंगचे कार्यक्रम राबवणे. कृषी आणि पर्यावरणीय उत्पादनांची गुणवत्ता सुधारण्यासाठी योग्य तंत्रज्ञानाचा वापर करणे.
- **वन संसाधनांचे संरक्षण:** आदिवासी महिलांना वन संसाधनांच्या शाश्वत वापरासाठी प्रशिक्षित करणे, ज्यामुळे जंगलाची रक्षा होईल आणि त्यांच्या जीवनमानात सुधारणा होईल.

### पर्यावरणीय व कृषिपूरक व्यवसायातील महिलांची सद्यस्थिती

आदिवासी महिलांची पर्यावरणीय आणि पूरक व्यवसायात भूमिका अत्यंत महत्वपूर्ण आहे. त्याच्या पारंपारिक ज्ञान, शाश्वत शेती पद्धती आणि वनस्पतीच्या व्यवस्थापन असलेल्या नैसर्गिक दृष्टीकोनामुळे ते पर्यावरणाच्या संरक्षणात आणि कृषी विकासात महत्वपूर्ण योगदान देतात. तथापि या महिलांची सद्यस्थिती काही अडचणींनी व्यापलेली आहे.

- **शाश्वत शेती व कृषिपूरक व्यवसाय:** आदिवासी महिलांची पारंपारिक शेती पद्धत जैविक आणि शाश्वत आहे. त्या रासायनिक खतांचा वापर टाळतात, यामुळे मातीची सुपीकता टिकवून राहते. परंतु आधुनिक कृषी तंत्रज्ञानाच्या अभावामुळे त्यांना उत्पादन वाढवण्यास आणि बाजारपेठेतील स्पर्धेत टिकाव धरण्यास काही अडचणी येतात. महिलांना नवीन तंत्रज्ञान, बाजारपेठेतील बदल, आणि इतर कृषीसंबंधित बाबींबद्दल कमी माहिती असते. यामुळे त्यांची उत्पादने कमी दरात विकली जातात. ज्यामुळे त्यांचा आर्थिक लाभ कमी होतो.
- **वन उत्पादकता व पर्यावरणीय संरक्षण:** आदिवासी महिलांचा पर्यावरणीय ज्ञान मोठ्या प्रमाणावर विविध वनस्पती, औषधी वनस्पती आणि जंगल उत्पादनांच्या वापरावर आधारित आहे. या महिलांचा सहभाग जंगलातील संसाधनांच्या शाश्वत वापरात महत्वपूर्ण आहे. पण जंगलतोड, औद्योगिकरण आणि खाणी यामुळे आदिवासी महिलांचा अनाधिकार आणि संसाधनांवर नियंत्रण कमी होत आहे. सरकारद्वारे अधिक समर्थन आणि संरक्षणाची आवश्यकता आहे.

- **आर्थिक अडचणी:** आदिवासी महिलांना पर्यावरणीय आणि कृषिपूरक व्यवसायात सहभागी होण्यासाठी किमान संसाधनांची आवश्यकता असते. पण त्यांना कर्ज मिळवण्यासाठी, योग्य प्रशिक्षण मिळवण्यासाठी आणि स्थानिक बाजारपेठांमध्ये प्रवेश मिळवण्यासाठी असंख्य अडचणींचा सामना करावा लागतो. त्याच्या व्यवसायांना मूल्यवर्धन, उत्पादनाची गुणवत्ता आणि विपणन याबाबत कमी माहिती असल्यामुळे त्यांना आर्थिक फायदा मिळवणे कठीण जाते.
- **साक्षरता आणि प्रक्षिणाचा अभाव:** आदिवासी महिलांना कृषी तंत्रज्ञान, पर्यावरणीय संरक्षण आणि व्यावसायिक कौशल्याची माहिती कमी आहे. अशा परिस्थितीत, त्यांना नव्या तंत्रज्ञानाने सुसज्ज होण्यासाठी आणि बाजारपेठांमध्ये टिकण्यासाठी योग्य प्रशिक्षणाची गरज आहे.
- **समाज आणि शासनाची भूमिका:** आदिवासी महिलांसाठी सामाजिक आणि आर्थिक समर्थनाची आवश्यकता आहे. शाश्वत विकास कार्यक्रम, कर्ज सुलभता आणि कौशल्यविकास प्रशिक्षणाचे आयोजन करून त्यांच्या व्यवसायात प्रगती साधता येईल. तसेच त्यांना त्यांच्या पर्यावरणीय आणि कृषी ज्ञानाचा योग्य वापर करण्यासाठी अधिक पलटवार आणणे महत्वाचे आहे. तथापि आदिवासी महिलांना अधिक सक्षम बनवून, त्यांना शाश्वत व्यवसायांमध्ये समाविष्ट करून त्यांच्या आर्थिक स्थितीत सुधारणा केली जाऊ शकते.

#### आदिवासी महिलांच्या पर्यावरणीय व कृषिपूरक व्यवसायातील प्रमुख समस्या

- **आर्थिक संसाधनांचा अभाव:** आदिवासी महिलांना कृषिपूरक व्यवसाय सुरू करण्यासाठी आवश्यक आर्थिक संसाधनांची कमतरता असते. कर्ज घेण्यासाठी कागदपत्रे, बँकिंग प्रणालीचे अपुरे ज्ञान आणि कर्ज प्रक्रिया समजून न घेता, त्यांना आर्थिक मदतीसाठी अडचणी येतात.
- **नवीन तंत्रज्ञानाचा अभाव:** आधुनिक कृषी तंत्रज्ञानाचा वापर आणि शाश्वत शेती पद्धतींच्या बाबतीत आदिवासी महिलांना कमी माहिती आहे. पारंपारिक शेती पद्धतींमुळे उत्पादनाचे प्रमाण कमी होते आणि त्यांना अधिक कार्यक्षम तंत्रज्ञान वापरणे कठीण जाते.
- **विपणनासाठी पुरेशी माहिती आणि नेटवर्कचा अभाव:** आदिवासी महिलांना त्यांच्या कृषी उत्पादनांची विक्री कशी करायची, बाजारपेठेत कसा प्रवेश करावा आणि विक्रीचे किमान दर कसे निश्चित करावे, याबद्दल कमी माहिती आहे. स्थानिक व राष्ट्रीय बाजारपेठांमध्ये त्यांच्या उत्पादने विकण्यास अडचणी येतात.
- **कृषिपूरक व्यवसायातील कौशल्यांचा अभाव:** आदिवासी महिलांना कृषिपूरक व्यवसायासंबंधी कौशल्ये कमी आहेत. या व्यवसायात सुरुवात करण्यासाठी तंत्रज्ञान आणि ज्ञानाचा अभाव आहे.

#### आदिवासी महिलांच्या पर्यावरणीय आणि कृषिपूरक व्यवसायातील समस्यांवर प्रभावी उपाययोजना खालीलप्रमाणे

- **आर्थिक संसाधनाची उपलब्धता वाढवणे**
  - **कर्ज योजनांचा सुलभ प्रवेश:** आदिवासी महिलांसाठी सुलभ कर्ज योजना राबवणे, ज्यात किमान कागदपत्रांची आवश्यकता असेल आणि कर्ज परतफेडीची सुलभ पद्धत असेल. कर्ज घेण्यासाठी सोपी प्रक्रिया आणि सहकार्य संस्थांच्या माध्यमातून मदत पुरवणे
  - **अर्थसहाय्य व अनुदान योजना:** कृषिपूरक व्यवसायासाठी शाश्वत शेती वित्तीय सहाय्य, अनुदान आणि सबसिडी योजना लागू करणे. यामुळे महिलांना व्यवसाय सुरू करण्यासाठी आवश्यक असलेल्या संसाधनांची उपलब्धता होईल.

- नवीन तंत्रज्ञानाचा वापर व प्रशिक्षण

- **तंत्रज्ञान शिक्षण:** आदिवासी महिलांसाठी शाश्वत शेती, जैविक शेती, जलसंधारण, आणि कृषी तंत्रज्ञानावर कार्यशाळा आयोजित करणे. यामुळे त्यांना नवीन तंत्रज्ञान आणि उत्पादन वापर करता येईल.
- **प्रशिक्षण केंद्राची स्थापना:** आदिवासी महिला शेतकऱ्यांसाठी स्थानिक पातळीवर कृषी तंत्रज्ञान शाळा किंवा प्रशिक्षण केंद्रे स्थापन करणे. येथे त्यांना व्यावसायिक कौशल्य आणि तंत्रज्ञानाच्या उपयोगाचे मार्गदर्शन मिळेल.

- विपणनास मदत करणे

- **विपणन नेटवर्क तयार करणे:** आदिवासी महिला शेतकऱ्यांसाठी विपणन नेटवर्क तयार करणे. यात स्थानिक बाजारपेठ, कृषी सहकारी संघटना आणि डिजिटल विपणन माध्यमांचा समावेश असावा.
- **ब्रँडिंग आणि पैकिंग प्रशिक्षण:** आदिवासी महिलांना त्यांच्या उत्पादनाचे ब्रँडिंग आणि पैकिंग शिकवणे, यामुळे त्यांचे उत्पादन अधिक विक्रीसाठी आकर्षक पॅकेजिंग बनवता येईल.

- कृषिपूरक व्यवसायासाठी कौशल्य विकसित करणे

- **व्यावसायिक कौशल्य विकास:** आदिवासी महिलांसाठी पशुपालन, मधमाशी पालन, हस्तकला, बागायती इत्यादी पूरक व्यवसायांच्या विविध प्रकारावरील प्रशिक्षण कार्यक्रम आयोजित करणे. प्रयोगशील शेतकरी गट तयार करणे. महिला शेतकऱ्यांसाठी एकत्रित कार्य करणारे गट तयार करणे. यामुळे त्या एकमेकांना अनुभव ज्ञान आणि संसाधने सामायिक करू शकतील.

## निष्कर्ष

आदिवासी महिलांचे पर्यावरणीय आणि कृषिपूरक व्यवसायात महत्वाचे स्थान आहे. परंतु त्यांना अनेक आव्हानांचा सामना करावा लागतो. आर्थिक संसाधनांचा अभाव, आधुनिक तंत्रज्ञानाची कमतरता, विपणनातील अडचणी आणि सामाजिक भेदभाव अशा समस्यांमुळे त्यांच्या व्यवसाय प्रगती करू शकत नाही. तथापि विविध उपाययोजनांच्या माध्यमातून या समस्यांचा सामना केला जाऊ शकतो. कृषिपूरक व्यवसायासाठी आर्थिक सहाय्य, तंत्रज्ञानाचा वापर, विपणन नेटवर्कची निर्मिती, कौशल्य विकास प्रशिक्षण आणि महिलांच्या नेतृत्वाची प्रोत्साहन देणारी योजनांसह त्यांना सशक्त बनविणे आवश्यक आहे. सरकार सामाजिक संस्था आणि पर्यावरणीय क्षेत्रात योगदान प्रभावीपणे वाढविता येईल. त्याचा सशक्तिकरण आणि व्यवसायिक वाढ केल्यास; न केवळ त्यांचे आर्थिक पातळीवर उन्नती होईल, तर संपूर्ण समुदायाच्या विकासात महत्वाचा टप्पा गाठता येईल.

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लेखिका

कु. अमृता लोखंडे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



मार्गदर्शिका

डॉ. मेधा चुटे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

स्त्री..... प्रेम, त्याग, माया, वात्सल्य या सर्वांची जननी म्हणजे स्त्री. स्त्रीच आयुष्य हे किती वेगळ असत ना? अगदी जन्मापासून तर मृत्यु पर्यंत आयुष्यामध्ये किती तरी विविध प्रसंग येत असतात, जिथे तिला तिचे स्त्रीतत्व पटवून द्यावे लागते. कधी आई बनून तर कधी एक मुलगी बनून, कधी बहिण तर कधी बायको बनून, तीच संपूर्ण आयुष्य जबाबदारी पार पाडण्यातच जाते. 21 व्या शतकात तरी थोड्या फार स्त्रीयांना स्वतंत्र आहे अस दिसून येते, परंतु जर हेच प्राचीन युगापासून जर पाहायला गेलो तर कितीक स्त्रियांचे आवाज या समाजाने दाबून ठेवलेले आपल्याला दिसेल.

स्त्रीयांना आधीच्या युगात खुप मान-सम्मान दिला जात होता. स्त्रियांना शिक्षण प्राप्त करण्याचा ही हक्क होता. जसे लोपामुद्रा, अपाला, गार्गी, मैत्र्यी या सारख्या अनेक अशा स्त्रीया आहेत ज्यांनी उच्च शिक्षण प्राप्त करून इतर लोकांनाही शिक्षित केले. आधीच्या युगात स्त्रीयांना देवीचा दर्जा प्राप्त झाला होता. तेव्हा ही स्त्रीया वर अत्याचार होत असे पण त्याचे प्रमाण खूप कमी होते परंतु नंतर जसा-जसा काल पुढे सरकत गेला तसाच स्त्रीयांचे जीवन, राग, द्वेष, अत्याचार या सर्वांनी व्यापत गेले. या समाजाने तिला त्या घडीला फक्त चूल आणि मूल या पुरतच बांधून ठेवले होते. तिला तिचे विचार मांडण्याची, शिक्षण घेण्याची या सारख्या अनेक बाबतीत तिला परवानगी नाही. परंतु इतक सर्व करून ही तिला हा समाज हेच म्हणत होता "स्त्री करतेच काय?", अहो संपूर्ण आयुष्य ती तीच्या संसारासाठी समर्पित करते, तिच्या इच्छा अपेक्षा यांचा त्याग करूनही तिला हा समाज हेच म्हणत होता की, स्त्री काय करते?

हा समाज नेहमी हे का विसरतो की या संसारामध्ये आधी पासून स्त्रीयांचा मोलाचा वाटा राहिलेला आहे. मग तो या समाजा विरुद्ध स्वतःच अस्तित्व पटवून देण्यासाठी असो किंवा याच समाजासाठी लढण्या करिता, सर्व बाबतीतही आधी पासून उभी राहिली आहे. इंग्रजा विरुद्ध लढण्या साठी माय माऊली 'रानी लक्ष्मीबाई' लढली होती, स्वराजाचे रक्षक, आपल्या सर्वांचे दैवत छत्रपति शिवाजी महाराज यांना शिक्षण देणारी ती 'राजमाता जिजाऊ' होती. मुलींसाठी पहिली शाळा उघडणारी ती 'सावित्रीबाई' होती, ज्यांनी आम्हाला शिक्षण प्राप्त करण्याचा हक्क दिला. फक्त बाहेरच नाही तर घरात पण असताना एक स्त्री सर्व प्रकारची जबाबदारी अगदी काटेकोर पद्धतीने पार पाडते.

तरीही लोक बोलतात तर फक्त स्त्रीलाच, तिच्यावरचा अत्याचार तर तेव्हाही सुरु होता आणि तो आता ही कायम आहे. वाकड्या नजरेने पाहणारे लोक तेव्हाही होते व आताही आहेतच. आजच्या युगातला सर्वात मोठा गुन्हा म्हणजे, ती एक स्त्री आहे, म्हणून तिच्यावर अत्याचार होतो, लोक तिला बोलतात, तिच्यावर बलात्कार होतो, का? तर ती एक स्त्री आहे म्हणूनच ना! भारताला

स्वातंत्र मिळून 76 वर्ष झाले परंतु स्त्रियांना स्वातंत्र अजूनही प्राप्त झाले नाही. या समाजासाठी स्त्री ही आधीही भोग वस्तू होती आणि ती आता ही भोग वस्तूच आहे. जेव्हा वाटेल तेव्हा हवा तसा उपयोग केला जातो. स्त्रीयांवरचा अत्याचार हा कायम राहिला कारण हा समाज नेहमी चूक ही स्त्रीची असते, हे पटवून देत असतो. युग कोणतेही असो बोलणे नेहमी त्या स्त्रीलाच ऐकाव लागलेल आहे, अहो या समाजानी कोणाला सोडलय, पवित्र असूनही त्रेतायुगात सीता माते ने अग्निपरीक्षा दिली तरीही लोकांनी त्यांना अपवित्र म्हटलच ना! पंच पांडव समोर असूनही भर सभेत द्रौपदीच चिरहरण झालच ना! युग बदलले परंतु स्त्रीयांवर होणारा अत्याचार, तिला सदैव दोषी ठरवण्याचा या समाजाचा स्वभाव बदलला नाही.

या बाबतीत फक्त पुरुषाचा दोष आहे असं नाही, कारण यात काही स्त्रियांचा ही वाटा येतो. मुलगी जन्माला आली म्हणून सर्वात आधी रुसनारी ती आजीच असते जी म्हणते 'मुलगा झाला असता तर वंशाला दिवा मिळाला असता' गोष्ट स्त्री वा पुरुषाची नाही आहे, गोष्ट आहे विचारांची की तुम्ही काय विचार करता? स्त्रियांना या सर्वापासून सुटका द्यायची असेल तर सर्वात आधी आपल्याला आपले विचार बदलवावे लागतील, तेव्हाच कुठे स्त्रीला प्रत्येक ठिकाणी सुरक्षित भावना वाटेल.....



## अंतःकरणातील देवपण



लेखिका

कु. कल्याणी महाजन  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



मार्गदर्शिका

प्रा. अल्पना वनमाली  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

देवासमोर उभं राहून तुम्ही काय मागता यापेक्षा देवाकडे पाठ असताना तुम्ही कसे वागता; यावर बऱ्याच गोष्टी अवलंबून असतात. माणूस हा बोलण्यातून नाही तर वागण्यातून खरा कळतो. चांगले कर्म, चांगले विचार जर तुमच्या मनात असतील तर तुम्ही मंदिरात नाही गेलात तरी चालतं. पण तुमच्या हृदयातल्या मंदिरात जर अंधार असेल तर तुम्ही जगाच्या कुठल्याही मंदिरात कितीही दिवे लावलेत तरी त्यांचा काहीच उपयोग होणार नाही. एक गोष्ट नेहमी लक्षात ठेवावी, आयुष्यात किती खरे आणि किती खोटे आहेत हे फक्त दोघानांच माहीत असते एक परमात्मा आणि दुसरा आपला अंतरात्मा. त्यामुळे आपल्यातील दोन गोष्टी कधीच संपू देऊ नका, ते म्हणजे 'बालपण' आणि अंतःकरणातील 'देवपण'. हे संपलं की माणूस संपला.

मानवी जीवन सुफळ, संपूर्ण कशाने होते? कृतार्थ झाल्याचे कशामुळे जाणवते? मानवी मूल्यांचे अधिष्ठान असलेले जीवनच परिपूर्णतेला पोहोचू शकते. व्यक्तिगत विकास प्रभावी ठरते. असे सुफळ, संपूर्ण आयुष्य जगलेल्या डॉ. काशीबाई नवरंगे यांना म्हणून विसरून चालणार नाही. वडील वासुदेव बाबाजी नवरंगे यांच्या रूपाने थोर समाजसेवेचा वारसा त्यांच्यापुढे मूर्तीमंत उदाहरण म्हणून होताच. त्यांच्या वडिलांच्या सच्चेपणाची सचोटीची प्रचिती दादाभाई नौरोजी यांच्यासारख्या थोर देशभक्ताला आलेला होती. सर विठ्ठलराव चंदावरकरांसारखे मातब्बर वासुदेवरावांना परमस्नेही मानत होते आणि त्यांच्या कन्येला तर चंदावरकर दांपत्याने अपत्यवत सांभाळले. समाज कार्याची दीक्षा त्यांनीच तिला दिली. वासुदेवराव प्रार्थना समाजाच्या सुरुवातीच्या सभासदांपैकी होते. एवढेच नव्हे तर प्रार्थना समाजाची तत्त्वे हा त्यांचा जीवनधर्म होता. ही तत्त्वे म्हणजेच तर हिंदू धर्मातील हिंसक बाजूस सारून काढलेली बावनकशी सोन्यासारखी मानवी मूल्येच होती. तीच मूल्ये आपला धर्म म्हणून, वडिलांचे उदाहरण डोळयासमोर ठेवून, त्यांच्या कन्येने स्वीकारली, नव्हे तर आपले जीवनध्येय मानले.

काशीबाईंच्या या बुद्धिमत्तेला सुसंस्कारित केले ते त्यांच्या हुजूरपागा शाळेतल्या मिस हर्फर्ड यांनी. मग काशीबाईंनी मॅट्रिक्युलेशन तर पूर्ण केलेच; पण नंतरही प्रथम बी. ए. आणि एल. एम. अॅण्ड एस. अशी दुहेरी पदवी मिळविण्याचा प्रथम मान पटकावला. नुकत्याच कोठे स्त्रिया वैद्यकीय शिक्षण घेऊ लागल्या होत्या. वडिलांच्या मृत्यूपूर्वी जेमतेम वर्षभर काशीबाईंनी आपला दवाखाना भुलेवर येथे थाटला. काशीबाईंची खाजगी प्रॅक्टिस जोरात चालू झाली. गरीब, शेत-सावकार ते राजे-रजवाड्यांपर्यंत त्यांची प्रॅक्टिस फोफावली. पैशाची कधीच कमतरता पडली नाही. त्यातही गरिबांना ही सेवा फुकट उपलब्ध करून दिली. रूग्णांना आपल्याविषयी वाटणाऱ्या कृतज्ञतेचा उपयोग समाजसेवेसाठी करून घेण्याचे मोठेपणही काशीबाईंनी कितीतरी समाजसेवेतून साधली.

इच्छा तेथे मार्ग, त्याप्रमाणे स्त्री कर्तृत्व कितीतरी अधिक होते. वैदकीय सेवेची ओंजळ देऊन ते पूर्ण होणार नव्हते. वडिलांचा प्रार्थना समाजाचा वारसाही त्यांना उचलायचा होता. वयाच्या अवघ्या विसाव्या वर्षी त्या प्रार्थना समाजाच्या सभासद झाल्या. कार्यकारी मंडळावर 1911 ते 1922 पर्यंत काम सांभाळत दहा वर्षे अध्यक्ष होत्या. स्त्रियांसाठी खास उपासना चालू केली. त्यांच्या मते "आमच्या प्रत्येक आचरणात धर्म असले पाहिजे, सर्व राष्ट्रास एकत्र करणे उदात्त धर्म आचरणाने भाव्य आहे. 'विवाहित स्त्रियांचे सहधर्मचारिणी' रूप त्यांना मान्य होते. समाजाच्या विषम स्थिती विषयी त्या हळहळत असे. 1936 मध्ये लंडनमध्ये धर्मपरिषदेस त्या उपस्थित होत्या. 1882 मध्ये आर्य महिला समाजाची स्थापना झाली. त्यांची धुराही त्यांनी सांभाळली.

स्त्रिशिक्षणाचा प्रसार हे प्रमुख ध्येय आर्य समाजाचे होते. स्त्रिया व अनाथ बालके यांचा सांभाळ केला. 1919 गर्भवती महिला व लहान बालकांसाठी दूध फंड सुरू केला. अनाथ बालकांना नविन कपडे शिवून पाठवण्याचा उपक्रम केला. डि. एन. सिरूर होम संस्था सुरू केली. गर्भवती स्त्रियांना व्याख्यानातून 1929-30 मध्ये जागरूक केले. गर्भवती चिकित्सालय व माता-बाल संगोपन केंद्राची मुहूर्तमेढ रोवली.

बिहारला झालेल्या भूकंपासाठी फंड जमविणे, मदत कार्यात प्रत्यक्ष सहभाग घेतला, भाळेत सकस चांगले अन्न पाठविण्यासाठी आर्य महिला समाजाचे उद्योगगृह चालू केले.

सरकारने 1925 साली 'जस्टिस ऑफ पीस' पदवी बहाल केली. दादरला बालवाचनालयाची सुरुवात केली. लहानपणी मातृछत्र हिरावल्यानंतर स्वतःचा संसार न थटता असंख्य आप्तस्वकियांना आपले घर देऊन कित्येकांची 'माँ' झाली.

प्रार्थना समाज व आर्य महिला समाज यांच्या संयुक्त समितीने डॉ. काशीबाई नवरंगे हॉस्टेल फॉर विमेन स्टुडंटस हे काशीबाईंचे स्मारक उभे केले. त्याच रस्त्याला महापालिकेने डॉ. काशीबाईंचे नाव दिले. डॉ. काशीबाई नवरंगे यांनी केवळ मानवी देह दुःखे दूर करण्याचे कार्य केले नाही, तर भारतीय नारीची आदर्श उदारत त्यांनी अंगी बाळगली होती.

‘नारी तू नारायणी’  
—डॉ. काशीबाई नवरंगे  
1878-1948



## महिला सक्षमीकरणासाठी तंत्रज्ञानाचा उपयोग



**लेखिका**

कु. याचिका मरगडे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



**मार्गदर्शिका**

प्रा. स्वाती राऊत  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

तंत्रज्ञान हे आजच्या काळजी गरज आहे. किंबहुना मुलभूत गरजच म्हणावी लागेल, कारण आज विद्यार्थी असो वा नोकरदार, शाळेचे प्रकल्प असो वा घरगुती काम ते उपकरणाचा वापर करूनच करणे सोईस्कार समजल्या जात आहे. त्याच तंत्रज्ञानाचा वापर आज सर्वत्र सर्रासपणे केल्या जात असताना स्त्री कशी काय मागे राहू शकते. तंत्र आणि यंत्र यांचा वापर करून महिला स्वतःचे जीवन अगदी चोखंदळपणे जगत असते. पण जेव्हा तिला सक्षम बणवण्याची वेळ येते तेव्हा तंत्रज्ञान कितपत उपयोगी ठरते हे मात्र महत्वाचे. पण महिलांच्या सक्षमीकरणात तंत्रज्ञानाचा मोलाचा वाटा ठरतो. तिचे व्यावसायिक जीवन असो, सामाजिक वा कौटुंबिक जीवन असो, तंत्रज्ञानाच्या वापराने ती स्वतःची प्रगती वेगाने करू शकतो. मग नेमके सक्षमीकरण म्हणजे काय?

### महिला सक्षमीकरण म्हणजे .....

महिला सक्षमीकरण म्हणजे, महिलांना त्यांच्या स्वतःच्या जीवनावर नियंत्रण ठेवण्यास, त्यांचे स्वतःचे निर्णय घेण्यासाठी आणि त्यांचे वैयक्तिक आणि सामाजिक अधिकार प्राप्त करण्यास सक्षम करण्याची प्रक्रिया आहे.

यामध्ये महिलांना आर्थिक, सामाजिक आणि राजकीयदृष्ट्या सक्षम बनवणे हे सुनिश्चित करण्यासाठी त्यांना जिवनाच्या सर्व क्षेत्रात पुरुषांप्रमाणे समान संधी मिळतील याची खात्री करून देणे होय.

### महिला सक्षमीकरणासाठी तंत्रज्ञानाचा उपयोग

स्त्रीयांच्या सक्षमीकरणासाठी तंत्रज्ञान हे एक प्रभावी साधन आहे. शिक्षण, व्यवसाय, आरोग्यसेवा, वित्तीय समावेश आणि संवाद यांसारख्या क्षेत्रांमध्ये तंत्रज्ञानाचा वापर करून महिलांना स्वयंपूर्ण बनविणे शक्य आहे. डिजिटल क्रांतीमुळे महिलांना नव्या संधी मिळत आहेत आणि त्यांचा विकास करण्याची शक्यता वाढत आहे.

कौटुंबिक जीवनाचा विचार केला तर कुटुंबातील परगावची व्यक्ती अथवा नातलगांची गाठभेट करणे किंवा बोलणे फोनच्या माध्यमातून अगदी सहज झाले आहे. म्हणजे एकमेकांचे हालचाल समजल्याने ती निश्चितपणे आपले लक्ष कामावर केंद्रित करू शकते.

आरोग्याच्या दृष्टीकोनातून तंत्रज्ञानामुळे महिलांची मोठी मदत होते. मोबाईलवरील ॲपमुळे महिलांना डॉक्टरांचा सल्ला किंवा औषधी चटकन उपलब्ध होते. तातडीच्या वेळी मग ते बाळंतपण असो वा बाळाचे संगोपन, हवी ती मदत तंत्रज्ञानामुळे महिलांना त्वरीत उपलब्ध होते.

व्यावसायिक महिलांना कम्प्युटर अथवा मोबाईलमुळे व्यवसायांचा वेगवेगळ्या कल्पना माहित होते, तसेच त्यांच्या चालू व्यवसायाला योग्य दिशा कशी मिळेल याबाबतचे मार्गदर्शनही तंत्रज्ञानामुळे



तिला घर बसल्या काही क्षणातच प्राप्त होते. तसेच व्यवसायाची जाहिरात करणे, व्यवसायाला वेगवेगळे प्लॅटफॉर्म मिळवणे, आपला व्यवसाय दूरपर्यंत पोहचवणे इ. अनेक गोष्टी तंत्रज्ञानाच्या माध्यमातून सहज शक्य झाल्या आहेत.

आर्थिक बाबींचा विचार केला तर तंत्रज्ञान महिला सक्षमीकरणाचा मोठा वाटेकरी आहे. कारण नेट बँकींग यासारख्या वित्तीय सेवा योजनांमुळे महिलांच्या वेळेची बचत तर होतेच, शिवाय हवे तेव्हा पैसा उपलब्ध झाल्याने महिलांच्या विकासातील आर्थिक अडचण दूर होते. संपर्क आणि दळणवळणाच्या क्षेत्रातही तंत्रज्ञानामुळे महिलांची मोठी मदत होते. कारण ज्या लोकांशी आपण थेट संपर्कात येऊ शकत नाही किंवा ज्या लोकांपर्यंत आपण सहजासहजी पोहचू शकत नाही तिथे तंत्रज्ञानामुळे आपले विचार, आपली प्रतिमा सहजपणे पोहचू शकते. त्यामुळे महिलांच्या विकासाला योग्य चालना मिळते. तसेच गुगल मॅप सारख्या ॲपचा वापर करून महिला त्यांना हव्या त्या ठिकाणी सुरक्षितपणे प्रवास करू शकतात.

महिलांच्या सुरक्षिततेचा विचार केला तर आज महिलांच्या मदतीसाठी काही खास हेल्पलाईन कार्यरत आहे. महिला घराबाहेर पडतात तेव्हा या मदत केंद्रामुळे ती निश्चितपणे स्वतःचे आयुष्य जगू शकते आणि तशी वेळ आलीच तर मोबाईलमुळे अडचणीच्या वेळी मदतीचा हात तिच्यापर्यंत त्वरीत पोहचतो, त्यामुळे ती सुरक्षित असल्याची तिला खात्री वाटते.

महिला सक्षम असणे हे केवळ तिच्या आर्थिक किंवा व्यावसायिक दृष्टीकोनातूनच महत्वाचे नाही तर मानसिक आणि सामाजिक दृष्टीकोनातूनही तितकेच महत्वाचे आहे. तिथेही तंत्रज्ञानाची उत्तम मदत महिलांना मिळत आहे. तंत्रज्ञानाद्वारे महिलांना योगासने केव्हाही आणि कुठेही शिकता येते तसेच शक्य तिथे आणि योगासनाचा अभ्यास त्या करू शकतात. त्यामुळे त्यांना मानसिक शांतता आणि त्यामुळे त्यांच्या ध्येयावर त्या आपले लक्ष केंद्रित करू शकतात.

कला व मनोरंजनाच्या माध्यमातून विचार करता महिलांना सक्षम करण्यात सुध्दा तंत्रज्ञानाचा बहुमोलाचा वाटा आहे. कित्येक महिलांच्या अंगी बहुमोल गुण असतात. परंतु योग्य प्रशिक्षण न मिळाल्याने त्या गुणांचा विकास होऊ शकत नाही. किंवा ती कला आणि कलावंत बाहेर जगतात कुणाला माहीत होत नाही. आज तंत्रज्ञानामुळे कित्येक प्लॅटफॉर्म, ॲप उपलब्ध झाले आहेत ज्यामुळे घरच्याघरी योग्य मार्गदर्शन प्राप्त करून सुप्तगुणांना चालना मिळते यातून महिलांच्या कलेच्या आणि मनोरंजनाच्या सक्षमीकरणाला तंत्रज्ञानाची मदत मजबूत करते.

खेळ विषयक क्षेत्रातही तंत्रज्ञानाची मोलाची मदत महिलांना मिळते. खेळानुसार व्यायाम, आहार, सल्ले, मार्गदर्शन तसेच प्रशिक्षण महिलांना मिळते आणि महिला सक्षमीकरण्यास मदत मिळते.

आज महिला तंत्रज्ञानाच्या मदतीने स्वतःची आणि कुटुंबाची मदत करून संपूर्ण स्वावलंबी जीवन जगू शकते. महिलांच्या दिनचर्येचा भाग असणाऱ्या गोष्टींतून त्यांनी स्वतःचे व्यवसाय निर्माण केले. उदा. पाककला, शिवणकाम, विणकाम, भजणे म्हणणे, रांगोळी काढणे, घर सजविणे, घरगुती टिप्स अशा अनेक गोष्टी ज्या त्या चांगल्याप्रकारे करू शकतात. त्यांचे मोबाईलवरील ॲपचा वापर करून स्वतःचे उद्योग चालू करून यशस्वी जीवन जगत आहेत. त्यामुळे त्यांचा अर्थार्जनाचा मार्ग त्यांना मिळाला आहे. असे कित्येक मार्ग आहेत की, ज्यातून तंत्रज्ञान महिलांना सक्षमीकरण्यात महत्वाची भूमिका बजावत आहे.

“अपंग नसली तरी, आधार ती शोधत होती  
पांगळी नव्हती तरी, हात इतरांचाच पकडत होती  
आज तंत्रज्ञानाने ही स्त्री, स्वावलंबी झाली  
सक्षम झाली, ती जीवन जगण्यास आज निघाली”

## प्रशासन सुधारणांमध्ये महिलांची भूमिका



लेखिका

कु. योगिनी रंडाळे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



मार्गदर्शिका

प्रा. अपर्णा जोशी  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

### पार्श्वभूमी

2015 मध्ये सरकारने एकमताने 2030 शाश्वत विकास अजेंड्याचे समर्थन केले. न्यायपूर्ण, शांततापूर्ण आणि सर्वसमावेशक समाजांना प्रोत्साहन देणे तसेच लिंग समानता आणि महिला सक्षमीकरण सुनिश्चित करणे या ध्येयाद्वारे लैंगिक समानता आणि समावेशक सार्वजनिक प्रशासनाची भूमिका ओळखली. बऱ्याच देशांमध्ये सार्वजनिक संस्था पुरुषप्रधान आणि पितृसत्ताक आहेत. कायम हानिकारक आणि कधीकधी हिंसकवृत्ती आणि प्रथा आहेत.

सार्वजनिक प्रशासनात महिलांचे प्रतिनिधित्व कमी आहे. विशेषतः नेतृत्व आणि निर्णय घेण्याच्या भूमिकेत उपलब्ध आकडेवारीवरून असे सूचित होते की, सार्वजनिक प्रशासनात महिलांचा समावेश सरासरी 45% आहे. तरीही देशभरात महिलांच्या सहभागामध्ये 3% ते 66% पर्यंत फरक आहे.

सर्वसमावेशक आणि उत्तरदायी सरकारसाठी सार्वजनिक प्रशासनात महिलांचा सहभाग आवश्यक सेवांची गुणवत्ता सुधारू शकते. सरकारांना सुधारणांमध्ये महिलांचे योगदान, प्रतिनिधित्व वाढावे, महिलांना सरकारमध्ये सर्व स्तरावर क्षेत्रामध्ये आणि पदांवर समान रोजगाराच्या संधी मिळायला हव्यात.

सामाजिक नेतृत्वाच्या भूमिकेत महिलांच्या समान प्रवेशासह विविधता ही केवळ योग्य गोष्ट नाही तर सर्वात फलदायी देखील आहे. नुकत्याच झालेल्या UNDP आणि MCKINSEY अभ्यासात असे आढळून आले आहे की, सार्वजनिक प्रशासनात आणि निर्णय घेण्याच्या भूमिकेत महिलांचा सहभाग हा आर्थिक विकास तसेच समाजातील लैंगिक समानतेशी सकारात्मक संबंध आहे, हे असे ही सुचवते की महिलांचा समान सहभाग आणि नेतृत्व चांगल्या आणि अधिक प्रभावी सरकारसाठी अनुकूल वातावरण निर्माण करते. कारण

‘जेथे अधिक स्त्रिया सत्तेत आहेत, तिथे चांगले प्रशासन आहे.’ अशा काही महिला आपण पाहूया ज्यांनी सार्वजनिक प्रशासन सुधारणांमध्ये भूमिका पार केली आहे.

### किरण बेदी

किरण बेदी या सर्वांच्या परिचयाच्या आहेत. त्या भारतातील पहिल्या (अखिल भारतीय इंडियन पोलीस सर्व्हिससाठीच्या परीक्षेतून आलेल्या) अधिकारी आहेत. मसुरी येथील राष्ट्रीय अकादमीमध्ये पोलीस ट्रेनिंगमध्ये 80 पुरुष तुकडीतील अधिकारी म्हणून पहिली नेमणूक दिल्लीच्या चाणक्यपुरीत झाली. पुढे त्या उत्तर आणि पश्चिम दिल्लीच्या पोलीस आयुक्त झाल्या. 1993 मध्ये दिल्लीतील

तिहार कारागृहाच्या त्या मुख्य अधीक्षक झाल्या. तेथे असताना त्यांनी कारागृहामध्ये अनेक सुधारणा केल्या. त्याची जागतिक स्तरावर प्रशंसा झाली आणि या सुधारणेसाठी त्यांना 1994 मध्ये 'रेमन मॅगसेसे पुरस्कार' मिळाला. त्यांनी महिलांवरील गुन्हे कमी करून दाखवले. त्यानंतर एक ट्रॅफिक पोलिस अधिकारी म्हणून त्यांनी 1982 आशियाई गेम्ससाठी दिल्लीत आणि 1983 मध्ये गोव्यात भरलेल्या CHOGM (The Commonwealth Heads of Government Meeting) रहदारी व्यवस्था पाहिली.

जन्म	किरण पेशावरिया 9 जून 1949
शिक्षण	B.A., L.L.B., PHD.
पेशा	पोलीस अधिकारी
कार्य / प्रसिद्ध कामे	नवज्योती आणि इंडिया व्हिजन फाऊंडेशन : दोन्ही बिगरसरकारी समाज संस्था.
कार्यकाळ	1972-2007

किरण बेदी यांनी उत्तर दिल्लीच्या अधिकारी असताना ड्रग्जचा दुरुपयोग करणाऱ्यांविरुद्ध मोहिमेची सुरुवात केली. ही मोहीम पुढे नवज्योती इंडिया फाऊंडेशन या नवीन नावामध्ये विकसित झाली. 2003 मध्ये संयुक्त राष्ट्रसंघाचे महासचिव, पोलीस सल्लागार म्हणून किरण बेदींनी कामे केली. शांतता ऑपरेशनच्या सामाजिक कार्यक्रम आणि लेखन यावर लक्ष केंद्रीत करण्यासाठी त्यांनी 2006 मध्ये पोलीस खात्याचा राजीनामा दिला. 2011 च्या भारतीय भ्रष्टाचारविरोधी चळवळीच्या प्रमुख नेत्यांपैकी त्या एक होत्या. जानेवारी 2015 मध्ये त्या भारतीय जनता पार्टीत सामील झाल्या 22 मे 2016 रोजी किरण बेदी यांना पॉडिचेरीच्या लेफ्टनंट गव्हर्नर म्हणून नेमण्यात आले.

### ज्ञानज्योती सावित्रीबाई फुले

महिलांना शिक्षणाचा अधिकार प्राप्त करून देणाऱ्या, महाराष्ट्रातील सामाजिक सुधारणा चळवळीतील एक महत्वाची व्यक्ती म्हणून सावित्रीबाई फुले ओळखल्या जातात. सावित्रीबाईंना भारतीय स्त्रीवादाची जननी मानले जाते. सावित्रीबाई आणि त्यांचे पती या दोघांनी मिळून 1 जानेवारी 1848 रोजी पुणे येथील भिडेवाड्यात मुलींची शाळा सुरू केली. या शाळेत सावित्रीबाई यांची शिक्षिका म्हणून नेमणूक करण्यात आली होती. यामुळे सावित्रीबाईंना पहिल्या भारतीय शिक्षिका म्हटले जाते.

जिच्यामुळे शिकली

दीन दुबळ्यांची मुले!

ती ज्ञानदाती, ती ज्ञानज्योती

सावित्रीबाई फुले !!

शिक्षणाच्या प्रसारासाठी अन्य सामाजिक क्षेत्रांतही काम करणे गरजेचे आहे, स्त्रियांचा आत्मविश्वास वाढवणे गरजेचे आहे, हे सावित्रीबाईंनी ओळखले. काही क्रूर रुढींनाही त्यांनी आळा घातला. बाल-जरठ विवाहप्रथेमुळे अनेक मुली वयाच्या बारा-तेराव्या वर्षी विधवा व्हायच्या.

ब्राम्हण समाजात विधवा पुनर्विवाह अजिबात मान्य नव्हता पतीच्या निधनानंतर अशा विधवांना सती जावे लागे किंवा मग त्यांचे केशवपन कुरुन कुरूप बनविले जाई. केशवपन बंद करण्यासाठी नाभिक समाजातील लोकांचे प्रबोधन करणे व त्यांचा संप घडवून आणणे. पुनर्विवाहाचा कायदा व्हावा यासाठी प्रयत्न करणे अशी अनेक कामे सावित्रीबाईंनी कल्पकतेने पार पाडली. सत्यशोधक समाजाच्या कार्यातही सावित्रीबाईंचा मोठा सहभाग असे.

स्त्रियांच्या शिक्षणाची खरी,

सावित्री तूच कैवारी!

तुझ्यामुळेच शिकते आहे,

आज प्रत्येक नारी !!

इ.स. 1896-97 सालादरम्यान पुणे परिसरात प्लेगच्या साथीने धुमाकूळ घातला. हा जीवघेणा आजार अनेकांचे जीव घेऊ लागला. हा रोग संसर्गजन्य आहे हे कळल्यावर ब्रिटिश शासनाने

रूग्णांना वेगळे काढून स्थानांतरित करण्याचा उपाय योजला. त्यातून उद्भवणारे हाल ओळखून सावित्रीबाईंनी प्लेग पीडितांसाठी पुण्याजवळ वसलेल्या ससाणे यांच्या माळावर दवाखाना सुरू केला. त्या रोग्यांना व त्यांच्या कुटूंबीयांना आधार देऊ लागल्या प्लेगच्या रोग्यांची सेवा करताना सावित्रीबाईंनाही प्लेग झाला. त्यातून 10 मार्च इ.स. 1897 रोजी त्यांचे निधन झाले.

### प्रतिभाताई पाटील

प्रतिभाताई देवीसिंह पाटील या भारताच्या 12 व्या राष्ट्रपती होत्या. त्यांनी इ.स. 2006 ते इ.स. 2012 मध्ये राष्ट्रपतीपदाची जबाबदारी सांभाळली होती. भारताच्या राष्ट्रपतीपदावर नेमल्या गेलेल्या त्या पहिल्या महिला होत्या. प्रतिभाताई पाटील यांनी आपल्या जीवनाची सुरुवात समाजकार्याने केली व नंतर गांधीवादी विचारामुळे सक्रीय राजकारणात सहभागी झाल्या. राष्ट्रपती होण्यापूर्वी त्या राजस्थानच्या 16व्या राज्यपाल व प्रथम महिला राज्यपाल होत्या. तत्पूर्वी त्या राज्यसभेच्या उपसभापती व इ.स. 1962 ते इ.स. 1985 दरम्यान महाराष्ट्राच्या विधानसभेत आमदार व विविध खात्याच्या मंत्री होत्या.

नैरोबीत आंतरराष्ट्रीय समाजकल्याण परिषदेस भारत सरकारच्या प्रतिनिधी म्हणून त्या गेल्या होत्या. प्रिटोरिया येथील महिला परिषद, म्युनिक येथील महिलांची जागतिक परिषद, तसेच 1985 मध्ये दक्षिण अमेरिकेत बोलेव्हिया येथे झालेली परिषद, अशा सर्व ठिकाणी त्यांनी देशाचे प्रतिनिधित्व केले.

त्यांनी महिला आर्थिक विकास महामंडळ स्थापन स्त्रियांना चरितार्थाच्या संधी उपलब्ध करून दिल्या. पाळणाघर मदत योजना स्थापन केली. महिला बँकांची स्थापना केली. आदिवासी विकास योजना, वसंतराव नाईक महामंडळ, अण्णाभाऊ साठे महामंडळ आणि ज्योतिबा फुले महामंडळ इ. महामंडळांची स्थापना केली.

जळगाव येथे एक सुसज्ज रूग्णालय उपलब्ध करून दिले. अंधांसाठी संस्था काढून कार्य उभे केले. जळगाव येथे इंजिनियरिंग कॉलेज काढले. स्त्री-पुरुषांना समान हक्क असले पाहिजेत, यासाठी ताई आग्रही होत्या फेब्रुवारी 2008 मध्ये त्यांनी भारत सरकारच्या विविध खात्यांशी संपर्क साधून याबाबत सविस्तर चर्चा केली. स्त्रीयांच्या कल्याणासाठी भारत सरकारच्या सर्व योजनांचे एकत्रीकरण करण्यावर त्यांनी भर दिला. अशा योजना सर्व स्तरांवर योग्य प्रकारे राबविल्या गेल्या पाहिजेत आणि संबंधित शासकीय योजनांचा फायदा सर्व सामान्यांच्या पर्यंत पोहोचले पाहिजेत. त्या योजनांचा लाभ योग्य व्यक्तीला मिळू शकेल. यासाठी शासकीय समिती गठीत केली गेली. या समितीने स्त्री-पुरुषांना समान हक्क मिळावेत यासाठी योग्य कार्यक्रमाची आखणी करावी असे सुचविले गेले. स्त्रीयांच्या सक्षमीकरणासाठी प्रतिभाताई पाटील यांनी सातत्याने प्रयत्न केले. 'स्त्रियांच्या सबलीकरणासाठी सामाजिक-आर्थिक विकासासाठी' राज्यपालांची 2008 मध्ये समिती गठीत केली गेली. या समितीने आपल्या शिफारसी फेब्रुवारी 2009 मध्ये सादर केल्या. भारत सरकारच्या मंत्री गटाने यावर सर्वकश विचार केला. राज्यपालांच्या समितीने केलेल्या सर्व शिफारसी भारत सरकारने मान्य केल्या. प्रतिभाताई या राजकारणी म्हणून यशस्वी ठरल्या. त्यांची कारकीर्द ही वाखाणली गेली त्याच बरोबर त्या मनाने मृदू, कनवाळू, सर्वांची काळजी घेणाऱ्या असल्याने त्या सर्वत्र लोकप्रिय होत्या.

### दुर्गाबाई देशमुख

एक भारतीय स्वातंत्र्यसैनिक, वकील, सामाजिक कार्यकर्ता आणि राजकारणी होत्या. त्या भारताच्या संविधान सभेच्या आणि भारताच्या नियोजन आयोगाच्या सदस्य होत्या. त्या महात्मा गांधींच्या अनुयायी होत्या. कधीही दागिने किंवा सौंदर्यप्रसाधने परिधान केली नाहीत. त्या एक प्रमुख समाजसुधारक होत्या ज्यांनी सविनय कायदेभंग चळवळीदरम्यान गांधींच्या नेतृत्वात मीठ सत्याग्रह उपक्रमात भाग घेतला होता. दुर्गाबाई या अंध मत संघाच्या अध्यक्षा होत्या. त्या क्षमतेत त्यांनी अंधांसाठी शाळा, वसतीगृह आणि प्रकाश अभियांत्रिकी कार्यशाळा उभारली. महिला मुक्तीसाठी

सार्वजनिक कार्यकर्त्या, तिने 1937 मध्ये आंध्र महिला सभा (आंध्र महिला परिषद) ची स्थापना केली. त्या केंद्रीय समाज कल्याण मंडळाच्या संस्थापक अध्यक्षाही होत्या.

दुर्गाबाई नियोजन आयोगाचे सदस्य म्हणून नामांकित झाल्या. त्या भूमिकेत त्यांनी समाजकल्याणाच्या राष्ट्रीय धोरणाला पाठिंबा दिला. या धोरणामुळे 1953 मध्ये केंद्रीय समाज कल्याण मंडळाची स्थापना झाली, मंडळाच्या पहिल्या अध्यक्षा या नात्याने, त्यांनी मोठ्या संख्येने स्वयंसेवी संस्थांना एकत्रित करून त्यांचे कार्यक्रम राबविले, ज्यांचा उद्देश गरजू महिला, मुलांचे शिक्षण, प्रशिक्षण आणि पुनर्वसन हे होते. 1953 मध्ये चीन दौऱ्यात याचा अभ्यास करून स्वतंत्र कौटुंबिक न्यायालये स्थापन करण्याच्या गरजेवर भर दिला.

त्यांनी मुंबई उच्च न्यायालयाचे न्यायमूर्ती एम. सी. छागला आणि न्यायमूर्ती पी. बी. गजेंद्रगडकर यांच्याशी (त्यावेळी) या कल्पनेवर चर्चा केली. जवाहरलाल नेहरूंसोबत महिला चळवळी आणि संघटनांकडून कौटुंबिक प्रकरणांमध्ये महिलांना जलद न्याय मिळावा या सारख्या मागण्यांसह कौटुंबिक न्यायालय कायदा 1984 मध्ये लागू करण्यात आला. 1958 मध्ये भारत सरकारने स्थापन केलेल्या राष्ट्रीय महिला शिक्षण परिषदेच्या त्या पहिल्या अध्यक्षा होत्या. 1959 मध्ये, समितीने आपल्या शिफारसी खालील प्रमाणे मांडल्या.

- केंद्र आणि राज्य सरकारने मुलींच्या शिक्षणाला प्राधान्य घ्यावे.
- केंद्रीय शिक्षण मंत्रालयात महिला शिक्षण विभागाची निर्मिती करावी.
- मुलींच्या योग्य शिक्षणासाठी प्रत्येक राज्यात स्त्री शिक्षण संचालकाची नियुक्ती करावी.
- शिक्षणाच्या उच्च स्तरावर सहशिक्षण योग्यरित्या आयोजित केले पाहिजे.
- विद्यापीठ अनुदान आयोगाने मुलींच्या शिक्षणासाठी निश्चित रक्कम स्वतंत्रपणे नमूद करावी.
- विकासाच्या पहिल्या टप्प्यात मुलींना आठवीपर्यंत मोफत शिक्षणाची तरतूद करावी.
- मुलींसाठी ऐच्छिक विषयांच्या निवडीच्या सुविधा उपलब्ध करून घ्याव्यात.
- ग्रामीण भागात मुलींच्या शिक्षणाला प्रोत्साहन दिले पाहिजे.

### सुप्रिया सुळे

सुप्रिया सुळे या राष्ट्रवादी काँग्रेस(शरदचंद्र पवार) पक्षाच्या भारतीय राजकारणी आहेत. सध्या त्या बारामती लोकसभा मतदारसंघाचे प्रतिनिधित्व करणाऱ्या 17 व्या लोकसभेतील खासदार आहेत. त्यांनी यापूर्वी 15 व्या आणि 16 व्या लोकसभेत खासदार म्हणून काम केले आहे. 2011 मध्ये त्यांनी स्त्री भ्रूणहत्येविरोधात राज्यव्यापी मोहीम सुरू केली. अलीकडेच त्यांना सामाजिक सेवेसाठी 'ऑल लेडीज लीग' तर्फे 'मुंबई महिला ऑफ द डिफेन्स अचिव्हर्स' पुरस्काराने सन्मानित करण्यात आले आहे.

सुळे सप्टेंबर 2006 मध्ये महाराष्ट्रातून राज्यसभेवर निवडून आल्या होत्या. त्या मुंबईतील नेहरू सेंटरच्या विश्वस्त आहेत. त्यांनी स्त्री भ्रूणहत्येविरोधातील राज्यस्तरीय मोहिमेत नेतृत्व केले. या मोहिमेत पदयात्रा, महाविद्यालयीन कार्यक्रम, स्पर्धा इत्यादींचा समावेश होता.

2012 मध्ये सुळे यांच्या नेतृत्वाखाली तरुणींना राजकारणात व्यासपीठ देण्यासाठी राष्ट्रवादी युवती काँग्रेस या संघटनेची स्थापना करण्यात आली. संपूर्ण महाराष्ट्रात स्त्रीभ्रूणहत्या, गर्भपात, हुंडापध्दती आणि सर्वसाधारणपणे महिला सक्षमीकरणावर भर देणारे अनेक मोर्चे त्यांनी काढले.

लोकसभेच्या सदस्या म्हणून सुळे यांना त्यांच्या संसदीय कार्यासाठी ओळखले जाते. अनेक वेळा लोकसभेतील सर्वोत्तम कामगिरी करणाऱ्या खासदारांपैकी एक म्हणून त्या उदयास आल्या.

सुप्रिया सुळे यांचा जन्म भारतीय राजकारणी आणि राष्ट्रवादी काँग्रेस पक्षाचे संस्थापक शरद पवार आणि त्यांच्या पत्नी प्रतिभा पवार यांच्या पोटी 30 जून 1969 रोजी झाला. त्यांचे शिक्षण मुंबईतील जय हिंद कॉलेजमध्ये झाले. त्यांनी सुक्ष्मजीवशास्त्र विषयात बी. एस. सी. पदवी घेतली.

## प्रवास एका ध्यायसाचा: डॉ. आनंदीबाई जोशी



**लेखिका**

कु. कल्याणी महाजन  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



**मार्गदर्शिका**

प्रा. अल्पना वनमाली  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

डॉ. आनंदीबाई जोशी यांचा जन्म 31 मार्च 1865 रोजी पुण्यात त्यांच्या आजोळी झाला. यांचे पूर्वाश्रमीचे नाव यमुना होते. जुन्या कल्याण परिसरातील पारनाका येथे राहणाऱ्या गणपतराव अमृतेश्वर जोशी यांच्या ज्येष्ठ कन्या होत्या. वयाच्या नवव्या वर्षी त्यांचा विवाह वयाने त्यांच्याहून 20 वर्षांनी मोठे असणाऱ्या गोपाळराव जोशी यांच्याशी झाला. गोपाळराव जोशी हे मूळचे अहमदनगर जिल्ह्यातील संगमनेर येथील रहिवासी होते. लग्नानंतर गोपाळरावांनी आपल्या पत्नीचे यमुना हे नाव बदलवून आनंदीबाई असे ठेवले. वयाच्या चौदाव्या वर्षी आनंदीबाईंनी एका मुलाला जन्म दिला, परंतु वैद्यकीय उपचार न मिळाल्यामुळे मूल फक्त दहा दिवस जगले. आनंदीबाईंच्या जीवनात हा एक महत्वाचा टप्पा ठरला. या घटनेनंतर त्यांनी डॉक्टर होण्याचे ठरविले. गोपाळरावांनी तिला मिशनरी शाळेमध्ये प्रवेश मिळावा म्हणून प्रयत्न केला. जोशी यांनी कलकत्त्याला बदली घेतल्यावर तेथे आनंदीबाई संस्कृत आणि इंग्लिश वाचणे आणि बोलणे शिकल्या.

गोपाळराव कल्याणला पोस्ट ऑफिसात कारकून होते. नंतर त्यांची अलिबाग येथे व नंतर कोलकाता येथे बदली झाली. ते एक पुरोगामी होते आणि त्या काळातही त्यांचा महिला शिक्षणाला पाठिंबा होता. आपल्या काळातील इतर पती आपल्या पत्नींना स्वयंपाक न केल्याबद्दल मारहाण करत, या उलट गोपाळराव हे आपल्या तरुण पत्नीला अभ्यास न केल्याबद्दल मारहाण करत होते. कारण पत्नीचे वैद्यकीय शिक्षण घेऊन डॉक्टर बनावे, असा त्यांचा आग्रह होता. ते स्वतः लोकहितवादींची शतपत्रे वाचत. आपल्या पत्नीला शिक्षणात रस आहे. हे गोपाळरावांनी कळल्यावर लोकहितवादींच्या शतपत्रांमुळे ते प्रेरित झाले. आपल्या पत्नीस इंग्रजी शिकविण्याचे ठरविले.

या सर्वांच्या सुखात जेव्हा दुःखाची संगत असते.

जीवन जगण्यातच तेव्हा खरी रंगत असते.

आयुष्य जगण्याची, कालमर्यादा थोडी आहे

प्रेमाने जगण्यात व जगू देण्यात त्याची खरी गोडी आहे.

जीवनात सगळेच अंदाज खरे ठरत नसतात

हे माहित असूनही सारे अंदाज करीत असतात.

पत्नीचे मनाचा ढळलेल तोल हसत हसत सावरायचा असतो.

आनंदीबाईंच्या वैद्यकीय शिक्षणाच्या बाबतीत गोपाळरावांनी अमेरिकेत काही पत्रव्यवहार केला. परंतु हे शिक्षण घेण्यासाठी ख्रिस्ती धर्म स्वीकारण्याची अट होती. परंतु धर्मांतर करणे तर यांना मान्य नव्हते. पुढे गोपाळरावांच्या चिकाटीमुळे आनंदीबाईंना ख्रिस्ती धर्म न स्वीकारता 1883 मध्ये,

वयाच्या एकोणिसाव्या वर्षी विमेन्स मेडिकल कॉलेज ऑफ पेन्सिल्व्हेतियामध्ये प्रवेश मिळाला. तेथे गेल्यानंतर अमेरिकेतील नवीन वातावरण आणि प्रवासातील दगदग यामुळे आनंदीबाईची प्रकृती खूप ढासळली होती. परंतू अमेरिकेतील कारपेंटर जोडप्याची मदत त्यांना लाभली.

सुरुवातीला तत्कालीन भारतीय समाजाकडून आनंदीबाईच्या डॉक्टर होण्याला खूप विरोध झाला. त्यावेळी आनंदीबाईनी कोलकाता येथे एक भाषण केले. तेव्हा त्यांनी भारतामध्ये महिला डॉक्टरांची किती आवश्यकता आहे, याचे प्रतिपादन केले. स्पष्ट सांगितले की, मला यासाठी धर्मांतर करण्याची काही गरज नाही. मी माझा हिंदू धर्म व संस्कृती यांचा कदापि त्याग करणार नाही. मला माझे शिक्षण पूर्ण झाल्यावर भारतात येऊन महिलांसाठी एक वैदकीय महाविद्यालय सुरू करायचे आहे. आनंदीबाईंचे हे भाषण लोकांना खूप आवडले. त्यामुळे त्यांना होणारा विरोध तर कमी झालाच पण, त्यांना या कार्यात हातभार म्हणून संबंध भारतातून आर्थिक मदत जमा झाली. भारताचे तत्कालीन व्हाइसरॉय यांनी पण 200 रुपयांचा फंड जाहीर केला.

कष्टाच्या आणि जिद्दीचा जोरावर अभ्यासक्रम दोनच वर्षांत पूर्ण करून मार्च इ.स. 1886 मध्ये आनंदीबाईनी एम. डी. ची पदवी मिळविली. एम. डी. साठी त्यांनी 'हिंदू आर्य लोकांमधील प्रस्तूतीशास्त्र' या विषयांवर निबंध लिहिला. एम. डी. झाल्यावर व्हिक्टोरिया राणीकडून त्यांचे अभिनंदन झाले. हा प्रवास करताना त्यांना गोपाळरावांचा पाठिंबा होता. तिच्या पदवीदान समारंभाला त्यांनी भाग घेतला. एम. डी. झाल्यावर आनंदीबाई जेव्हा भारतात आल्यावर त्यांना कोल्हापूरमधील अल्बर्ट एडवर्ड हॉस्पिटलमधील स्त्रीकक्षाचा ताबा देण्यात आला.

वयाच्या विंशतच त्यांना क्षयरोग झाला होता. पुढे काही महिन्यातच म्हणजे इ. स. 26 फेब्रुवारी, 1887 रोजी त्यांना पुण्यात मृत्यू आला. केवळ 21 वर्षांच्या जीवनयात्रेत आनंदीबाईनी भारतीय स्त्रियांसाठी प्रेरणादायी जीवनादर्श उभा केला. दुदैवाने आनंदीबाईंच्या बुद्धिमत्तेचा आणि ज्ञानाचा फायदा जनतेला होऊ शकला नाही. मात्र 'चूल आणि मूल' म्हणजेच आयुष्य असे समजणाऱ्या महिलांना त्या काळात आनंदीबाई जोशी यांनी आदर्श व मानदंड घालून दिला. एकिकडे सावित्रीबाई व ज्योतिबा फुले स्त्रीशिक्षणासाठी प्रयत्न करत असतानाच आनंदी-गोपाळ हे जोडपे आपले ध्येय प्राप्त करण्यासाठी झटत होते. जिद्द आणि चिकाटी असेल तर कोणतेही मोठे काम अशक्य नाही हे या जोडप्याने समाजाला सिध्द करून दाखवले आहे, असे म्हणता येऊ शकेल. समाजात राहून काम करायचे तर अडथळे येणारच.

स्वतः डॉक्टर होऊनही कुणा देशभगिनीवर उपचार करण्याची संधी आनंदीबाईंना मिळालीच नाही. तिकडे अमेरिकेत मात्र कारपेंटर यांनी आपल्या कुटुंबाच्या स्मशानात त्यांचे लहानसे थडगे बांधले. त्यांवर 'आनंदी जोशी, एक तरुण हिंदू ब्राम्हणकन्या, परदेशात शिक्षण घेऊन डॉक्टर पदवी मिळवणारी पहिली भारतीय स्त्री' अशी अक्षरे कोरून तिचे स्मारक तयार केले.



## अवकाश श्रेत्रात महिलांची भरारी



**लेखिका**

कु. गायत्री द्वाडे  
बजाज विज्ञान महाविद्यालय,  
वर्धा



**मार्गदर्शिका**

डॉ. मेघा चुटे  
बजाज विज्ञान महाविद्यालय,  
वर्धा

विमान चालविण्यापासून अंतराळ मोहिमेपर्यंतच्या सर्वच श्रेत्रात महिला पुरुषांच्या खांद्याला खांदा लावून कर्तृत्व गाजवित आहेत. अमेरिकेची अंतराळ संशोधन संस्था 'नासा'च्या मोहिमांसह इतर देशांच्या अंतराळ मोहिमांत आतापर्यंत जगभरातील 75 महिला अंतराळ वीरांगनांनी अवकाशभरारी घेतली असून एका प्रकारचा 'अमृत' काळच या श्रेत्रात अवतरला आहे.

या 75 महिलांपैकी 47 जणींनी दीर्घकालीन अवकाश मोहिमेत आंतरराष्ट्रीय अवकाश स्थानकावर काम केले. विविध देशातील नारीशक्तीने अवकाशात भरारी घेतली. नासाच्या अवकाश मोहिमांत सहभागी होण्याचा सर्वप्रथम मान मिळविणाऱ्या महिला अंतराळवीरांच्या ऐतिहासीक कामगिरीविषयी तत्कालिन सोव्हिएत युनियन (रशिया) ची व्हेलेंटिना तेरेश्कोवा ही वोस्तोड या अंतराळयानातून 16 जून 1963 रोजी अवकाशात जाणारी जगातील पहिली महिला ठरली. पृथ्वीला प्रदक्षिणा घालणारी महिला होण्याचा ऐतिहासीक मानही तिने मिळविला. सॅली के. राईड 18 जून 1983 रोजी 'चॅलेंजर' अंतराळयानातून अवकाशात जाणारी अमेरिकेची पहिली महिला पुरुष अंतराळवीराबरोबर अवकाशात जाणारी सोव्हिएत युनियनची स्वतःला वाय सावितस्काया पहिली महिला अंतराळवीर.

1963 रोजी अवकाशात जाणारी जगातील पहिली महिला ठरली. पृथ्वीला प्रदक्षिणा घालणारी पहिली महिला ठरली. पृथ्वीला प्रदक्षिणा घालणारी पहिली महिला होण्याचा ऐतिहासीक मानही तिने मिळविला.

सॅली के. राईड 18 जून 1983 रोजी 'चॅलेंजर' अंतराळयानातून अवकाशात जाणारी अमेरिकेची पहिली महिला पुरुष अंतराळवीराबरोबर अवकाशात जाणारी सोव्हिएत युनियनची स्वतःला वाय सावितस्काया पहिली महिला अंतराळवीर. 19 ऑगस्ट 1982 रोजी सोयूझ टी-7 अवकाश यानावून आठवड्याच्या मोहिमेवर स्पेसवॉक करणारी पहिली महिला होण्याचा बहुमानही सावितस्कायाकडे. 25 जुलै 1984 रोजी सॅल्यूट 7 अवकाशयानातून अवकाशात गेल्यावर तिने हा ऐतिहासीक पराक्रम केला.

अमेरिकेकडून कॅथरिन डी. सुलिक्नने 1984 मध्येच पहिल्यांदा स्पेसवॉड डेला. सॅली डे. राईड व सुलिक्न सर्वप्रथम एकत्रित स्पेसवॉक करणाऱ्या दोन महिला ठरल्या. रशियाच्या मीर या अवकाशस्थानकाला भेट देणारी हेलेन पी. शर्मन ही हिटनची अंतराळ वीरांगना पहिली महिला डॉ. रॉबर्टा बोंदार जानेवारी 1992 रोजी अवकाश मोहिमेवर जाणारी कॅनडाची पहिली महिला. तसेच पहिली न्यूरो लॉजिस्ट डॉ. चिआडी मुडाई जुलै 1994 रोजी अवकाशभरारी घेणारी जपानची पहिली महिला अंतराळवीर नासाच्या वसटीवस-92 मोहिमेत ऑक्टोबर 2000 मध्ये पामेला व मेलरॉयने



अंतराळ स्थानकासाठीच्या उडणात पहिली महिला वैमानिक म्हणून काम केले. सोयूझ टीवमट 9 ने 18 सप्टेंबर 2006 रोजी अंतराळात जाणारी अनुरोश अन्वारी पहिली इराणी-अमेरिकी महिला नासाच्या व्यावसायिक वाहनावर प्रवास करणारी वॉडर पहिली महिला अंतराळवीर ठरली. क 5 अवकाश मोहिमेदरम्यान अवकाशात एकाचवेळी पाच महिला अंतराळवीरांनी काम केले. चीनची लिऊ यांग व 6 जून 2012 रोजी दोन सहकाऱ्यांसह शेंगझोक अंतराळयानातून जाणारी चीनची पहिली महिला अंतराळवीर वोग यापिंग चीनच्या 'तियांगगोंग' स्थानकात राहण्याचा मान मिळविणारी चीनची पहिली महिला अंतराळवीर भारताचे नाव जगभरात उंचवणारी धाडसी महिला म्हणजे कल्पना चावला.

त्या भारतीय वंशाच्या पहिल्या अंतराळवीर ठरल्या. मार्च 1995 मध्ये नासाच्या अंतराळवीरांच्या चमूत त्यांचा सहभाग होता. 1997 मध्ये त्यांची पहिल्या अंतराळ उड्डाणासाठी निवड झाली होती. त्यांनी त्यांच्या पहिल्या अवकाश प्रवासादरम्यान 372 तास अंतराळात घालवले होते. 16 जानेवारी 2003 रोजी त्यांचा दुसरा अंतराळ प्रवास कोलंबिया यानातून सुरू झाला. फेब्रुवारी 2003 रोजी हे अंतराळ यान पृथ्वीवर परत येते असताना नादुरुस्त झाले आणि हवेतच त्याला आग लागली. यात कल्पना चावलांसह अन्य सहा अंतराळवीरांचा मृत्यू झाला.

कल्पना चावला यांचा जन्म 17 मार्च 1962 रोजी हरियानातील कर्नाल जिल्ह्यात झाला होता. त्यांनी चंडीगड येथून परोनॉटिकल इंजिनिअरिंग पूर्ण केले. 1984 मध्ये अमेरिकेच्या टेक्सास विद्यापीठातून चावला यांनी पुढील शिक्षण घेतले. भारत, अमेरिकेसह जगभरातील मुलींसाठी त्या प्रेरणास्त्रोत बनल्या होत्या.

त्यांची लोकप्रियता पाहता 'नासा' ने त्यांच्या सुपर कॅम्प्युटरचे नाव 'कल्पना चावला' असे ठेवले होते. काही लोक निधनानंतरही आपल्या आठवणीत सदैव जिवंत राहतात. अंतराळवीर कल्पना चावला यांचा शेवटचा अंतराळ प्रवास अनेकांच्या मनात कोरला आहे. त्या अंतराळात भरारी घेणाऱ्या त्या पहिल्या भारतीय महिला ठरल्या.

1984 मध्ये टेक्सास युनिव्हर्सिटीतून वैमानिक इंजिनिअरिंगमध्ये त्यांनी मास्टर्स पूर्ण केलं. त्याच विषयात त्यांनी 1988 मध्ये पी.एच.डी पूर्ण केली. अमेरिकेची अंतराळ संशोधन संस्था The National Aeronautics and Space Administration (NASA) इथे कल्पना यांनी 1988 पासून प्ल्युड डायनॉमिक्समध्ये संशोधनाला सुरुवात केली.

नासा मध्ये काम केल्यानंतर ओवरसेह मेयझस कंपनीत उपप्रमुख म्हणून रुजू झाल्या. त्याठिकाणी त्यांनी वरोडायनॉमिक्समध्ये महत्वपूर्ण संशोधन केलं. त्यांचे रिसर्च पेपर अनेकदा चर्चेत राहिले.

नासाने 1994 साली संभाव्य अंतराळवीराच्या यादीत कल्पना यांचा समावेश केला. मार्च 1995 साली अंतराळ क्षेत्राचा विशेष अभ्यास करण्यासाठी नासाच्या जॉनसन वरोनॉटिक्स सेंटरमध्ये प्रशिक्षण चालू केलं. त्या दरम्यान त्यांना अंतराळवीरांच्या 15 व्या फळीत ठेवण्यात आलं. तसंच एका वर्षाच्या प्रशिक्षणानंतर अंतराळयानाच्या नियंत्रण कक्षाच्या देखभालीचं काम देण्यात आलं.

नोव्हेंबर 1996 मध्ये नासानं एक घोषणा केली. त्यामध्ये ATS-87 मिशनच्या संशोधनाची जबाबदारी कल्पना याकडे सोपवण्यात आली. शेवटी तो दिवस उजडलला. 19 नोव्हेंबर 1997. त्यादिवशी हरियाणाच्या मुलीनं अंतराळात झेप घेतली. त्यावेळी त्यांनी 376 तास आणि 34 मिनिट अंतराळात घालवली.

एका महत्वपूर्ण योजनेचं नेतृत्व करणाऱ्या कल्पना आणि त्यांच्या टीमने पृथ्वीला 252 फेऱ्या मारल्या म्हणजे त्यांनी 1 कोटी 46 हजार किमीवरून अधिक प्रवास केला.

### कल्पना यांचा शेवटचा प्रवास

नासाने जेव्हा एक महत्वपूर्ण योजना आखली तेव्हा अनुभवी अंतराळवीर कल्पना चावला 7 सदस्यांच्या टीममध्ये महत्वाची जबाबदारी त्यांच्याकडे देण्यात आली. जानेवारी 2003 च्या 16 दिवसाच्या मिशनमध्ये त्यांची विशेषतज्ज्ञ म्हणून नेमणूक केली. अंतराळात केले जाणारे प्रयोग हे कल्पना यांच्या नियंत्रणाखाली करण्यात आले होते.

1 फेब्रुवारी 2003 ला कोलंबिया अंतराळ यानाने पृथ्वीकडं येण्यासाठी अमेरिकेजवळच्या पॅसिफिक समुद्राकडं झेप घेतली. अंतराळवीरांनी स्पेस सुट घातला. त्यावेळी सर्व योग्यरीत्या सुरू होतं. त्यावेळी स्थानिक वेळेनुसार सकाळच्या 8.40 वाजता कोलंबिया यानानं पृथ्वीच्या वातावरणात प्रवेश केला. अंतराळवीर आणि नासातल्या अंतराळयान नियंत्रण कक्षातले सगळेजण आनंदी होते.६

22 मिनिटांत ते यान पृथ्वीवर उतरणार होतं. सुमारे 8.54 वाजता यानाचा आणि नियंत्रण कक्षाचा संपर्क तुटायला सुरुवात झाली. 9.16 वाजता काही गोष्टी स्पष्ट व्हायला लागल्या आणि कोलंबिया यान इतिहासात जमा झालं. अवकाश क्षेत्रातील सुनीता विल्यम्स हे ही एक महत्त्वपूर्ण नाव आहे. भारतीय वंशाच्या अंतराळवीर सुनीता विल्यम्स यांनी आतापर्यंत तीन अंतराळ मोहिमा केल्या. त्यांनी अंतराळात सर्वाधिक काळ राहण्याचा विक्रम केला आहे. त्यांनी तीन उड्डाणांमध्ये अवकाशात 608 दिवस घालवले आहेत. त्यांनी आंतरराष्ट्रीय अंतराळ स्थानकावरील मोहिमेदरम्यान सर्वाधिक स्पेसवॉक केले आहे.

अंतराळात जाणाऱ्या महिलांनी अवकाश क्षेत्रात भरारी घेऊन नारीशक्तीचा गौरव वाढवला आहे. सर्व आघाड्यांवर लढणारी ती स्त्री पण तिला अनेकदा गृहित धरले जाते. नवरात्रोत्सवाचा मूळ उद्देश स्त्रियांबद्दल समानता, जाणीव, कृतज्ञता व्यक्त करणे हा आहे. कुटुंबाची जबाबदारी पेलणाऱ्या, संस्कृती जपणाऱ्या, घराला घरपण देणाऱ्या, वैयक्तिक संकटावर मात करून सामाजिक क्षेत्रात भरारी होणाऱ्या अनेक दुर्गा आज समाजरचनेचा परिघ विस्तारत आहेत.



## भारतीय संविधान निर्माण में महिलाओं की भूमिका एवं वर्तमान परिप्रेक्ष्य में उसका प्रभाव



**लेखिका**

कु. साक्षी राजूत  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



**मार्गदर्शिका**

प्रा. राधा तिवारी  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

### प्रस्तावना

भारतीय संविधान के निर्माण में महिलाओं की भूमिका महत्वपूर्ण रही है यद्यपि संविधान सभा में उनकी संख्या सीमित थी, लेकिन उन्होंने समावेशी और न्यायसंगत संविधान के निर्माण में अहम योगदान दिया। इन महिलाओं ने समानता, स्वतंत्रता और न्याय के सिद्धांतों को संविधान में शामिल करवाने के लिए न केवल पुरजोर प्रयास किए, बल्कि भविष्य के भारत के लिए महिलाओं की प्रगति की नींव भी रखी।

### संविधान निर्माण में महिलाओं की भूमिका

संविधान सभा में कुल 299 सदस्यों में से 15 महिलाएँ थीं, जिन्होंने महिलाओं के अधिकारों को सुरक्षित करने और समाज में उनकी समान भागीदारी सुनिश्चित करने के लिए महत्वपूर्ण कार्य किए।

### संविधान सभा की प्रमुख महिला सदस्य एवं उनके योगदान

#### ● हंसा मेहता

- उन्होंने समानता के अधिकारों की पुरजोर वकालत की।
- उनके प्रयासों से महिलाओं को समान नागरिक अधिकार मिले और विवाह, संपत्ति एवं रोजगार में समान अवसरों की गारंटी दी गई।
- उन्होंने संयुक्त राष्ट्र में “All men are born free and equal” को बदलकर “All human beings are born free and equal” करवाया।

#### ● राजकुमारी अमृत कौर

- भारत की पहली स्वास्थ्य मंत्री बनीं और महिलाओं के स्वास्थ्य अधिकारों की सुरक्षा के लिए कार्य किया।
- अखिल भारतीय आयुर्विज्ञान संस्थान (AIMS) की स्थापना में महत्वपूर्ण भूमिका निभाई।
- संविधान सभा में उन्होंने महिलाओं की शिक्षा और स्वास्थ्य पर विशेष जोर दिया।

- **सरोजिनी नायडू**

- स्वतंत्रता संग्राम की प्रमुख नेता एवं संविधान सभा की सक्रिय सदस्य थीं।
- उन्होंने महिलाओं के राजनीतिक अधिकारों की वकालत की और स्वतंत्र भारत में पहली महिला राज्यपाल बनीं।

- **दुर्गाबाई देशमुख**

- उन्होंने महिलाओं की शिक्षा और सामाजिक सुधारों के लिए कार्य किया।
- समान नागरिक (Uniform Civil Code) की वकालत की।
- उन्होंने केंद्रीय सामाजिक कल्याण बोर्ड (Central Social Welfare Board) की स्थापना में योगदान दिया।

- **विजयलक्ष्मी पंडित**

- भारत की पहली महिला मंत्री बनीं।
- संयुक्त राष्ट्र महासभा की पहली महिला अध्यक्ष बनने का गौरव प्राप्त किया।
- महिलाओं के राजनीतिक सशक्तिकरण के लिए कार्य किया।

### **संविधान में महिलाओं के अधिकारों की सुरक्षा**

संविधान में महिलाओं को समानता और न्याय सुनिश्चित करने के लिए निम्नलिखित महत्वपूर्ण प्रावधान किए गए:

- अनुच्छेद 14 – कानून के समक्ष समानता की गारंटी।
- अनुच्छेद 15(1) और 15(3) – लिंग आधारित भेदभाव को रोकने और महिलाओं के लिए विशेष प्रावधानों की अनुमति।
- अनुच्छेद 39(d) – पुरुषों और महिलाओं को समान कार्य के लिए समान वेतन।
- अनुच्छेद 42 – कामकाजी महिलाओं के लिए उचित कार्य परिस्थितियों और मातृत्व राहत।
- अनुच्छेद 51(A)(e) – महिलाओं की गरिमा के खिलाफ प्रथाओं को त्यागने के लिए नागरिकों को प्रेरित करना।

### **संविधान निर्माण की भूमिका का वर्तमान परिप्रेक्ष्य में प्रभाव**

- **महिलाओं की राजनीतिक भागीदारी**

- संविधान में मिले अधिकारों के परिणामस्वरूप महिलाएँ अब राजनीति में सक्रिय भागीदारी कर रही हैं।
- महिला आरक्षण विधेयक (नारी शक्ति वंदन अधिनियम 2023) – लोकसभा और राज्य विधानसभाओं में 33% आरक्षण सुनिश्चित किया गया।
- पंचायतों और नगर निकायों में महिलाओं को 33-50% आरक्षण दिया गया, जिससे लाखों महिलाएँ जनप्रतिनिधि बनीं।

- **शिक्षा और रोजगार में महिलाओं की स्थिति**

- संविधान के अनुच्छेद 21 A के तहत मुफ्त और अनिवार्य शिक्षा का अधिकार महिलाओं को सशक्त बना रहा है।
- आज महिलाएँ शिक्षा, विज्ञान, तकनीक, रक्षा, प्रशासन और उद्योग में उल्लेखनीय योगदान दे रही हैं।
- विभिन्न सरकारी योजनाएँ जैसे बेटी बचाओ, बेटी पढ़ाओ और उज्ज्वला योजना, महिलाओं के सशक्तिकरण में सहायक रही हैं।

- **महिलाओं के लिए कानूनी सुधार और अधिकार**

- सुप्रीम कोर्ट और हाई कोर्ट में महिलाओं की संख्या बढ़ी है, जिससे न्यायपालिका में उनका प्रभाव बढ़ा है।
- #Me Too आंदोलन और कार्यस्थल पर महिलाओं की सुरक्षा हेतु यौन उत्पीड़न कानून (POSH Act, 2013) लागू किया गया।

- **सामाजिक और आर्थिक प्रभाव**

- महिलाओं की आर्थिक भागीदारी बढ़ाने के लिए मुद्रा योजना, स्टैंड.अप इंडिया और स्वयं सहायता समूह (SHG) योजनाएँ चलाई गईं।
- महिलाएँ अब सेना, वायुसेना और नौसेना में स्थायी कमीशन प्राप्त कर रही हैं।
- महिला उद्यमिता को बढ़ावा देने के लिए स्टार्टअप इंडिया और महिला उद्यमिता मंच जैसे कार्यक्रम चलाए जा रहे हैं।

### **चुनौतियाँ और आगे का रास्ता**

हालांकि भारतीय महिलाओं ने संविधान के प्रावधानों के माध्यम से बड़ी प्रगति की है, लेकिन अभी भी कुछ चुनौतियाँ बनी हुई हैं, जिन्हें दूर करना आवश्यक है:

- **राजनीतिक भागीदारी में असमानता**

- राजनीति में महिलाओं की संख्या अभी भी सीमित है।
- महिला आरक्षण कानून पारित हो चुका है, लेकिन इसे जल्द लागू करने की आवश्यकता है ताकि संसद और राज्य विधानसभाओं में महिलाओं की भागीदारी बढ़े।

- **सामाजिक बुराईयों और हिंसा**

- घरेलू हिंसा, दहेज प्रथा और बलात्कार जैसी सामाजिक बुराईयों अभी भी मौजूद हैं।
- इन अपराधों के खिलाफ बने कानूनों को अधिक प्रभावी ढंग से लागू करने और जनजागरूकता बढ़ाने की आवश्यकता है।

- **शिक्षा और कौशल विकास की चुनौतियाँ**

- ग्रामीण क्षेत्रों में बाल विवाह और लड़कियों की शिक्षा में बाधाएँ अब भी एक बड़ी समस्या हैं।
- महिलाओं के लिए तकनीकी शिक्षा और व्यावसायिक प्रशिक्षण को अधिक सुलभ और प्रभावी बनाया जाना चाहिए।

- **महिला सुरक्षा और कार्यस्थल पर भेदभाव**

- कार्यस्थल पर यौन उत्पीड़न को रोकने के लिए बनाए गए POSH कानून (2013) को अधिक प्रभावी तरीके से लागू करने की जरूरत है।
- महिलाओं की सुरक्षा सुनिश्चित करने के लिए सार्वजनिक स्थानों पर निगरानी और शिकायत निवारण प्रणाली को मजबूत करना आवश्यक है।

### **आगे का रास्ता**

- **शिक्षा और कौशल विकास पर ध्यान केंद्रित करना** – STEM (विज्ञान, प्रौद्योगिकी, इंजीनियरिंग और गणित) क्षेत्रों में महिलाओं की भागीदारी को बढ़ावा देना।
- **कानूनों का सख्ती से पालन और संवेदनशीलता बढ़ाना** – पुलिस और न्यायपालिका को महिलाओं से जुड़े मामलों में अधिक संवेदनशील बनाया जाए।
- **महिला उद्यमिता और आर्थिक स्वतंत्रता को प्रोत्साहित करना** – स्टार्टअप इंडिया, मुद्रा योजना जैसी पहलों को अधिक सुलभ बनाना।

यदि इन चुनौतियों को प्रभावी रूप से संबोधित किया जाए, तो भारत में महिलाओं को पूर्ण रूपसे सशक्त बनाया जा सकता है और वे सामाजिक, आर्थिक और राजनीतिक क्षेत्रों में अपनी भूमिका को और अधिक मजबूत कर सकती हैं।

### निष्कर्ष

संविधान निर्माण में महिलाओं की भूमिका ऐतिहासिक और क्रांतिकारी रही हैं। उन्होंने समानता, स्वतंत्रता और न्याय की जो नींव रखी, उसका प्रभाव आज भी भारतीय समाज में देखा जा सकता है। वर्तमान समय में, महिलाएँ राजनीति, न्यायपालिका, विज्ञान, खेल और उद्यमिता जैसे क्षेत्रों में आगे बढ़ रही हैं और भविष्य में भी बेशक आगे बढ़ेंगी।



## विपरीत परिस्थितियों में महिलाओं का धैर्य



**लेखिका**

कु. रोझिला खान  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



**मार्गदर्शिका**

डॉ. अरुंधति निनावे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

### परीचय

“धैर्य” एक ऐसा हथियार है, जिसके जरिए हम हर तरह की विपरीत परिस्थितियों का सामना कर सकते हैं। धैर्य का अर्थ है मन को शांत रखकर या सहनशीलता से कठिनाइयों का सामना करने की क्षमता। हमारे जीवन में विपरीत परिस्थितियाँ और धैर्य दोनों ही बहुत महत्व रखते हैं। क्योंकि ऐसा कोई नहीं है जिसके जीवन में परिस्थितियाँ कभी विपरीत ना होती हों। अतः धैर्य ही मानव-स्वभाव की ऐसी अद्वितीय विशेषता है जो विपरीत परिस्थितियों का सामना करने के लिए मानसिक शक्ति और आत्मविश्वास को प्रबल बनाती है और जीवन को सकारात्मक दिशा में ले जाती है। “महिलाओं” में यह गुण विशिष्ट रूप से मौजूद होता है। यह बात हमारे समाज, इतिहास और धार्मिक ग्रंथों में बार-बार प्रमाणित हुई है। महिलाओं के धैर्य का स्तर बहुत ऊँचा होता है क्योंकि वह अपनी असहनीय पीड़ा और संघर्ष को भी धैर्यपूर्वक सहन कर लेती हैं।

जमाना तो बेवजह ही,

महिला को कमजोर कहता है;

सच तो ये है कि विपरीत परिस्थिति पर भी....

महिला में खूब धैर्य रहता है।

अतः महिला को अशक्त समझना, जमाने की गलती है। महिला तो धैर्य से विपरीत परिस्थितियों को बदलती हैं।

### धैर्य का महत्त्व

“धैर्य” एक ऐसी शक्ति है जो सभी के जीवन में होना आवश्यक है। जीवन की विभिन्न प्रकार की विपरीत परिस्थितियों को ना हम जीवन में आने से रोक सकते हैं। अतः ऐसी विपरीत परिस्थितियों का सामना करने के लिए केवल “धैर्य” एकमात्र उपाय होता है। यदि हम धैर्यपूर्वक रहते हैं तो इन विपरीत परिस्थितियों से जीतने का सही रास्ता सोच सकते हैं। धैर्य हमें और हमारे मन को चैन और शांति प्रदान करता है। धैर्यपूर्वक रहकर ही हम सूझ-बूझ से काम ले सकते हैं। इससे हमारा स्वास्थ्य भी ठीक रहता है।

- **समाजिक जीवन में महिला का धैर्य:** समाज में महिलाओं का बहुत महत्वपूर्ण योगदान होता है। समाज में अनेक प्रकार की विपरीत परिस्थितियाँ होती हैं जिसका सामना महिलाएँ अपने धैर्य से करती हैं। समाज में होने वाली असमानता और भेदभाव, जो कि महिला अपने

बचपन सहन करते आती है लेकिन कभी इससे परेशान होकर समाज का विरोध नहीं करती बल्कि धैर्यपूर्वक ऐसी परिस्थितियों का सामना करती है। महिला धैर्य से समाज के अन्याय को भी सहन कर लेती हैं। अतः महिलाएँ हमेशा धैर्य के साथ समाज के प्रति अपना कर्तव्य निभाती हैं।

- **पारिवारिक जीवन में महिला का धैर्य:** परिवार में अनेक-भूमिकाएँ निभाने वाली महिला अत्यंत महत्वपूर्ण कहलाती हैं। इन विभिन्न भूमिकाओं में महिला के अनेक रूप शामिल हैं जैसे—बेटी, बहन, बहु, पत्नी, माँ, आदि। महिला परिवार में अपने रिश्तों के अनुसार अपना किरदार निभाती हैं। परंतु एक सत्य ये भी हैं कि महिला सबसे ज्यादा विपरीत परिस्थितियों का सामना अपने पारिवारिक जीवन में ही करती हैं। जब एक महिला अपना होश संभाल कर बड़ी होती है तब से उसकी चुनौतियाँ बढ़ जाती हैं। परिवार के हर सदस्य का आदर—सम्मान करना, सबका ख्याल रखना और सबके प्रति अपना कर्तव्य पूर्ण करना यह सब एक महिला की प्रथम भूमिका होती हैं। जीवन के हर कदम पर महिला कठिनाइयों का सामना करती हैं परंतु वह धैर्य बनाए रखती हैं और हिम्मत से मुकाबला करके हर विपरीत परिस्थिति को पराजित कर देती है। महिला अपने पारिवारिक जीवन को सफल करने के लिए हर चुनौती में धैर्यपूर्वक काम करती है।

हर गम को भूलाकर, हमेशा खुश रहती हैं;

जैसा सब चाहें, वैसे जी लेती हैं।

मुश्किल है महिला के धैर्य का अंदाज लगाना;

ये तो मौत के गोद में जाकर.....

जिन्दगी को जन्म देती हैं।

अतः महिला हमेशा अपने परिवार के लिए स्वयं के जीवन को परिवार पर समर्पित कर देती हैं।

- **स्वास्थ्य संबंधी और आर्थिक चुनौतियों में महिला का धैर्य:** स्वास्थ्य संबंधी और आर्थिक चुनौतियों का सामना करते समय, महिला जिस धैर्य को अपनाती है वह सचमुच प्रेरणादायक होता है। महिला के शरीर में होने वाले बदलाव के अनुसार उसे कई स्वास्थ्य—संबंधी समस्याओं से गुजरना पड़ता है। लेकिन महिलाएँ हमेशा अपने स्वास्थ्य की ज्यादा फिक्र ना करते हुए और ऐसी समस्याओं में हर पीड़ा को धैर्य से सहन करते हुए अपने घर—परिवार के प्रति अपने कर्तव्य निभाने में कार्यरत रहती हैं। यहाँ तक की महिला तो “माहवारी” जैसी पीड़ा को भी धैर्यपूर्वक प्रबंधित करती है। महिलाएँ अपने परिवार को संतान की खुशी देने के लिए अपने स्वास्थ्य और शरीर में अनेक प्रकार के बदलाव को धैर्य से सहन कर लेती हैं। अतः महिला में अदभूत धैर्य होता है।

लड़ जाती है हर बीमारी से,

कभी डरती नहीं माहवारी से;

महिला की धैर्य—शक्ती का क्या कहना!

विपरीत परिस्थिति खुद हार जाती है नारी से।

महिला अपने जीवन के स्वास्थ्य संबंधी चुनौतियों में भी अपने मन को शांत रखकर और समझदारी के साथ हर कठिनाई को धैर्य से पार करने की क्षमता रखती हैं। हर पल अपने जीवन में सकारात्मकता लाने का प्रयास करती हैं और स्वयं के साथ परिवार की भी हिम्मत बनकर खड़ी रहती है। महिला के जीवन में आर्थिक चुनौतियों की भी कमी नहीं होती है। हर महिला अपने स्वयं के घर की वित्त—मंत्री होती है। घर में जो भी कमाई आती है। हर महिला में यह गुण होता है कि वह सबसे पहले परिवार के सदस्यों का ख्याल रखती हैं। कई बार पैसों की कमी देख, वह अपनी आकांक्षाएँ अपने मन में ही रख लेती हैं। महिला चाहे पिता के घर सिर्फ बेटी के रूप में या फिर पती के घर पत्नी, बहु और माँ के रूप में हो वह हर जगह घर की हालातों के अनुसार स्वयं ही समझदारी करके धैर्यपूर्वक जितना



मिले उसमें खुश रहती हैं। अतः महिलाएं अपने जीवन की आर्थिक चुनौतियों को भी बड़े धैर्य से मात देती हैं।

- **महिलाओं द्वारा व्यक्तिगत और व्यावसायिक जीवन में धैर्यपूर्वक संतुलन:** महिला अपने व्यक्तिगत और व्यावसायिक जीवन में धैर्यपूर्वक संतुलन बनाकर एक उदा. प्रस्तुत करती हैं। महिला अपने व्यक्तिगत जीवन में स्वयं को परिवार के प्रति अपनी ज़िम्मेदारियों निभाने के लिए समर्पित करती है और इसके साथ ही यदि वह नौकरीपेशा महिला हो तो पूरी निष्ठा के साथ अपने व्यावसायिक कार्य में अपना कर्तव्य निभाती हैं। महिलाओं की दोनों प्रकार के जीवनशैली में कई चुनौतियां आती हैं। परंतु वह हमेशा धैर्य बनाए रखती है और दोनों कार्यकाल में बहुत संतुलन बनाती हैं।

### महिलाओं के धैर्य की महत्वपूर्ण मिसालें

#### ● ऐतिहासिक दौर की मिसालें

- **रानी लक्ष्मीबाई:** झाँसी की रानी लक्ष्मीबाई ने अंग्रेजों के विरुद्ध संघर्ष करते हुए विपरीत परिस्थितियों में अद्वितीय धैर्य का परिचय दिया। वह भारतीय इतिहास में साहस का प्रतीक हैं।
- **रज़िया सुल्तान:** भारत की पहली और एकमात्र महिला शासक थीं। पुरुष प्रधान समाज में शासन और सत्ता को बनाए रखने का संघर्ष करके वह एक धैर्यवान महिला के रूप में जानी जाती हैं और एक ऐतिहासिक मिसाल हैं।

#### ● धार्मिक दौर की मिसालें

- **सीता माता:** रामायण में सीता माता ने विपरीत परिस्थितियों में धैर्य का परिचय दिया रावण द्वारा अपहरण होने पर, वनवास में और अन्य कठिनाइयों में वह अपने धैर्य में अडिग रहीं और अपने कर्तव्यों को निभाया।
- **द्रौपदी:** महाभारत में द्रौपदी का जीवन भी विपरीत परिस्थितियों में धैर्य का प्रतीक हैं। जब कौरवों ने सभा में उनके साथ अपमानजनक व्यवहार किया, तब भी वह धैर्य से भगवान कृष्ण से न्याय की प्रार्थना करती रही और अंत में उनके धैर्य और साहस ने पांडवों को न्याय की प्रेरणा दी।

#### ● आज के दौर की मिसालें

- **इरा सिंघल:** सिविल सेवा परिक्षा में टॉप करने वाली पहली विकलांग महिला, जिनका धैर्य और संघर्ष एक प्रेरणा हैं। उन्होंने धैर्यपूर्वक ही समाज की मानसिकता और शारीरिक चुनौती का सामना किया।
- **किरण बेदी:** भारत की पहली महिला आई.पी.एस. अधिकारी, जिन्होंने भ्रष्टाचार और सामाजिक अन्याय के खिलाफ कड़ी परिस्थितियों में भी धैर्य से अपने कर्तव्यों का पालन किया।
- **फिरोज फातिमा:** उत्तर प्रदेश की एक साधारण महिला जिन्होंने विपरीत आर्थिक परिस्थितियों का सामना करते हुए शिक्षा और स्वास्थ्य के प्रति समाज को जागरूक करने का कार्य किया। उन्हें उनके धैर्य के लिए सराहा गया।
- **लक्ष्मी अग्रवाल:** एसिड— अटैक सर्वाइवर, जो अपने ऊपर हुए इस भयावह हादसे के बावजूद धैर्य और साहस से न केवल समाज में जागरूकता फैलाइ बल्कि अपने अधिकारों के लिए कानूनी लड़ाई भी लड़ी।

अतः हर युग और हर दौर में ऐसी कई महिलाएँ रह चुकी हैं जिन्होंने अनेक विपरीत परिस्थितियों में धैर्य को प्रतीक बनाए और समाज के लिए प्रेरणा स्रोत बन कर दिखाया। इसका सीधा अर्थ ये ही है कि चाहे दौर कोई भी हो परंतु महिला अपने धैर्य के गुण को हमेशा अपनाती हैं।

### निष्कर्ष

महिलाओं में धैर्य की शक्ति अद्वितीय है। वह हर विपरीत परिस्थितियों में धैर्य को अपनाती है और इस वजह से ही वह हर चुनौती का डटकर सामना कर पाती है। महत्वपूर्ण बात ये है कि महिला की सकारात्मक सोच और स्वयं पर आत्मविश्वास ही महिला के धैर्य की कुंजी हैं। इसके साथ ही समाज और परिवार भी महिला को धैर्यपूर्वक रहने में सहायता करता हैं।

महिलाओं का धैर्य उनके मानसिक और शारीरिक स्वास्थ्य पर भी सकारात्मक प्रभाव डालता है। महिला के धैर्य की भावना ही उन्हें एक सशक्त व्यक्तित्व बनाती हैं। महिला अपने धैर्य से ही अपने संघर्षशील जीवन को सफल बना पाती है।



## महिला नेतृत्व विकास



**लेखिका**

कु. सुहाणी बूटे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा



**मार्गदर्शिका**

प्रा. सुरेखा दुबे  
गो. से. वाणिज्य महाविद्यालय,  
वर्धा

भारत वर्ष एक संपन्न परंपरा और सांस्कृतिक मूल्यों से समृद्ध देश है। जहां महिलाओं का समाज में प्रमुख स्थान रहा है। ग्रामीण परिदृश्य में महिलाओं की बड़ी आबादी है। दुर्भाग्यवश विदेशी शासनकाल में समाज में अनेक कुरितियां व विकृतियां पैदा हुई जिससे महिलाओं को उत्पीड़न हुआ। आजादी के बाद महिलाओं का समाज में सम्मान बढ़ा लेकिन उनके सशक्तिकरण की गति दशकों तक धीमी रही। गरीबी व निरक्षरता महिलाओं की प्रगति में गंभीर बाधा रही हैं। भारत में स्त्रियों के लिए कई सामाजिक, आर्थिक, नैतिक और मानसिक समस्याएं हैं, लेकिन सबसे बड़ी समस्या महिलाओं के सामाजिक निर्धारण, वर्चुअल हरासमेंट और घरेलू हिंसा है। उन्हें लैंगिक भेदभाव, उत्पीड़न, यौनशोषण, शिक्षा की कमी, दहेज संबंधी उत्पीड़न, लैंगिक, वेतन अंतर और बहुत कुछ से गुजरना पड़ता है। महिला सशक्तिकरण का अर्थ महिलाओं की सामाजिक और आर्थिक स्थिति में सुधार लाना है ताकि उन्हें रोजगार, शिक्षा, स्वतंत्रता और आर्थिक स्थिति में सुधार लाना है ताकि उन्हें रोजगार, शिक्षा, आर्थिक तरक्की प्राप्त कर सकें। यह वह माध्यम है, जिसके द्वारा महिलाएँ भी पुरुषों की तरह अपनी हर आकांक्षा को पूरा कर सकें। स्वतंत्रता प्राप्ति के पूर्व तक स्त्रियों की निम्न दशा के प्रमुख कारण अशिक्षा, आर्थिक निर्भरता, धार्मिक निषेध, जाति बन्धन, स्त्री नेतृत्व का अभाव तथा पुरुषों का उनके प्रति अनुचित दृष्टिकोण आदि थे। शिक्षा की कमी उन्हें नौकरी के अवसरों और आर्थिक स्वतंत्रता से वंचित रखती है, जिससे उनकी स्थिति कमजोर होती है। संस्कार और पारंपरिक धारणाएँ: कई संस्कृतियों में महिलाओं के लिए पारंपरिक भूमिकाएँ निर्धारित की जाती हैं, जैसे घर की देखभाल करना या मातृत्व। ये धारणाएँ महिलाओं को स्वतंत्रता और समानता से वंचित करती हैं।

महिलाओं को दोयम दर्जे का नागरिक न मानकर, सभी बाधाओं को दूर करके तथा उन्हें आर्थिक, सांस्कृतिक, सामाजिक और राजनीतिक निर्णय लेने में समान भागीदारी देकर उनकी स्थिति में सुधार किया जा सकता है। इसका मतलब है कि कार्यस्थल, घर और अन्य पहलुओं में पुरुषों और महिलाओं को समान अधिकार और जिम्मेदारियों दी जानी चाहिए। महिलाओं को सशक्त बनाना परिवारों, समुदायों और देशों के स्वास्थ्य और सामाजिक विकास के लिए आवश्यक है। जब महिलाएं सुरक्षित, पूर्ण और उत्पादक जीवन जी रही होती हैं, तो वे अपनी पूरी क्षमता तक पहुँच सकती हैं।

भारतीय महिलाएं ऊर्जा, दूरदर्शिता, जीवन उत्साह और प्रतिबद्धता के साथ सभी चुनौतियों का सामना करने में सक्षम हैं। भारत के प्रथम नोबेल पुरस्कार विजेता रवींद्रनाथ टैगोर के शब्दों में, हमारे लिए महिलाएं न केवल घर की रोशनी हैं, बल्कि इस रोशनी की लौ भी हैं। अनादि काल

से ही महिलाएं मानवता की प्रेरणा का स्रोत रही हैं। झांसी की रानी लक्ष्मीबाई से लेकर भारत की पहली महिला शिक्षिका सावित्रीबाई फुले तक, महिलाओं ने बड़े पैमाने पर समाज में बदलाव के बड़े उदाहरण स्थापित किए हैं।

आज की नारी ममतामयी है त्यागमयी है महिलाएं त्याग के बलबूते पर समाज के हर पहलु से जुड़ी हुई हैं। वर्तमान में नारियों प्रत्येक क्षेत्र में अपना वर्चस्व स्थापित कर रही हैं। शिक्षा एवं आर्थिक स्वतंत्रता ने महिलाओं में नवीन चेतना भर दी है। जीवन के प्रत्येक क्षेत्र में महिलाओं की भूमिका में वृद्धि हो रही है। वह आत्मनिर्भर और पढ़ी लिखी हैं एवं अपने अधिकारों और कर्तव्यों के प्रति जागरूक हैं इनकी शिक्षा से आज नौकरी पेशा महिलाओं की संख्या में वृद्धि हुई है। वह केवल शिक्षिका, नर्स, स्त्री रोग की डॉक्टर न बनकर इंजीनियर, पायलट, वैज्ञानिक, तकनीशियन, सेना, पत्रकारिता जैसे नए क्षेत्रों को अपना रही हैं। हमारे समाज में महिलाओं की निःस्वार्थ सेवा हर क्षेत्र में है।

वर्तमान में प्रबंधन, पर्यावरण संरक्षण, समावेशी आर्थिक और सामाजिक विकास जैसे महत्वपूर्ण क्षेत्रों में महिलाओं की भागीदारी सुनिश्चित करने के लिए विशेष ध्यान दिया गया है। गुणवत्तापूर्ण शिक्षा और कौशल के माध्यम से महिलाओं को व्यवसाय की ओर प्रोत्साहित कर इन्हें आर्थिक रूप से सुदृढ़ किया जा सकता है। विशेषकर कृषि प्रसंस्करण उद्योगों, बैंकिंग सेवाओं और डिजिटलीकरण की सहायता से महिलाओं के सामाजिक और वित्तीय सशक्तिकरण की शुरुआत की जा सकती है। महिला उद्यमिता की पूरी क्षमता को साकार करने के लिए बहुआयामी दृष्टिकोण आवश्यक है। वित्तीय पहुंच, कौशल विकास और अनुकूल परिस्थितिकी तंत्र के निर्माण से महिलाओं को सशक्त बनाने में मदद मिलेगी। महिला उद्यमिता को प्रोत्साहन न केवल सामाजिक न्याय का विषय है, बल्कि यह भारत के समग्र और सतत विकास के लिए एक रणनीतिक आवश्यकता भी है। महिलाओं की भागीदारी से भारत अधिक समान और समृद्ध भविष्य की ओर अग्रसर हो सकता है।







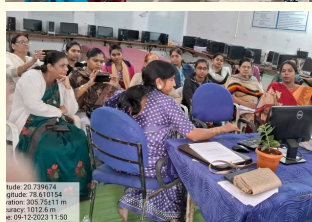
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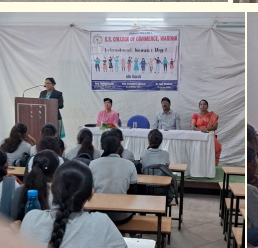
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# The Editorial Team



Dr. Arundhati Ninawe, is the Principal of G.S. College of Commerce, Wardha. She is a highly accomplished academic with over 25 years of teaching experience. She is an Accessor of NAAC, Bangalore and has been a member coordinator of 8 Peer Team Visits. She has supervised 7 PhD and 13 M.Phil. scholars to successful completion. She has completed 2 Major and 1 Minor UGC-Granted Research Projects. She is the author of 4 books and a co- author of 3 books. Her research papers have been published in 22 journals and she has presented over 40 research papers at international, national, and state-level conferences.



Ms. Humera Quazi, brings a wealth of academic experience and expertise to her role as an Assistant Professor at G. S. College of Commerce in Wardha. With a diverse educational background encompassing M. Com., M. A. in Economics, M. Phil, and a SET (Commerce) qualification, she stands as a testament to her commitment to continuous learning and scholarly pursuits. Boasting an impressive career spanning two decades, As the main author and co-author, she has contributed significantly to the academic community with numerous research papers and three authored books. Beyond her role as an educator, She lays a pivotal part in the institution as a coordinator for various committees, showcasing her leadership and organizational skills. Her multifaceted contributions underscore her as a valuable asset to both her students and the academic community at large.



Ms. Mragi Gautam, a Post Graduate in Commerce, brings a wealth of experience to the academic realm, currently serving as a dedicated faculty member at GS College of Commerce in Wardha. With a commendable teaching tenure spanning over 15 years, she has enriched the educational landscape across various esteemed institutes. Ms Gautam's ethos is deeply rooted in work ethics, prioritizing integrity in all endeavors. Notably student-centric, she continually endeavors to foster an environment conducive to holistic learning, ensuring that learners are equipped with both knowledge and values. Her unwavering commitment to education is evident in her approach.



Dr. Snehal Khadge, an accomplished Assistant Professor in Management is currently serving at Govindram Seksaria College of Commerce Wardha, with a strong academic background. She has presented papers in International conferences and is skilled in academic advisement. Classroom management and student assessments. She is deeply committed nurturing student potential through innovative teaching practice, aiming to provide quality education and help students achieve their highest aspiration. Known for her adaptability, positivity, and strong work ethic. Dr. Snehal is passionate about quality education and guiding students to achieve their potential. Actively involved in preparing students for industry readiness and placement, she is dedicated to fostering their professional and personal growth.

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