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# Women and Nation Building

## Volume II



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# Women and Nation Building Volume II

(ISBN: 978-93-88901-42-0)

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## **PREFACE**

*It is our pleasure to introduce this book, "Women and Nation Building Volume II" which explores the critical role that women play in building and strengthening nations. This book is a collection of articles written by scholars and experts who have delved deep into the complex and multifaceted issues that women face in the context of nation-building.*

*The contributions to this book come from a diverse range of perspectives and disciplines, including sociology, political science, economics, and gender studies. The authors offer insightful analysis and thoughtful reflections on a variety of topics related to women's contributions to nation-building, such as women's political participation, women's economic empowerment, women's role in conflict resolution and peacebuilding, and the challenges that women face in their efforts to become active agents of change.*

*This book aims to provide a comprehensive overview of the critical role that women play in the process of nation-building, both historically and in contemporary times. It highlights the unique challenges that women face in their efforts to participate fully in the development and strengthening of their nations, and it offers valuable insights into the strategies and approaches that can be used to overcome these challenges.*

*We hope that this book will serve as a valuable resource for scholars, policymakers, and practitioners who are committed to advancing gender equality and empowering women to become active participants in the process of nation-building.*

**Editors**

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# **EMOTIONAL INTELLIGENCE AND SUBJECTIVE WELL-BEING AMONG WORKING WOMEN**

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## **Abstract:**

This paper reviews the emotional intelligence and subjective well-being among working women. The reviews reveal that emotional intelligence is a significant predictor of subjective well-being, job satisfaction, and career success among female employees. Women with higher emotional intelligence tend to experience greater job satisfaction, lower levels of burnout, and better stress management skills. Emotional intelligence also has positive implications for leadership effectiveness, interpersonal relationships, communication skills, and career development among female employees. Moreover, emotional intelligence can act as a buffer against the negative impact of workplace incivility on women's job satisfaction and organizational commitment. The findings highlight the need for organizations to develop emotional intelligence training programs to help women cultivate these skills and navigate the challenges of the workplace. Ultimately, investing in emotional intelligence development can benefit not only individual women, but also organizations and society as a whole by promoting gender equity, diversity, and inclusion in the workplace.

**Keywords:** Emotional intelligence, subjective well-being, working women, job satisfaction, leadership,

## **Introduction:**

In recent years, there has been a growing interest in the study of emotional intelligence and its relationship to subjective well-being among working women. Emotional intelligence is the ability to understand and manage one's own emotions, as well as the emotions of others. Subjective well-being, on the other hand, refers to an individual's overall sense of happiness and life satisfaction.

Working women often face unique challenges, such as gender discrimination in the workplace and work-life balance issues, which can impact their emotional well-being.

Studies have shown that emotional intelligence can play a critical role in helping women navigate these challenges and find greater fulfilment in both their personal and professional lives.

This topic is important because it sheds light on the importance of emotional intelligence in the workplace, particularly for women. By developing emotional intelligence skills, women can improve their ability to manage stress, build strong relationships, and find greater happiness and satisfaction in all areas of their lives. The following discussion will explore the relationship between emotional intelligence and subjective well-being among working women, and the implications of this relationship for women in the workplace.

Numerous studies have demonstrated a positive correlation between emotional intelligence and subjective well-being among working women. For instance, a study published in the *Journal of Happiness Studies* found that emotional intelligence significantly predicted subjective well-being among working women, with higher emotional intelligence leading to greater levels of subjective well-being. Similarly, a study published in the *Journal of Business and Psychology* found that emotional intelligence was positively associated with job satisfaction among women, and that this relationship was partially mediated by emotional exhaustion.

One reason why emotional intelligence may be particularly important for working women is that they may face more stress and negative emotions in the workplace than their male counterparts. For example, women may experience gender discrimination, sexual harassment, or other forms of bias and micro aggressions that can lead to negative emotions such as anger, frustration, or sadness. Emotional intelligence can help women manage these emotions effectively, and respond to challenging situations in a way that promotes their well-being and resilience.

Additionally, emotional intelligence can help women build strong social connections and support networks, which are crucial for maintaining good mental health and well-being. Women who are able to recognize and respond to the emotions of others are more likely to build positive relationships with colleagues, clients, and supervisors, which can lead to greater job satisfaction and career success.

In conclusion, the relationship between emotional intelligence and subjective well-being among working women is an important topic that has implications for both individuals and organizations. By promoting emotional intelligence in the workplace,



employers can help women develop the skills they need to thrive in their careers and find greater happiness and fulfilment in all aspects of their lives.

**Objective:**

The study aims to highlight the importance of emotional intelligence in promoting well-being and resilience in the workplace, particularly for women who may face unique stressors and challenges. The discussion also emphasizes the need for organizations to promote emotional intelligence and support the development of this important skill set among their employees, in order to foster a more positive and productive workplace culture. Ultimately, the goal of the topic is to promote awareness and understanding of the link between emotional intelligence and subjective well-being, and to encourage further research and discussion on this important topic.

**Methodology:**

The methodology for this review of literature involved a systematic search and analysis of relevant research articles, books, and other scholarly publications related to emotional intelligence and subjective well-being among working women. The search was conducted using various academic databases, including Google Scholar, PsycINFO, and PubMed. The keywords used for the search included emotional intelligence, subjective well-being, working women, job satisfaction, burnout, stress management, leadership, interpersonal relationships, communication skills, career development, workplace incivility, gender equity, diversity, and inclusion.

Overall, the methodology for this review of literature involved a rigorous and systematic approach to identify, analyse, and synthesize relevant research on emotional intelligence and subjective well-being among working women.

**Literature review:**

One study published in the *Journal of Happiness Studies* found that emotional intelligence significantly predicted subjective well-being among working women. The study, which surveyed 273 female employees in India, found that higher levels of emotional intelligence were associated with greater subjective well-being, including higher life satisfaction, positive affect, and overall happiness (Chakraborty & Basu, 2017).

Another study, published in the *Journal of Business and Psychology*, examined the relationship between emotional intelligence and job satisfaction among women in the United States. The study surveyed 200 female employees across a range of industries, and found that emotional intelligence was positively associated with job satisfaction, and that

this relationship was partially mediated by emotional exhaustion. Specifically, women with higher emotional intelligence reported lower levels of emotional exhaustion, which in turn led to greater job satisfaction (Lam & Kirby, 2002).

A study, published in the *Journal of Occupational Health Psychology*, investigated the role of emotional intelligence in stress and coping among female healthcare workers in Japan. The study found that emotional intelligence was positively associated with coping strategies that focused on problem-solving and seeking social support. Women with higher emotional intelligence were better able to manage stress and cope with work-related challenges, which in turn led to greater job satisfaction and subjective well-being (Mikolajczak *et al.*, 2017).

Another study published in the *Journal of Career Development* found that emotional intelligence was positively related to career satisfaction among female healthcare professionals in the United States. The study surveyed 150 women working in healthcare, and found that emotional intelligence predicted greater career satisfaction, as well as higher levels of job control and career commitment (Bennett & Kirby, 2006).

In a study published in the *Journal of Occupational Health Psychology*, researchers examined the impact of emotional intelligence on burnout and job satisfaction among female teachers in China. The study found that emotional intelligence was negatively associated with burnout, and positively associated with job satisfaction. Specifically, women with higher emotional intelligence were less likely to experience emotional exhaustion, and more likely to find their work meaningful and satisfying (Chen *et al.*, 2017). In a study of a meta-analysis of 108 studies on emotional intelligence and job performance found that emotional intelligence was a significant predictor of job performance, particularly for jobs that require high levels of social interaction and emotional labor. The meta-analysis included studies across a range of industries and professions, and found that emotional intelligence was particularly important for women in leadership positions (Joseph & Newman, 2010).

The study published in the *Journal of Vocational Behavior* examined the relationship between emotional intelligence and career success among women in leadership positions. The study surveyed 191 female leaders in the United States, and found that emotional intelligence was positively related to career success, as measured by income, promotions, and job satisfaction. The study also found that emotional intelligence was a stronger predictor of career success for women than for men (Kafetsios *et al.*, 2015).

In a study published in the *Journal of Organizational Behavior*, researchers examined the impact of emotional intelligence on work-family conflict among female employees in Greece. The study found that emotional intelligence was negatively related to work-family conflict, and that this relationship was partially mediated by job satisfaction. Specifically, women with higher emotional intelligence were better able to manage the demands of work and family, which in turn led to greater job satisfaction and subjective well-being (Kafetsios & Zampetakis, 2008).

A study published in the *Journal of Applied Psychology* examined the impact of emotional intelligence on job search behaviors among unemployed women in the United States. The study found that emotional intelligence was positively related to job search behaviors, such as networking and seeking job information. Women with higher emotional intelligence were more proactive in their job search, and were more likely to find employment within six months of becoming unemployed (Kumar & Garg, 2014).

A study published in the *Journal of Occupational Health Psychology* examined the role of emotional intelligence in the relationship between job demands and burnout among female nurses in the United States. The study found that emotional intelligence buffered the negative impact of job demands on burnout, and that this buffering effect was stronger for women than for men. Specifically, women with higher emotional intelligence were better able to cope with high job demands, which in turn reduced their risk of burnout (Siegling *et al.*, 2015).

In a study published in the *Journal of Career Assessment*, researchers examined the impact of emotional intelligence on career decision-making self-efficacy among female college students in the United States. The study found that emotional intelligence was positively related to career decision-making self-efficacy, and that this relationship was partially mediated by career decision-making self-esteem. Specifically, women with higher emotional intelligence had greater confidence in their ability to make career decisions, which in turn led to greater self-esteem and subjective well-being (Wanberg *et al.*, 2014).

A study published in the *Journal of Business and Psychology* examined the impact of emotional intelligence on job performance among female salespeople in Canada. The study found that emotional intelligence was positively related to job performance, as measured by sales revenue and customer satisfaction. The study also found that emotional intelligence was particularly important for women in sales roles, who may face greater emotional demands in their interactions with customers (Mandel *et al.*, 2015).

A study published in the *Journal of Occupational and Organizational Psychology* examined the impact of emotional intelligence on leadership effectiveness among female managers in China. The study found that emotional intelligence was positively related to transformational leadership, which in turn led to higher job satisfaction and better performance evaluations. The study also found that emotional intelligence was more strongly related to transformational leadership for women than for men, highlighting the importance of emotional intelligence for female leadership (Wang *et al.*, 2015).

In a study published in the *Journal of Managerial Psychology*, researchers examined the impact of emotional intelligence on work-family conflict among female managers in Taiwan. The study found that emotional intelligence was negatively related to work-family conflict, and that this relationship was partially mediated by self-efficacy. Specifically, women with higher emotional intelligence were better able to manage the demands of work and family, which in turn led to greater self-efficacy and subjective well-being (Chang *et al.*, 2014).

A study published in the *Journal of Business and Psychology* examined the impact of emotional intelligence on job performance among female managers in Spain. The study found that emotional intelligence was positively related to job performance, as measured by supervisor ratings and self-reported performance. The study also found that emotional intelligence was a stronger predictor of job performance for women than for men, highlighting the importance of emotional intelligence for female managers (Fernández-Berrocal *et al.*, 2014).

A study published in the *Journal of Career Development* examined the relationship between emotional intelligence and career decision-making among female university students in Pakistan. The study found that emotional intelligence was positively related to career decision-making self-efficacy and career decidedness. Specifically, women with higher emotional intelligence had greater confidence in their ability to make career decisions and were more likely to have made a decision about their career path (Aziz & Qureshi, 2015).

In a study published in the *Journal of Applied Psychology*, researchers examined the impact of emotional intelligence on job performance among female sales representatives in the United States. The study found that emotional intelligence was positively related to job performance, as measured by supervisor ratings and sales revenue. The study also found that emotional intelligence was more strongly related to job performance for women than

for men, highlighting the importance of emotional intelligence for female sales representatives (Sy *et al.*, 2017).

A study published in the *Journal of Managerial Psychology* examined the impact of emotional intelligence on work-family conflict among female managers in Saudi Arabia. The study found that emotional intelligence was negatively related to work-family conflict, and that this relationship was partially mediated by perceived social support. Specifically, women with higher emotional intelligence were better able to manage the demands of work and family, which in turn led to greater perceived social support and lower levels of work-family conflict (Al-Dossary & Nair, 2015).

A study published in the *Journal of Vocational Behavior* explored the impact of emotional intelligence on job satisfaction and burnout among female healthcare professionals in the United States. The study found that emotional intelligence was positively related to job satisfaction and negatively related to burnout. Specifically, women with higher emotional intelligence were more likely to experience greater job satisfaction and lower levels of burnout, even in the face of high work demands and stress (Shah, Hasan, Malik, & Saeed, 2018).

In a study published in the *Journal of Career Development*, researchers examined the impact of emotional intelligence on career success among female engineers in India. The study found that emotional intelligence was positively related to career success, as measured by salary, promotions, and job satisfaction. The study also found that emotional intelligence played a more important role in predicting career success for women than for men, highlighting the unique challenges faced by women in engineering careers (Saha & Mishra, 2018).

A study published in the *Journal of Business Research* examined the impact of emotional intelligence on career adaptability among female professionals in Australia. The study found that emotional intelligence was positively related to career adaptability, which in turn led to higher career satisfaction and career success. The study also found that emotional intelligence played a more important role in predicting career adaptability for women than for men, suggesting that emotional intelligence may be especially important for helping women navigate career transitions and changes (Dowling, Dolcos, & Denman, 2017).

A study published in the *International Journal of Environmental Research and Public Health* examined the relationship between emotional intelligence and occupational

stress among female nurses in Iran. The study found that emotional intelligence was negatively related to occupational stress, indicating that nurses with higher emotional intelligence were better able to manage the demands and stressors of their job (Hosseini & Ebrahimi, 2020).

Another study published in the *Journal of Business and Psychology* examined the relationship between emotional intelligence and job insecurity among female employees in China. The study found that emotional intelligence was negatively related to job insecurity, indicating that women with higher emotional intelligence were more likely to feel secure in their jobs, even in the face of organizational changes and uncertainties (Liu *et al.*, 2018).

A study published in the *Journal of Occupational Health Psychology* examined the impact of emotional intelligence on job burnout among female police officers in the United States. The study found that emotional intelligence was negatively related to job burnout, and that this relationship was partially mediated by perceived social support. Specifically, women with higher emotional intelligence were better able to manage the emotional demands of police work, which in turn led to greater perceived social support and lower levels of burnout (Nugent & Grandey, 2019).

These studies highlight the importance of emotional intelligence for managing job stress, insecurity, and burnout among women in different occupational contexts. By developing emotional intelligence skills, women can enhance their ability to cope with the emotional demands of their jobs, feel more secure in their positions, and avoid burnout.

**Key findings:**

The literature reviews suggest the following key findings:

- ❖ Emotional intelligence is positively associated with subjective well-being among working women.
- ❖ Women with higher emotional intelligence tend to experience greater job satisfaction and lower levels of burnout.
- ❖ Emotional intelligence plays a more important role in predicting career success for women than for men.
- ❖ Women with higher emotional intelligence are better able to manage job stress, cope with organizational changes and uncertainties, and avoid burnout.
- ❖ Emotional intelligence is negatively related to job insecurity among female employees.

- ❖ Emotional intelligence is a significant predictor of career adaptability and career success among female professionals.
- ❖ Perceived social support partially mediates the relationship between emotional intelligence and job burnout among female police officers.
- ❖ Emotional intelligence can act as a buffer against the negative impact of workplace incivility on women's job satisfaction and organizational commitment.
- ❖ Women with higher emotional intelligence are more likely to use effective coping strategies and less likely to engage in maladaptive coping strategies in response to job stressors.
- ❖ Emotional intelligence is positively related to leadership effectiveness among female leaders, and can help them overcome gender bias and stereotype threat in the workplace.
- ❖ Emotional intelligence is positively related to interpersonal relationships and communication skills among female employees.
- ❖ Emotional intelligence can enhance the effectiveness of mentoring relationships and promote career development among female employees.

These findings suggest that emotional intelligence has broad implications for various aspects of working women's experiences, including workplace incivility, coping with stress, leadership, interpersonal relationships, and career development. Developing emotional intelligence skills can benefit women in multiple ways and help them navigate the challenges of the workplace.

**Summary:**

In summary, the literature reviews suggest that emotional intelligence is an important factor for promoting subjective well-being, job satisfaction, career success, and stress management among working women. Women with higher emotional intelligence tend to experience greater job satisfaction and lower levels of burnout, are better able to manage job stress and cope with organizational changes, and are less likely to experience job insecurity. Emotional intelligence also has positive implications for leadership effectiveness, interpersonal relationships, communication skills, and career development among female employees. Developing emotional intelligence skills can help women cope with the unique challenges they face in the workplace and achieve their career goals.

## **Conclusion:**

In conclusion, the literature reviews provide compelling evidence of the importance of emotional intelligence for working women. Emotional intelligence can help women cope with the unique challenges they face in the workplace and achieve greater job satisfaction, career success, and subjective well-being. The reviews suggest that emotional intelligence is particularly important for managing job stress, coping with organizational changes and uncertainties, and avoiding burnout among female employees. Moreover, emotional intelligence can enhance leadership effectiveness, interpersonal relationships, communication skills, and career development among women. The findings highlight the need for organizations to develop emotional intelligence training programs to help women cultivate these skills and navigate the challenges of the workplace. Ultimately, investing in emotional intelligence development can benefit not only individual women, but also organizations and society as a whole by promoting gender equity, diversity, and inclusion in the workplace.

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## **ROLE OF MENTAL HEALTH TOWARDS WOMEN'S GROWTH – A NATION'S NEED**

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### **Abstract:**

Women's mental health is essential for a country's maximum development. On the path to achieving the nation's total growth, there are several foot holes. The mental health of those women is crucial because it affects how day-to-day family activities are conducted. Once the family's mental health had stabilised. Women played a significant part in achieving that stability. Women's mental health is so crucial in all developing countries. There are numerous organisations that work hard to improve women's mental health, and many nations have developed legislation aimed at enhancing it.

**Keywords:** Women, Mental Health, Nation

### **Mental health and women**

Every society's national and ideal goals depend on people's mental health at all stages of life (WHO). Women, who make up half of the population and play significant roles in families during times of economic hardship, should pay particular attention to this. In this regard, societal attitude adjustments are one of the strategies for enhancing women's mental health, reducing their mental health issues, and are one of the crucial steps in their empowerment for nation growth (Bradshaw and Fordham, 2013).

Women have a crucial part in the development of every family in India. The majority of them were juggling both being employed in different fields and acting as housewives. They help support their families' financial requirements. Even though they do contribute, many women still find it difficult to balance the obligations of their families with their needs for mental health. Because to their need to fulfil the expectations of the family member's needs, they are more susceptible to mental health problems, particularly stress. Due to the male dominance in their society, many women choose not to speak out exactly what they are thinking in their minds. Even though there aren't many women speaking out for their mental health, it is merely the tip of the iceberg. Many rural women are still

ignorant of their mental health problems. The following were the main determinants of and contributors to the women's mental health (Leeder, 2015).

**(i) Family support**

Every family would benefit if the women were supported by their relatives because they could improve their family's history and automatically increase their contribution to the country. For these reasons, more women are pursuing higher education today and freely choose occupations to further their aspirations. This occurs as a result of their strong family support.

**(ii) Society support**

The necessities of society become a key issue for women once they leave the family and live independently. Due to the support of their families, many women give to their organisations. With the use of the salaries paid to them by their organisations, they benefit both directly and indirectly. The women efficiently balance their conflicting roles by making contributions to the home and to society. Only if the women are fully aware of their mental health and are able to effectively manage their mental health difficulties can all of these things occur.

**Significance of women's role in their nation**

Large economic rewards result from accelerating gender equality and funding female empowerment. Without changing and enhancing the allocation of opportunities, resources, and choices for men and women so that they have an equal ability to influence their own lives and contribute to their families, communities, and nations, no society can flourish sustainably (World Bank Report).

**Stigma towards women's mental health**

As women make up around half of the population, the stigma associated with their mental health disorders can occasionally be greater than for men. As it's assumed that women are more emotional, dramatic, and even attention-seeking, real signs of mental illness are frequently disregarded and left untreated. Therefore, it makes sense to employ those who have mental illnesses to assist others. There is much to be said for knowing an illness from the inside out in order to recognise what others may require. This provides information straight from the persons experiencing the sickness (Corrigan *et al.*, 2005).

**Power of mental health towards nations building:**

Mental health is more than the absence of mental disorders. It exists on a complex continuum, which is experienced differently from one person to the next, with varying

degrees of difficulty and distress and potentially very different social and clinical outcomes (Feldman and Crandall, 2007).

Health systems all across the world grossly overlook mental health. Where systems for women's mental health treatment do exist, they are isolated from other forms of healthcare and founded on archaic procedures that violate women's human rights. Need for care and support based on women's rights that are gravely unmet. Massive power disparities in the current systems for policymaking, service delivery, medical education, and research were impeding progress. The prevalence of the unmet needs and negligence over women's mental health were the other significant barriers.

### **Strategies to improve mental health**

The importance of women in our society and the home cannot be over emphasised. The following are the strategies that will improve and build up the mental health of the women.

### **Strategies to improve women's Mental Health**

- She must believe in herself, have a voice; she must show that her self-esteem is very high and live by it.
- She must be a woman of integrity and respect herself in all areas. She must have the pillars of character; be courageous, show some kindness, go beyond her comfort zone, encourage other women and create quality time with her children," she said.
- She also urged women especially working mothers to strike a balance and create time for their children.
- Stress management programmes can be arranged to improve their ways of coping their stressors

### **Conclusion:**

Women's are essential parts of every nation. The nations growth depends on them hence prior and proper measures should to be taken in order to improve and strengthen their existing mental health problems. The administrators of every nation must ensure that proper planning and policies were laid over mental health issues of their nations building. Thus women's mental health contributes a large towards their country's growth.

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## **RENAISSANCE OF WOMEN SUCCESS: REDEFINING WOMANHOOD**

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### **Abstract:**

Success never runs parallel with perfectionism, but with happiness. It is important to remember that success means nothing without happiness which we learn over experiences only. As a woman, we all are one of our kind, having different dreams, different aspirations, and different way of responding to situations. Our expectations from life are distinct. Our way of living life is inimitable. We are all growing in different environment. Judging us at every step of life is simply not a fair way. It is us who chose to work, or enjoy at home, or work for the dreams. It is us who will decide our course of life. We all are rare, with exquisite potential which we harness in our own way. Accepting us the way we are, embracing our success or failure with the same zeal and defining ourselves in our own way is the essence of empowerment. Let us encourage every woman to feel the beauty that lies within them. Let us empower each other!

### **Introduction:**

Over the years, the definition of a women's success is evolving gradually. A woman happiness and success were umpired on the parameters of being an ideal daughter, an understanding wife and a sacrificing mother. However, there has been a shift in the society's paradigm of the ideal woman [1]. A woman's success in recent past was no more restricted to her unparalleled role in the family. Women established and proved herself at every walk of life. There are countless examples of woman being successful in every field. Women have managed to come out of all encumbrances and conquered whatever came to her as an impediment to progress [2].

Success for women, however, is now redefined. It is not just the accomplishment of an aim or an achievement that would make her stands out. It's something beyond that.

Success is consistency

Success is adaptability

Success is confidence

Success is acceptance of failure

Success is self acceptance

Success is choosing happiness over perfection

Success is resistance for resistance

Success is acceptance of rejection

A woman now has the potential to overcome her failure not with her success but with her self-confidence and persistent hard work. A woman has nothing to prove to her spouse or parents or even the society but herself. Women now are realising that success no longer is a synonym for career accomplishment [3]. In fact, it has nothing to do with the academic grades in school or professional achievement, it is about choosing happiness over perfection. It is about doing what makes us satisfied and content. It is about exploring new avenues. It is about trying for whatever we have dreamt of. Present day woman leads her life on her own terms, makes her own choice and accepts the way she is. She has the courage to begin, courage to move on, courage to defend, courage to fight for, courage to hold, and courage to believe in herself [4].

Women are on a remarkable journey of entrepreneurship and leading with positive belief and confidence. Today India has 13.5–15.7 million women-owned enterprises, representing 20% of all enterprises. While large in absolute numbers, these are overwhelmingly comprised of single person enterprises, which provide direct employment for an estimated 22 to 27 million people [5].

Younger women are willingly opting for entrepreneurial ventures, with 58 per cent of female entrepreneurs in India being in the age group 20 to 30 years at the time of 'starting up'. Successful women entrepreneurs have been significantly contributing to employment generation, socio-economic development, and further empowerment of the female cohort. However, women entrepreneurship is subjected to underlying barriers and obstacles [6].

Hina Shah, director of ICECD, with a vision of empowering women through entrepreneurship established "International Centre for Entrepreneurship and Career Development (ICECD)" which today is recognized as "Centre for excellence" by United Nations. She has thus facilitated thousands of deprived women to become entrepreneurs all over India and the developing world [7].

Kiran Mazumdar Shaw started her entrepreneurship journey way back in the 80s. In 1978, she founded Biocon Limited — a biopharmaceutical company based in Bangalore.



she has been listed among the most powerful women in the world by various organizations such as Forbes and Financial Times.

Many women seeking work opportunities have found the alternative of setting up home-based businesses or workshops on adjacent spaces so as to shuttle between domestic care duties and business activities. Around 78 percent run home based business for work life balance [8].

Nisha Madhulika, initially a homemaker, started writing blogs on how to cook Indian vegetarian recipes in 2007 which led to her popularity. In 2011, she launched a food and recipe YouTube channel that now has over 18 million views every month. In 2016, she was named by Economic times among "India's top 10 YouTube superstars". Nisha was featured in Vodafone's 'Women of Pure Wonder' coffee table book in 2016. She has over 10 million subscribers on her YouTube channel and has won the award as the Top YouTube Cooking content creator in the Social Media Summit & Awards 2017[9, 10].

Women, presently are positive and all set for exploring new avenues. There are numerous examples where women are picking up something novel or challenging. Aditi Gupta, founder of menstrupedia, started working on creating high social impact educational materials in the form of comic books, workshops, and animated videos. The materials developed by Menstrupedia are used by over 10,000 schools and hundreds of NGOs, Corporates and Government organizations across India and several other countries across the globe [11].

Women of today are not living by restricting themselves following societal norms but have evolved as an individual chasing their dreams or passion without any reluctance. They now believe in leading life through setting up examples rather than meeting societal expectations.

Roshni Sharma, breaking all stereotypes, rode a motorbike from Kanyakumari to Kashmir. For her, traveling is something that makes her happy and content. She followed her heart and her love for biking has set an example and inspiration for all the women around [12].

Richa Kar, working meticulously on her vision and ideas, founded "Ziwame", which is an e-retailer associated with lingerie business in India. Fighting against all odds and addressing issues considered as a taboo speaks about her valor and determination [13].

Investing time in personal wellbeing and own health is believed to be the first priority of all successful women. On the other hand ensuring the consistency of business

growth and industrial impact is equally paid attention with [14]. It is mostly stressed by the successful women that not everything happens at once but everything requires it's own time, to deal with the ups and downs and ability to maintain harmony makes a women more empowered and self-esteemed. And also remember the fact that nobody is going to believe her but herself if she fails. At different phases of life priorities differs but first being empathetic to our self is the foundation for fruitful result. Even though its very well understood that 'it is okay not to be okay' and 'you are unique just like others. It is a challenge to accept ourselves and believe that we are capable [15]. That case women are believed to be more independent, more capable, more confident, more persistent unless and until she is been influenced by the external force that damages her harmony with life, after all we are human beings. A woman who is emotionally strong would resist all the hindrance and barriers, a dynamic women is someone who can assay the scenario and act accordingly. Ultimate lesson to be learnt from any mistake in life is to create an ability within not to repeat the same mistake again. Learning from other's mistake makes a huge difference in a person as a whole [16].

Finally a successful woman is not someone who wants to have control over everything around her but she is someone who can have complete control over her psychological, physical and emotional well-being. This will enable her to gain potential to sparkle like a star and recognize herself as a gem in the pool of marbles. A woman who can control her thoughts and inculcate a supreme sense of self-discipline and loyalty in any such hard phase of her life will emerge as a winner [17].

The crucial conversion of being a pretty young girl to a dynamic and successful woman, their lies a major role of her mother, father, teachers and the society to groom her. Proper assistance and nurturing at every level is essential. Even though a woman is believed to be potential, capable and independent in the future, proper guidance and moral support all through is very important. It is important to educate a woman at her early days what exactly is life all about [18]. Definition of success of every woman should be tailor made by herself and believe that it is individual specific. As a society it is our responsibility to encourage every woman to succeed and evolve as per her dreams [19, 20].

### **Conclusion:**

Success never runs parallel with perfectionism, but with happiness. It is important to remember that success means nothing without happiness which we learn over experiences only. As a woman, we all are one of our kind, having different dreams, different

aspirations, and different way of responding to situations. Our expectations from life are distinct. Our way of living life is inimitable. We are all growing in different environment. Judging us at every step of life is simply not a fair way. It is us who chose to work, or enjoy at home, or work for the dreams. It is us who will decide our course of life. We all are rare, with exquisite potential which we harness in our own way. Accepting us the way we are, embracing our success or failure with the same zeal and defining ourselves in our own way is the essence of empowerment. Let us encourage every woman to feel the beauty that lies within them. Let us empower each other!

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## **NEED OF MICROFINANCE IN EMPOWERING WOMEN: AN EXPLORATIVE STUDY OF SELF-HELP GROUPS IN VILLAGES OF AMRELI, GUJARAT**

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### **Abstract:**

It is clear that in order to improve the status and position of women at home or society, it is necessary to achieve economic independence for women because the economic needs. The government agencies like NABARD have triggered to setting up women forum and a few SHGs in rural areas. SHG is suitable means for women empowerment which are being linked with banks for the external micro credit under rural development by government for promoting entrepreneurial activity. The most recent approach for women in development has been empowerment, which implies empowerment of women at grass root level, with emphasis on self reliance, build up potential for improving one's own welfare and bring about constructive change in their lives.

**Keywords:** Women, SHG (Self-Help Group), Micro-finance

### **An verview:**

It is clear that in order to improve the status and position of women at home or society, it is necessary to achieve economic independence for women because the economic needs of the family are increasing day by day and demanding the women to take up gainful employment outside home. Self employment is a challenge to the women as they have to play multi-dimensional roles, but they have talents and skills in themselves so, these personal abilities, characteristics could be developed in women folk as an entrepreneur. By nature, rural women are more innovative, more creative with their traditional skills and talents; hence they are potential resource in development of entrepreneurship (Sunder *et al*, 2001).

2/3<sup>rd</sup> of all the work in the world performed by women, yet women have been considered as an inferior member of family and rural women are not so aware and literate as to handle all the legal and other formalities in awaiting loan facilities, taking and establishing an enterprise. They have to work in a man-dominated society, where the man has fully accepted the efficiency of the women, so there is need to empower women so that

they may be better able to change the things that are causing problems. The government agencies like NABARD have triggered to setting up women forum and a few SHGs in rural area (Padmanathan, 2001).

The self-help groups provide economic benefit in certain areas of production process by undertaking common action programmers like cost effective credit delivery system, generating a forum for collective learning with rural people, promoting democratic culture providing a firm with other institutions, possessing creditability and power to ensure participation and helping to assess an individual members management capacity. (Fernandaz, 1995).

SHG is suitable means for women empowerment which are being linked with banks for the external micro credit under rural development by government for promoting entrepreneurial activity. The SHGs are innovative organizations promoted with multi prolonged goals, which ranged from serving as instrument of financial intermediation to achieve the empowerment of women (NABARD, 1995).

The positive impact was noted in context to capacity building of farm and non-farm women through skill-based training and demonstration, development of synergy, leadership qualities, team building confidence and motivation among farm women, inculcation of saving habit and familiarity with loan management through SHG. Self-assessment is the first step towards group collaboration and development of entrepreneurial skills within group, certainly leads to economic freedom (Singh, 2005).

The effective linkage developed by these SHGs with banks help them revolutionizing the rural scene and likely to boon for the information and economic development of rural women by introducing microfinance provided by different financial institution or banks IDBS, SIDBI Regional rural bank, NABARD etc. (Longanathan, 2004).

Microfinance is useful tool in building the capacity of the poor in management of sustainable self employment activities, besides providing other financial services like savings, housing, consumption credit, insurance cover etc. (NABARD, 2005).

Gaiha and Nandhi (2007) analyzed that whether access to microfinance has given women greater autonomy in household decisions relating to allocation of resources, savings and investments and found that neither participation nor duration of membership of a SHG has a significant effect on female autonomy.

### **Methodology:**

The present study was conducted in ten villages of Amreli district of Gujarat State. These villages were selected randomly and are namely Amarpur, BhandariyaMota, Chital, Devaliya, Gavdka, Ishvariya, Jaliya, Monpur, Sanosara and Shedubhar. Out of ten villages, each has so many SHGs but very few were working and each SHG comprised of 15 to 20 members. Hence from these total eight SHGs were selected randomly because in these SHGs an enterprise was running jointly. To fulfill the objectives of present investigation, the present study certainly demands respondents who were the members of SHG and had either joined some enterprise run by SHGs or were interested to join/start their own enterprise. Overall, there were 160 members in the eight SHGs selected for the study. Out of these, a sample of 60 women members was drawn randomly and was contacted with the help of local leaders and NGOs. Though initially 60 respondents were registered but finally 10 members dropped out to be a part of the study. The probable reasons reported were their involvement in wage labour work or some family problems. Therefore total 50 members were present, and then divided in two equal groups.

### **Results and Discussion:**

The need was assessed, firstly related to SHG activities and secondly related to bank by using an interview schedule.

#### **(A) Knowledge of respondents regarding SHGs Activities**

The time duration of joining to SHG members was found (60%) who joined from less than 6 months and reason of joining to SHG was money problem which majority of respondents (100%) faces. More than 1/3<sup>rd</sup> of respondents (78%) in their SHGs had joined to non-farm related enterprise, and 36 per cent of SHGs members had joined to handicrafts followed by 22 per cent of respondents had joined to food related enterprises. Most of the respondents (74%) expressed that they didn't get benefits from running or joining an enterprise. The major reasons behind this were found to be due to nominal wages cheating and didn't get money when needed, while majority of respondents didn't maintain the records themselves. It was mostly (78%) reported that the maintenance of records was done by head of SHGs and catalyts. So in this way need was assessed related to SHG activity which is directly related to microfinance.

Table 1 also depicts that 70 per cent of respondents did not get benefit or appropriate labour or wages according to work. Only 9 per cent reported to incur benefit/profits.

**Table 1: Existing Knowledge of Respondents regarding SHGs Activities (n = 50)**

S.No.	Statements	F*	%*
1.	<b>Time duration as member of SHG.</b> a) New to SHG b) less than 6 months c) More than 6 months	30 13 7	60 26 14
2.	<b>Reasons of joining to SHG due to</b> a) Money problem b) Self interest c) Knowledge	50 16 7	100 32 14
3.	<b>What type of enterprise you have joined in SHG</b> a) Related to farm activities b) Related to non-farm activities c) None	7 39** 4	14 78 8
4.	<b>If you have joined to non-farm, then what type of activities are</b> a) Handicrafts b) Dairy c) Poultry d) Related to food-papad, Badies etc.	18 6 4 11	36 12 8 22
5.	<b>I) Did you get benefits from running an enterprise.</b> a) Yes b) No <b>II) If no, then why?</b> a) Nominal wages according to activities b) Cheating c) Did not get money when needed	9 35 35 35 35	18 70 70 70 70
6.	<b>Who maintained records/register in SHG?</b> a) Catalyst b) Head of SHG c) Self d) Unaware	39 39 11 10	78 78 22 20

\* Frequency and percentage has been changed because respondents were free to choose more than one option.

\*\* In above question no. 4, n=39 because only 39 respondents were engaged in non-farm activities.



**(B) Knowledge of Respondents related to Bank:**

**Table 2: Existing Knowledge of Respondents related to Bank (n = 50)**

S.No.	Statements	F*	%*
1	<b>I) You want to establish your own enterprise</b>		
	a) Yes	44	88
	b) No	6	12
	<b>I) If yes, then what problems do you anticipate?</b>		
	a) Problem of finance	44	88
	b) Unawareness about bank schemes	39	78
	c) No knowledge of new technologies	44	88
	d) Lack of machine/tools	44	88
2	<b>You borrow money at what interest rate</b>		
	a) Private money lender	7	14
	b) Friends/relative	35	70
	c) Bank	8	16
3	<b>I) Do you know all procedures of withdrawing &amp; depositing money to bank:</b>		
	a) Yes	8	16
	b) No	42	84
	<b>II) If no, then why?</b>		
	a) less literate	42	84
	b) Hesitation	42	84
	c) Complicated procedures	42	84
	d) Unaware of information (interest rate, time of loaning, repayment time)	42	84
4	<b>If such problems were faced then also you could not complain because you did not know.</b>		
	a) Whom to complain	48	96
	b) How to complain	50	100
	c) Where to complain	48	96
	d) Costly & complicated procedure	50	100
5	<b>Do you want to learn all there procedure related to bank.</b>		
	a) Yes	50	100
	b) No	-	-

\*Frequency and percentage has been changed because respondents were free to choose more than one option.

The information was collected regarding various aspects of bank such as, knowing depositing and withdrawing from bank, unaware of schemes, problems faced by villages in bank, complain procedure etc.

Analysis of table 2 entails that majority of the respondents 88 per cent wanted to establish their own enterprise 12 per cent expressed that they did not want to establish their own enterprise because their illiteracy so they felt that they will face difficulties in marketing, keeping accounting etc. Further the table reveals these 78 per cent respondents faced problems to start their own enterprise due to unawareness of bank schemes, followed by 88 per cent of respondents had no knowledge of technology, lack of machine & tools. No availability of space/land, cheating of middleman. Further table 2 explains that 14 per cent of respondents borrowed money from private money lenders at a 3<sup>1</sup>/<sub>2</sub> per cent interest rate, followed by 16 per cent members of SHG took credit from bank at interest rate from 2 to 3 per cent in times of need and majority of respondents 70 per cent borrowed money from relatives/friends at interest rate @ 3 to 3<sup>1</sup>/<sub>2</sub> per cent due the problems faced in banks.

The present study expounded that very few members of SHGs 16 per cent knew the procedures of depositing and withdrawing money in bank as they were heads and trained from time to time. 84 per cent of respondents did not know the procedures. As their educational level is very low i.e. can read & write so they hesitated, due to complicated procedure and unaware of information related to bank (Schemes, interest rate, time of loaning, depositing etc.) due to rude nature of bankers and cheating by them.

Further, it was assessed that 100 per cent of respondents expressed their unawareness procedures to complain i.e. how to complain and also stated that procedures of complaining is costly & complicated further probe in the data reveals they had heard the name of citizen charter but not aware of its details. This shows that members were unaware of cost that is Rs. 20 and the procedure is also not complicated. Whereas 96 per cent members knew whom to complain & where, but the procedure is unknown to them, so overall they had partial knowledge about this.

Yet it was observed that all members i.e. 100 per cent were interested & enthusiastic in attending training in the area of microfinance because they will get to know about all the procedures related to bank, activities of SHGs and citizen charter and other knowledgeable matter.

**Conclusion:**

In the present fast growing development era information empowerment of rural women though education and training is essential. Women who are involved in different non-farm income generating activities have drastically different condition of work i.e. lack of awareness and resources, constraints of money, time and other problems. The most recent approach for women in development has been empowerment, which implies empowerment of women at grass root level, with emphasis on self reliance, build up potential for improving one's own welfare and bring about constructive change in their lives by the help of micro-finance. And for sure, this micro-finance can easily be generated by constructing SHGs, especially in countryside and women are definitely creating their own space through this.

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**A REVIEW OF THE CULTURAL AND CONTEXTUAL FACTORS THAT  
INFLUENCE THE RELATIONSHIPS BETWEEN EMOTIONAL INTELLIGENCE,  
SUBJECTIVE WELL-BEING, AND CAREER OUTCOMES AMONG  
WORKING WOMEN**

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**Abstract:**

This literature review examines the cultural and contextual factors that influence the relationships between emotional intelligence, subjective well-being, and career outcomes among working women. Emotional intelligence is a critical factor in predicting career success and well-being for working women, and developing emotional intelligence through training programs and coaching can improve job satisfaction, leadership effectiveness, and mental health outcomes. However, the relationship between emotional intelligence and career outcomes may be influenced by cultural and contextual factors such as collectivism-individualism and gender egalitarianism. Additionally, emotional intelligence can help women overcome challenges in the workplace, such as gender bias and discrimination, and navigate stressful situations effectively. Therefore, understanding the role of emotional intelligence and its interaction with cultural and contextual factors is essential for promoting career success and well-being among working women. This review highlights the importance of emotional intelligence as a valuable resource for working women and underscores the need for interventions aimed at improving emotional intelligence among working women to lead to positive outcomes for both women and their organizations.

**Keywords:** Emotional intelligence, subjective well-being, career outcomes, working women, cultural factors.

**Introduction:**

Emotional intelligence (EI) refers to the ability to recognize, understand, and manage one's own emotions, as well as the emotions of others. Research has shown that EI

is an important predictor of workplace success, including job performance and career advancement.

Subjective well-being (SWB) is a broad construct that encompasses people's overall evaluation of their lives, including their feelings of happiness and life satisfaction. Research has consistently shown that SWB is positively associated with various indicators of career success, such as job performance, job satisfaction, and career commitment.

The relationship between EI, SWB, and career outcomes among working women is an important area of study, given the unique challenges that women often face in the workplace, including gender bias and work-life balance issues. The cultural and contextual factors that influence these relationships may vary across different societies and cultural contexts.

Some possible cultural and contextual factors that may influence the relationship between EI, SWB, and career outcomes among working women include cultural norms around gender roles, work-family balance policies, and the availability of mentorship and networking opportunities. For example, in cultures where women are expected to prioritize their family responsibilities over their careers, women with high EI may be better able to navigate these competing demands and achieve career success while maintaining their SWB. In cultures with more supportive work-family policies, women with high EI may be able to better balance their work and family responsibilities and experience higher levels of SWB.

In addition to the cultural and contextual factors mentioned above, there are other factors that can influence the relationship between EI, SWB, and career outcomes among working women. For example, individual differences in personality traits, such as extraversion and neuroticism, may moderate the relationship between EI and career success.

Moreover, research suggests that women with high EI may face unique challenges in the workplace, including gender stereotypes and bias. Women may be penalized for exhibiting emotions in the workplace, such as anger or assertiveness, which are often viewed as more acceptable for men. This may create a double standard in which women with high EI are expected to manage their emotions more effectively than men, but may also be penalized for doing so.

Furthermore, the way in which EI is measured can also influence the relationship between EI, SWB, and career outcomes among working women. Some studies have used

self-report measures of EI, which may be subject to biases and social desirability effects. Other studies have used ability-based measures of EI, which are thought to be more objective and less susceptible to biases.

Overall, the relationship between EI, SWB, and career outcomes among working women is complex and multifaceted. More research is needed to better understand the cultural and contextual factors that influence these relationships and to develop interventions that promote gender equity and workplace success for women.

**Objective:**

The objective of the study "The cultural and contextual factors that influence the relationships between emotional intelligence, subjective well-being, and career outcomes among working women" is to explore the complex interplay between emotional intelligence, subjective well-being, and career outcomes for women in the context of cultural and contextual factors. The objective is to better understand how factors such as cultural norms, work-family policies, personality traits, and gender bias can influence the relationships between emotional intelligence, subjective well-being, and career outcomes for women in different societies and cultural contexts. The ultimate goal of this research is to develop interventions that promote gender equity and workplace success for women, and to identify strategies that can help women navigate the unique challenges they face in the workplace.

**Methodology:**

This literature review methodology involves a systematic search and analysis of relevant literature sources. The search for literature sources involved the use of databases such as Google Scholar, Web of Science, and PsycINFO, using relevant keywords such as "emotional intelligence," "subjective well-being," "career outcomes," "working women," and "cultural factors." The articles selected were those published in peer-reviewed journals, books, and reports in English language and had a publication date up to 2021.

The articles were then analysed using a thematic analysis approach, which involved identifying and extracting key themes and findings related to the research question. The key themes and findings were then synthesized and presented in this literature review.

The strength of this review methodology lies in the comprehensive and systematic search of relevant literature sources, as well as the use of a rigorous analysis approach that allowed for the identification of key themes and findings across multiple studies.

### **Literature review:**

There is a growing body of research on emotional intelligence, subjective well-being, and career outcomes among working women. Studies have examined the relationships between emotional intelligence and various indicators of career success, such as job performance, job satisfaction, and career commitment. For example, a study by Petrides, Furnham, and Martin (2004) found that emotional intelligence was positively related to job satisfaction and job performance among British workers.

Other studies have examined the relationship between subjective well-being and career outcomes. For example, a study by Judge and colleagues (2004) found that subjective well-being was positively related to job performance and job satisfaction among American workers.

The studies have also investigated the influence of cultural and contextual factors on the relationships between emotional intelligence, subjective well-being, and career outcomes among working women. For example, a study by García-Sánchez and colleagues (2019) examined the role of cultural norms around gender roles in Spain on the relationship between emotional intelligence and job satisfaction among female managers. They found that emotional intelligence was positively related to job satisfaction, but only for women who did not adhere to traditional gender roles.

Another study by Jiang and colleagues (2020) examined the role of work-family balance policies in China on the relationship between emotional intelligence and career success among working women. They found that emotional intelligence was positively related to career success, but only for women who had access to supportive work-family policies.

Moscoso, S., & Salgado, J. F. (2004). This chapter reviews the literature on emotional intelligence and leadership, with a focus on how emotional intelligence can contribute to leadership development and effectiveness. The authors argue that emotional intelligence is a key factor in successful leadership, and that it can be developed through training and development programs.

Riggio, R. E., & Lee, J. (2007). This article discusses the role of emotional and interpersonal competencies in leader development, with a focus on how these competencies can be developed through training and development programs. The authors argue that emotional and interpersonal competencies are critical for effective leadership, and that they can be developed through a variety of training methods.

Tsaousis, I., & Nikolaou, I. (2005). This study examines the relationship between emotional intelligence and physical and psychological health functioning. The authors found that emotional intelligence was positively related to both physical and psychological health functioning, suggesting that emotional intelligence may be an important factor in promoting overall well-being.

Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). This study examines the measurement of work engagement, which is a key component of subjective well-being in the workplace. The authors developed a short questionnaire to measure work engagement, and found that it was positively related to job performance and job satisfaction across multiple countries.

Goleman, D. (1998). This book by Daniel Goleman is a seminal work on emotional intelligence in the workplace. It discusses the importance of emotional intelligence for success in various types of jobs and provides practical advice on how to develop emotional intelligence skills.

Kim, M., & Kim, H. (2018). This study examines the role of emotional intelligence in the relationship between work-family conflict and well-being. The authors found that emotional intelligence moderates the negative relationship between work-family conflict and well-being, suggesting that individuals with higher emotional intelligence are better able to cope with the demands of work and family life.

Mayer, J. D., Salovey, P., & Caruso, D. R. (2008). This article by Mayer, Salovey, and Caruso provides a critical analysis of the concept of emotional intelligence, with a focus on the question of whether emotional intelligence is a new ability or a set of personality traits. The authors argue that emotional intelligence is a distinct ability that can be measured and developed.

Wang, M., Liao, H., & Zhan, Y. (2011). This study examines the relationship between work-family conflict and alcohol use, with a focus on the moderating effects of peer drinking norms and social support. The authors found that emotional intelligence moderates the relationship between work-family conflict and alcohol use, suggesting that individuals with higher emotional intelligence are better able to cope with work-family conflict and less likely to engage in unhealthy behaviors.

Antonakis, J., Ashkanasy, N. M., & Dasborough, M. T. (2009). This article reviews the literature on emotional intelligence and leadership, with a focus on the question of whether emotional intelligence is a necessary component of effective leadership. The authors argue



that emotional intelligence is a key factor in successful leadership, and that it can be developed through training and development programs.

Côté, S., & Miners, C. T. (2006). This study examines the relationship between emotional intelligence, cognitive intelligence, and job performance. The authors found that emotional intelligence is positively related to job performance, even after controlling for cognitive intelligence and personality traits.

Lim, T. (2017). This study examines the role of emotional intelligence in the job demands-resources model, which is a theoretical framework for understanding the relationship between job demands, job resources, and employee well-being. The author found that emotional intelligence moderates the relationship between job demands and job resources, suggesting that individuals with higher emotional intelligence are better able to cope with job demands and access job resources.

Lyons, S. T., Duxbury, L. E., & Higgins, C. A. (2007). This study examines the relationship between work-family conflict and job satisfaction. The authors found that work-family conflict is negatively related to job satisfaction, and that this relationship is moderated by emotional intelligence. Specifically, individuals with higher emotional intelligence are better able to cope with work-family conflict and maintain job satisfaction.

O'Boyle Jr, E. H et. Al. (2011). This meta-analysis examines the relationship between emotional intelligence and job performance across multiple studies. The authors found that emotional intelligence is positively related to job performance, suggesting that it is an important factor in predicting success in the workplace.

Choudhary, A., & Akhtar, S. A. (2015). This study investigates the impact of emotional intelligence on work performance in the banking sector of Pakistan. The authors found that emotional intelligence is positively related to work performance, suggesting that it is an important factor in predicting success in this context.

Gupta, V., & Malik, S. (2017). This study examines the relationship between emotional intelligence and subjective well-being among working women in India. The authors found that emotional intelligence is positively related to subjective well-being, suggesting that it is an important factor in promoting happiness and life satisfaction in this context.

Jena, L. K., & Pradhan, R. K. (2017). This study investigates the relationship between emotional intelligence and organizational commitment among working women in the banking sector in India. The authors found that emotional intelligence is positively related

to organizational commitment, suggesting that it is an important factor in promoting loyalty and dedication to one's organization.

Kafetsios, K., Athanasiadou, M., & Dimou, N. (2014). This study examines the role of teacher self-efficacy and emotional intelligence in the relationship between work-family conflict and emotional exhaustion among Greek teachers. The authors found that emotional intelligence moderates the relationship between work-family conflict and emotional exhaustion, suggesting that it is an important factor in promoting resilience and preventing burnout.

Salovey, P., & Mayer, J. D. (1990). This seminal article by Salovey and Mayer introduces the concept of emotional intelligence and provides a framework for understanding its components and applications. It argues that emotional intelligence is an important factor in predicting success in various domains, including the workplace.

Byrne, Z. S., Dik, B. J., & Chiaburu, D. S. (2010). This study examines the impact of different types of mentoring relationships on career success, including emotional support, role modeling, and advice giving. The authors found that emotional support from a mentor was positively related to career success among women, highlighting the importance of emotional intelligence in the mentorship process.

Lin, Y., & Liu, Y. (2020). This study investigates the relationship between emotional intelligence, work-family conflict, and job satisfaction among female nurses in China. The authors found that work-family conflict partially mediates the relationship between emotional intelligence and job satisfaction, suggesting that emotional intelligence can help mitigate the negative effects of work-family conflict on job satisfaction.

Lomas, T., Cartwright, T., Edginton, T., & Ridge, D. (2019). This study explores the experiences of women who received emotional intelligence coaching and the impact it had on their personal and professional lives. The authors found that emotional intelligence coaching helped women develop greater self-awareness, emotional regulation, and interpersonal skills, which in turn led to improved relationships, career success, and overall well-being.

Nguyen, T. B., & DeNeve, K. M. (2020). This meta-analysis examines the relationship between emotional intelligence and various career outcomes, including job performance, job satisfaction, and salary. The authors found that emotional intelligence is positively related to all of these outcomes, highlighting the importance of emotional intelligence in predicting career success across different contexts and cultures.

Zhang, H., Li, X., Sun, H., & Li, J. (2020). This study investigates the influence of emotional intelligence and mentoring on job satisfaction and career success among female engineers in China. The authors found that emotional intelligence and mentoring both have positive effects on job satisfaction and career success, and that emotional intelligence partially mediates the relationship between mentoring and these outcomes.

**Key findings from the literature reviews:**

- ❖ Emotional support from a mentor is positively related to career success among women (Byrne, Dik, & Chiaburu, 2010).
- ❖ Emotional intelligence can help mitigate the negative effects of work-family conflict on job satisfaction among female nurses (Lin & Liu, 2020).
- ❖ Emotional intelligence coaching helps women develop greater self-awareness, emotional regulation, and interpersonal skills, which in turn leads to improved relationships, career success, and overall well-being (Lomas *et al.*, 2019).
- ❖ Emotional intelligence is positively related to job performance, job satisfaction, and salary (Nguyen & DeNeve, 2020).
- ❖ Emotional intelligence and mentoring both have positive effects on job satisfaction and career success among female engineers, with emotional intelligence partially mediating the relationship between mentoring and these outcomes (Zhang *et al.*, 2020).
- ❖ Emotional intelligence is positively related to career adaptability among women, and this relationship is stronger for women in collectivistic cultures (Datu *et al.*, 2021).
- ❖ Women who have higher levels of emotional intelligence are more likely to engage in proactive career behaviors, such as career exploration and networking (Liu & Liu, 2021).
- ❖ Emotional intelligence is positively related to subjective well-being among working women, and this relationship is stronger for women who perceive their work environment as supportive (Yan & Wu, 2021).
- ❖ The relationship between emotional intelligence and career outcomes is moderated by cultural factors, such as individualism-collectivism, power distance, and gender egalitarianism (Nguyen & DeNeve, 2020).

- ❖ Emotional intelligence can help women overcome the negative effects of gender bias and discrimination in the workplace, leading to greater career success (Wu *et al.*, 2021).
- ❖ Emotional intelligence can play a key role in helping women navigate workplace stress and burnout, leading to greater job satisfaction and overall well-being (Parker & Collins, 2010).
- ❖ Women who have higher levels of emotional intelligence are more likely to have better mental health outcomes, including lower levels of depression and anxiety (Castro-Sánchez *et al.*, 2018).
- ❖ Emotional intelligence is positively related to leadership effectiveness among women, and can help women overcome barriers to leadership such as gender stereotypes and discrimination (Chin *et al.*, 2018).
- ❖ Women who participate in emotional intelligence training programs report increased job satisfaction, improved relationships with coworkers and supervisors, and greater career success (Kafetsios & Zampetakis, 2020).
- ❖ The relationship between emotional intelligence and career outcomes may be mediated by factors such as job crafting, or the process of redesigning one's job to better align with personal preferences and strengths (Tims *et al.*, 2015).

These findings highlight the many ways in which emotional intelligence can impact the well-being and career outcomes of working women, from reducing workplace stress and burnout to improving mental health and leadership effectiveness. They also suggest that emotional intelligence training programs may be a useful tool for promoting career success and well-being among working women.

**Summary:**

In summary, the literature suggests that emotional intelligence is an important factor in predicting career success and well-being among working women. Emotional intelligence can help women navigate workplace stress and burnout, overcome obstacles such as gender bias and discrimination, and engage in proactive career behaviors. Mentoring relationships and emotional intelligence coaching can be effective ways to develop emotional intelligence and promote career success. However, the relationship between emotional intelligence, subjective well-being, and career outcomes may be influenced by cultural and contextual factors, such as collectivism-individualism and gender egalitarianism. Overall, emotional intelligence is a valuable resource for working

women, and interventions aimed at improving emotional intelligence may be a promising strategy for promoting career success and well-being.

**Conclusion:**

In conclusion, emotional intelligence is a crucial factor that plays a significant role in shaping the well-being and career outcomes of working women. Emotional intelligence can help women overcome the challenges they may face in the workplace, such as gender bias and discrimination, and navigate stressful situations effectively. Developing emotional intelligence through training programs, coaching, and mentoring can improve job satisfaction, leadership effectiveness, and mental health outcomes for women. However, the impact of emotional intelligence on subjective well-being and career outcomes may depend on cultural and contextual factors, and it is important to consider these factors when designing interventions aimed at promoting emotional intelligence among working women. In sum, emotional intelligence is a valuable resource that can contribute to the success and well-being of women in the workplace, and efforts to promote emotional intelligence among working women can lead to positive outcomes for both women and their organizations.

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## भारतीय समाजव्यवस्थेत महिलांचा दर्जा

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### सारांशः

सिंधू संस्कृती काळात स्त्रियांचा दर्जा हा पुरुषाच्या बरोबरीचा होता. सत्ता, वंश, अधिकार स्त्रियाकडे असणारी मातृसत्ताक पद्धती अस्तित्वात होती. सिंधू संस्कृतीच्या अस्तानंतर आर्यांनी वैदिक संस्कृती निर्माण केली. या काळात देखील स्त्रियांना पुरुषाकडून समानतेची वागणूक मिळत होती. वैदिक काळातील स्त्री-पुरुष यांच्यातील समानता उत्तर वैदिक काळात कमी होवून स्त्रियांवर प्रतिबंध लावण्यास सुरुवात झाली. धर्मशास्त्राच्या काळात स्त्रियांना सामाजिक, धार्मिक, शैक्षणिक हक्क देण्यास नकार दिल्याने स्त्रियांचा दर्जा फारच घसरला. मध्ययुगीन काळात एकंदरीत मुस्लीम राजवटीचे प्राबल्य होते. धर्मशास्त्र काळातील स्त्रियावरील बंधने अधिक कठोर होत गेली. ब्रिटिश काळ हा भारतीय स्त्रियांसाठी दर्जा सुधारणेचा काळ होता. भारतात समाजसुधारणेचा प्रयत्न आणि आधुनिक शिक्षण सर्वांसाठी खुले करण्यात आले म्हणून स्त्रियांच्या उत्थानाला सुरुवात झाली. भारतात स्वातंत्र्यानंतर स्त्रियांच्या स्थितीत अपेक्षेप्रमाणे परिवर्तन झाले नाही. आजही समाजात महिलांच्या सामाजिक समस्या प्रकर्षाने जाणवतात.

**महत्वाच्या संकल्पनाः** सिंधू संस्कृती, वैदिक संस्कृती, उत्तर वैदिक काळ, धर्मशास्त्र काळ, मध्ययुगीन काळ, स्वातंत्र्य पूर्व आणि स्वातंत्र्योत्तर काळ

### प्रस्तावनाः

प्रत्येक व्यक्तीचे त्याच्या जन्मापासून ते मृत्युपर्यंत समाजात त्याचे एक स्थान असते. त्यास सामाजिक दर्जा (social status) असे म्हणतात. त्याचे दोन पैलू म्हणजे दर्जा व भूमिका होय. दर्जामध्ये व्यक्तीला हक्क व विशेषाधिकार मिळतात. तर भूमिकेमध्ये व्यक्तीला कर्तव्य व जबाबदाऱ्या पार पडाव्या लागतात. दर्जा व भूमिका एकाच नाण्याच्या दोन बाजू आहेत. दर्जा म्हणजे एका विशिष्ट समाज व्यवस्थेत विशिष्ट काळात एखाद्या व्यक्तीला असलेले स्थान होय. समाजातील सर्व व्यक्ती समान असे समजले जाते पण व्यवहारात मात्र विविध प्रकारची असमानता दिसून येते. काही व्यक्तीला हक्क, अधिकार, सवलती आणि संधी दिल्या जातात तर काहीना मात्र जाणीवपूर्वक रित्या यापासून अलिप्त



ठेवले जाते. या परिस्थितीस विषमता किंवा असमानता (Inequality) असे म्हणतात. ही असमानता वंश, धर्म, जात, सत्ता, संपत्ती, आणि लिंग इत्यादी निकषांच्या आधारे निर्माण केली जाते.

स्त्रियांच्या बाबतीत लिंग (Gender) या निकषांच्या आधारे भेदभाव करणे याला लिंगभेद किंवा स्त्री-पुरुषांनी असमानता (Gender inequality) असे म्हणतात. सुखी जीवन जगण्यासाठी स्त्री-पुरुष एकत्रीत राहणे आवश्यक आहे. तसेच दोघांनाही समान हक्क, स्वातंत्र्य व संधी असाव्या लागतात. समाजामध्ये स्त्री-पुरुषामध्ये सामाजिक बाबतीत असमानता दिसून येते. भारत देखील याला अपवाद नाही. भारतातील काही आदिम समुदाय वगळता इतर समुदायामध्ये स्त्री-पुरुषामध्ये असमानता दिसून येते. पुरुषप्रधानतेचा पगडा दिसून येतो. त्यामुळे भारतीय संस्कृतीची ओळख पुरुषप्रधान संस्कृती म्हणून परिचित आहे. भारतात महिलांचे स्थान दुय्यम असलेले आढळून येते.

### संशोधनाचा उद्देश:

प्राचीन, मध्ययुगीन, स्वातंत्र्य पूर्व आणि स्वातंत्र्योत्तर काळातील स्त्रियांच्या दर्जाचे तुलनात्मक अध्ययन करणे.

### संशोधन पद्धती:

संशोधनासाठी द्वितीयक तथ्याचा उपयोग करण्यात आला. त्यासाठी ग्रंथ, संशोधन अहवाल, वैयक्तिक लेख, जनगणना अहवाल, वर्तमान पत्रे, साप्ताहिके, मासिके इत्यादी स्रोतांचा उपयोग करण्यात आला.

### तथ्याचे विश्लेषणात्मक निर्वचन:

#### सिंधू सभ्यता काळ (इ.स.पूर्व २३०० ते इ.स.पूर्व १७५०)

आर्य आगमनापूर्वीचा समाज हा मातृसत्ताक होता. सत्ता, वंश आणि अधिकार हे मातेकडे होते. स्त्रियांचे मुख्य काम हे शिशु संगोपन आणि सूतकताई हे होते. म्हणजेच गृहकामाबरोबर आर्थिक कामेही त्यांच्याकडे होते. याविषयी डॉ. दिनानाथ वर्मा लिहितात, “अवशेषो के आधारपर हम कह सकते है कि यहाँ का समाज मातृप्रधान था I फलतः सिंधू क्षेत्र के निवासी मातृदेवी का बडा आदर करते थे I यहाँ के समाज में स्त्रियों को श्रद्धा की दृष्टी से देखा जाता था I”<sup>१</sup> या काळात स्त्रियांचा दर्जा पुरुषांच्या बरोबरीचा होता.

### वैदिक काळ:

सिंधू संस्कृतीच्या अस्तानंतर आर्यांनी वैदिक संस्कृती निर्माण केली. या काळात स्त्रियांना पुरुषाकडून समानतेची वागणूक मिळत होती. पडदापध्दती सारख्या अन्याय करणाऱ्या प्रथा प्रचलित नव्हत्या. कुटुंबामध्ये स्त्रीचा सन्मान केला जात होता. स्त्री शिवाय पुरुष जीवन व्यर्थ मानले जात होते. पत्नी म्हणून तिला उच्च दर्जा दिला जात होता. शिक्षण

घेण्याचा व साहित्य अध्ययनाचा अधिकार पुरुषाबरोबरीचा होता. यामध्ये कसल्याही प्रकारचा भेदभाव केला जात नव्हता. याविषयी पी. एन. प्रभू लिहितात की, “Thus during the Vedic Period, we have reasons to believe that so far as education was concerned, the position of women was generally not unequal to that of the man equality men and woman regarded as having important status in the social life of the early period.”<sup>२</sup>

धार्मिक कार्यातही महिलांना सहभाग घेता येत होता. पत्नीशिवाय धार्मिक कार्य अपूर्ण समजले जात होते. स्त्रियांना वैवाहिक स्वातंत्र्य होते. ‘वर’ निवडीचा अधिकार तिला होता. प्रेम विवाहालाही विरोध नव्हता. पतीच्या मृत्यूनंतर विधवा विवाहास संमती होती. परंतु आर्थिक बाबतीत तिला पुरुषावर अवलंबून राहणे लागत होते. वडिलांच्या मृत्यूनंतर सर्व मालमत्ता ही मुलाला मिळत होती. वंशवाढ व पिंडदान यासाठी मुलाच्या जन्माला महत्त्व होते. परंतु मुलीचा जन्मही दुःखद मानला जात नव्हता.

#### उत्तर वैदिक काळ: (१००० ते ६००)

वैदिक काळातील स्त्री-पुरुष यांच्यातील समानता उत्तर वैदिक काळात कमी होवून स्त्रियांवर प्रतिबंध लावण्यास सुरुवात झाली. कुटुंबातील स्त्रीचा सन्मान कमी झाला. पुरुषाचे महत्त्व वाढीस लागले. स्त्रियांना अपमानास्पद वागणूक मिळू लागली. कुटुंबात पुरुषाचे वर्चस्व वाढले. या काळात धार्मिक कर्मकांडाची वाढ झाली. त्यात पुरुषाला प्राधान्य होते. धार्मिक कार्यातील स्त्रीचा सहभाग कमी केला गेला. वंशवाढ व मोक्षप्राप्ती साठी मुलाच्या जन्माला महत्त्व प्राप्त झाले. मुलीचा जन्म दुःखद समजला जाऊ लागला. सती प्रथा, पडदा पध्दती इत्यादी प्रथांनी स्त्रियांचे जीवन नियंत्रित केले गेले. वैवाहिक अधिकार कमी झाले. विधवा पुनर्विवाहाला विरोध केला जाऊ लागला. उत्तर वैदिक काळात स्त्रियांना धार्मिक तथा सामाजिक अधिकारापासून वंचित ठेवण्याची मुख्य कारणे प्रज्ञा शर्मा यांनी सांगितले आहे.

१. “कर्मकांडातील गुंतागुंत - कर्मकांडातील किचकटपणा व पवित्रतेत वाढ झाल्यामुळे मंत्र उच्चारणातील लहानशी चूक ही अनिष्ट घडून आणू शकते म्हणून स्त्रियांना धार्मिक कार्यापासून दूर ठेवण्यात आले.”<sup>३</sup>
२. “आंतरजातीय विवाह – आर्य लोकामध्ये स्त्रियांची कमी असल्यामुळे ते अनार्य मुलीशी विवाह करू लागले अनार्य हे धार्मिक कार्याविषयी अज्ञानी होते. अशा जातीतून येणाऱ्या मुलीही ह्या विषयी अपरिचित होते म्हणून त्यांना धार्मिक कार्यापासून दूर ठेवले.”<sup>४</sup>

### धर्मशास्त्र काळ:

तिसऱ्या शतकापासून ते आकराव्या शतकापर्यंतचा काळ धर्म शास्त्राचा काळ म्हणून ओळखाला जातो. या काळात विष्णूसंहिता, पाराशर संहिता, याज्ञवल्क्य संहिता इत्यादी ग्रंथांची रचना झाली. त्यामध्ये 'मनुस्मृती' या ग्रंथालाच व्यावहारिक मार्गदर्शनासाठी आदर्श ग्रंथ मानून वैदिक नियमांना पूर्णपणे तिलांजली देण्यात आली. स्त्री ही मनुस्मृती ग्रंथातील विचाराचा बळी ठरली. धर्मशास्त्र व उत्तर वैदिक काळापूर्वी स्त्रियांना लक्ष्मी, माता, देवी इत्यादी उपमा देऊन सन्मान केला जात होता. परंतु धर्मशास्त्र काळात त्याच स्त्रीला दासी, सेविका इत्यादी उपमा देऊन तिचा अपमान केला. याबद्दल चंद्रावती लखनपाल यानी आपल्या ग्रंथात लिहितात, "वैदिक काल की वह स्त्री जो अपने व्यक्तित्व के कारण देश के साहित्य और समाज के आदर्शों को प्रभावित करती थी, अब परतंत्र, पराधीन, निस्सहाय और निर्बल बन चुकी थी।" धर्मशास्त्रकारांनी सर्वच स्त्रियांना धार्मिक कार्यासाठी अपवित्र ठरविले. वेदाचा अभ्यास करणे, यज्ञामध्ये सहभागी होणे, अपवित्र मानले.

वैवाहिको विधी: स्त्रियां संस्कारो वैदिकः स्मृतः I

पतीसेवा गुरौ वासो ग्रहार्थी ग्निपरिक्रीया II<sup>६</sup>

स्त्रियांसाठी विवाह हाच उपनयन विधी आहे. शूद्रांना जसे यज्ञाविषयी धारणा करणे निषिद्ध आहे. तसेच स्त्रियांना सुध्दा निषिद्ध आहे. स्त्रियांनी केवळ पतिची सेवा व घरकामे करावी. सकाळ-संध्याकाळ अग्नी पेटविणे हेच तिच्यासाठी 'होम' आहे असा उल्लेख मनुस्मृतीत आढळतो.

स्वभाव एष नारीणां नराणामिह दुषणम I

अतोडर्थान्न प्रमाधन्ति प्रमादासू विपश्चतः II<sup>७</sup>

पुरुषांना दुषित बनविणे हे स्त्रीचा स्वभाव आहे म्हणून ज्ञानी व्यक्ती कधीही स्त्रियाविषयी प्रभावी असू शकत नाही.

मात्रा स्वस्त्रा दुहित्रावा न वीवित्तासानोभवेत I

बाल्वानीन्द्रियग्रामो विव्दांसमपी कर्षति II<sup>८</sup>

पुरुष व त्याची आई, बहीण व मुलगी यांच्यासोबत कधीही एकांतात बसू नये. कारण हा इंद्रियसमुह विद्वानाला आपल्याकडे आकर्षित करून घेते. ऐवढे वाईट विचार मनुस्मृतीत आढळून येतात. असे अनेक श्लोक आहेत त्यात स्त्रियांना गौण मानले आहे. स्त्रीला व्यक्ती न मानता भौतिक वस्तू किंवा उपभोग्य वस्तू मानले गेले. ती मुक्तपणे संचार करू शकत नव्हती. आर्थिक बाबतीत जीवनभर ती दुसऱ्यावर परावलंबी होती. वैवाहिक अधिकार कमी केले. तसेच विवाह वयही आठ वर्षांपर्यंत आणले. या काळात सतीप्रथेला चालना मिळाली. त्याचबरोबर पडदा पध्दती व देवदासी प्रथेने

स्त्रियांच्या शोषणाला सुरुवात झाली. अशाप्रकारे या काळात स्त्रियांना सामाजिक, धार्मिक, शैक्षणिक हक्क देण्यास नकार दिल्याने स्त्रियांचा दर्जा फारच घसरला.

### मध्ययुगीन कालखंड:

इ.स.१२०० ते १८०० हा काळ भारतात मध्ययुगीन कालखंड मानला जातो. या काळात एकंदरीत मुस्लीम राजवटीचे प्राबल्य होते. इ. स. ७१२ मध्ये महम्मद बिन कासीम याने सर्व प्रथम हिंदूस्थानवर यशस्वी आक्रमण केले. त्यानंतर ४०० वर्ष आक्रमणे होताच राहिली १२ व्या शतकाच्या सुरुवातीपासून कुतूबुद्दीन ऐबकापासून मुस्लीम राजवटीला सुरुवात झाली. पुढे ६०० ते ६५० वर्षे राजकारणात मुस्लीमचा दबदबा राहिला. याच काळात ब्रिटिशांबरोबर फ्रेंच, डच यासारख्या अनेक वसाहतवादी राष्ट्रांनी भारतावर राज्य केले. मध्ययुगीन कालखंडात धर्म शास्त्र काळातील स्त्रियावरील बंधने अधिक कठोर होत गेली. म्हणून स्त्रियांचा दर्जा अधिक खालावला.

पडदा पध्दती ही भारतात पहिल्या शतकापासून अस्तित्वात आहे. परंतु या काळात अधिक दृढ झाली. केवळ राजघराण्यातील स्त्रियांपुरती मर्यादित असणारी ही पध्दती या काळात सर्वसामान्यापर्यंत आली. मुस्लीम राज्यकर्त्यांनी हिंदू संस्कृती व हिंदू धर्म यांचा नाश करण्याचे ठरविले होते. हिंदू स्त्रियांना पळवून नेवून जनानखान्यात ठेवत किंवा तिच्याशी लग्न करत असत. हिंदुनी आपल्या स्त्रियांना सुरक्षित ठेवण्यासाठी पडदा पध्दती स्वीकारली. पुढे ही पडदा पध्दती प्रतिष्ठेची बनली. पडदा पध्दती विषयी प्रज्ञा शर्मा लिहितात, “इस युग में पर्दा प्रथा का विकास तो इतनी तेज गतीसे हुआ कि परिवार के अन्य सदस्य तो दूर स्त्री का पति भी अन्य लोगों के सामने अपनी पत्नी का मुह नहीं देख सकता था I”<sup>९</sup> मुस्लिमाच्या जुलमी राजवटीपासून स्त्रियांचा बचाव व्हावा, स्त्री चारित्र्याचे संरक्षण व्हावे म्हणून मुलीचे आई - वडिल मुलीचा बालवयात म्हणजे तिला समज येण्याअगोदरच तिचा विवाह करत होते. साधारणतः मुलीचे वय सात ते आठ वर्षांचे होण्या अगोदरच विवाह केला जात होता. त्यामुळे स्त्रियांवर अकाली मातृत्व लादले जाऊ लागले. ती शारीरिक दुर्बल बनली. १५ ते २० वयोगटातील महिलांच्या मृत्यूचे प्रमाण वाढले. तसेच स्त्रियांचा व्यक्तीमत्व विकास खुंटला याबद्दल कमलेशकुमार गुप्ता लिहितात, “इस युग में रक्त की पवित्रता की संकिर्णता का इतना विकास हुआ की ५-६ वर्षे की आयु में ही विवाह होणे लगे, जिसके फलस्वरूप स्त्रियों की शिक्षा एवं उनके सामाजिक स्तर में तेजी से गिरावट आयी।”<sup>१०</sup>

या कालखंडात बालविवाहामुळे स्त्रिया विधवा होण्याचे प्रमाण वाढले. वैधव्यानंतर स्त्रियांना एक तर ‘सती’ जावे अन्यथा खडतर आयुष्य कंठावे लागत होते. मृत पतीच्या चितेवर स्वतःला जाळून घेणारी स्त्री ही नवऱ्याने केलेल्या

पापामुळे नरकात जात असेल तर ती नवऱ्याला स्वर्गात घेऊन जाऊ शकते. अशी आख्यायिका तयार केली. काही स्त्रिया स्वखुशीने तर काहीना जबरदस्ती सती जाण्यास भाग पाडले जात होते. त्यामागे संपती हडपण्याची सासरच्या मंडळीची दृष्टी होती. याबद्दल कमलेशकुमार गुप्ता लिहितात, “पती के मृत्यू के बाद पत्नी का पती के साथ सती हो जाना पतिव्रत धर्म की सर्वोच्च परीक्षा मानी गयी I इस प्रथा को धार्मिक आवरण प्रदान कर बढ़ावा दिया गया I सतियों की पुजा की जाने लगी I”<sup>११</sup> तसेच या प्रथेला मुस्लीम राजवटीमुळे प्रोत्साहन मिळाले. युध्दातील पराजयानंतर स्त्रियांवर अत्याचार केला जात होता. या अत्याचारापासून मुक्ती मिळविण्यासाठी महिला स्वतः सती जाऊ लागल्या तसेच सामुहिकरित्या जाळून घेऊ लागल्या. सती जाता जाता राहिलेल्या विधवा स्त्रियांची खूपच दयनीय अवस्था होती.

या काळात पुरुष भोगी आणि विलासी बनले. कामवासनेची पूर्तता करण्यासाठी एकापेक्षा अनेक स्त्रियांबरोबर लग्न करणे, वेश्यागमन करणे, खेळ ठेवणे, जरठकुमारी विवाह करणे इत्यादी बाबीचा उपयोग करू लागले. या बद्दल डॉ. प्रज्ञा शर्मा लिहितात, “एक पत्नी होते हुए भी विवाह रचना, एक से अधिक विवाह करके स्त्रियोंको रखना पुरुषों के लिए सामाजिक प्रतिष्ठा का सूचक बन गया I परिणाम यह हुआ की स्त्री अपने अस्तित्व की रक्षा के लिए पूर्ण रूप से पुरुषों पर निर्भर रहने लगी I”<sup>१२</sup> अशाप्रकारे सुलतानशाहीच्या काळात पडदा पध्दती, सती प्रथा, बालविवाह, बहुपत्नी प्रथा इत्यादी प्रथाचा अतिरेक होऊन स्त्रियांचे जीवन नियंत्रित झाले. त्यामुळे स्त्रियांचा दर्जा दुय्यम बनला. अशी परिस्थिती असतानाही या काळात पृथ्वीराज चौहानाची पत्नी संयोगिता, चीत्तोडची राणी पदमावती, रझिया सुलतान, काश्मीरची तुल्ला देवी, महाराष्ट्रातील महदंबा, भूव्याबाई, जनाबाई, मुक्ताबाई इत्यादी स्त्रियांचे कार्य उल्लेखनिय आहे.

सम्राट अकबराने स्त्रियांवर अन्याय करणाऱ्या बालविवाह, विधवेवरील निर्बंध, सतीप्रथा इत्यादी मध्ये बदल करण्याचा प्रयत्न केला. या प्रथा त्यांना मान्य नव्हत्या. मुलीच्या विवाहाचे वय १४ वर्षे असावे, वयस्क महिलांनी सार्वजनिक कार्यामध्ये बुरखा न घालता वावरावे. वेश्यांना स्वतंत्र वस्ती, विवाह करणाऱ्या मुलगा-मुलगी यांच्यात १२ वर्षा पेक्षा जास्त अंतर नसावे इत्यादी सुधारणा सुचवल्या होत्या. परंतु त्या सुधारणा होऊ शकल्या नाहीत. मुस्लिम स्त्रीचीही अशीच परिस्थिती होती. परंतु त्यांना संपत्तीविषयक हक्क मान्य होता. याच काळात भक्ती आंदोलनाच्या माध्यमातून रामानुजाचार्य, गुरुनानक, कबीर, तुलसीदास, तुकाराम महाराज, इत्यादी महापुरुषांनी स्त्रियांवरील अन्याय दूर करण्याचा प्रयत्न केला. परंतु स्त्रियांच्या स्थितीत काही फारसा फरक पडला नाही.

### ब्रिटिश काळातील भारतीय स्त्रियांचा दर्जा:

मध्ययुगीन काळात स्त्रियांचा दर्जा हा निम्न होता. ब्रिटिश काळ हा भारतीय स्त्रियांसाठी दर्जा सुधारणेचा काळ होता. व्यापारी म्हणून ब्रिटिशांचे भारतात आगमन झाले होते. भारतातील सामाजिक व राजकीय परिस्थितीचा फायदा घेऊन ते राज्यकर्ते बनले. १७५७ ची प्लासीची लढाई जिंकून ब्रिटिशांनी भारतात सत्तेचा पाया घातला व नंतर हळूहळू संपूर्ण देशावर एकतर्फी अंमल निर्माण केला. ब्रिटिशांनी १९४७ पर्यंत भारताचे राजकीय व आर्थिक शोषण केले. परंतु ब्रिटिश काळ भारतीयांसाठी काही बाबतीत वरदानच होते. कारण ब्रिटिशांनी भारतात कायद्याचे राज्य निर्माण केले. रेल्वे व टपाल सेवा सुरु केली. आधुनिक शिक्षण पध्दतीची सुरवात करून औद्योगिकरण व नागरीकरणास प्रोत्साहन दिले. समाजासाठी उपयोगी नसलेल्या रूढी व परंपरेवर टिका केली त्यामुळे ब्रिटिशांचा व पाश्चात्य शिक्षणाचा प्रभाव पडलेल्या भारतीय समाजसुधारकांना सामाजिक परिस्थितीत बदल करावेसे वाटले. भारतात १९ व्या शतकात समाजसुधारणा चळवळीला सुरुवात झाली. जातीभेद, अस्पृश्यता, सती प्रथा, हुंडा प्रथा, विधवा विवाह, स्त्री शिक्षण, अस्पृश्यांना शिक्षण, केशवपन, बहुपत्नीत्वाची प्रथा इत्यादी प्रथा समाजासाठी उपयुक्त नसल्याची खात्री पटल्यावर समाजसुधारकांनी यामध्ये बदल करण्याचे ठरविले. यामध्ये राजा राममोहन रॉय, स्वामी दयानंद सरस्वती, स्वामी विवेकानंद, महात्मा ज्योतिबा फुले, राजर्षी शाहू महाराज, डॉ. भीमराव रामजी आंबेडकर, महर्षी कर्वे, पंडिता रमाबाई, रमाबाई रानडे, इत्यादी अशा अनेक समाज सुधारकांनी समाजसुधारणेच्या कार्याला प्रारंभ केला. ह्या त्यांच्या कार्याला ब्रिटिश राज्यकर्त्यांची साथ होती म्हणून भारतात स्त्रियांच्या उत्थानाला सुरवात झाली.

ब्रिटिशांनी स्त्रियांवरील अन्याय करणाऱ्या प्रथा नाहीशा करण्यासाठी १८२९ मध्ये सती बंदी कायदा, १८५६ मध्ये विधवा विवाह कायदा, १८२९ मध्ये शारदा कायदा करून विवाहासाठी मुलाचे वय १८ वर्ष तर मुलीचे वय १४ वर्ष करण्याबाबतचा कायदा, १८७२ मध्ये मिश्र विवाहाला मान्यता देणारा विशेष विवाह कायदा, १८९० मध्ये स्त्री बालहत्या प्रतिबंधक कायदा, तसेच घटस्फोट, बहुपत्नीत्व, देवदासी प्रथा, आर्थिक हक्क इत्यादी बाबतीत कायदे संमत करून स्त्री दर्जा सुधारणेला प्रोत्साहन दिले.

ब्रिटिश भारतात येण्यापूर्वी शिक्षण घेण्याचा अधिकार फक्त मोजक्याच काही लोकांना होता. परंतु ब्रिटिशांनी सर्वाना शिक्षण देणारे धोरण तयार केले त्यामुळे स्त्रियांच्या जीवनातील अज्ञानरुपी अंधार कमी होण्याच्या मार्ग मोकळा झाला. महात्मा ज्योतिबा फुले, पंडित ईश्वरचंद्र विद्यासागर, महर्षी कर्वे, बेरामजी मलबारी इत्यादी समाजसुधारक व आर्थिक समाज, प्रार्थना समाज, रामकृष्ण मिशन इत्यादी संघटनांनी महिला शाळा उघडल्या व शिक्षण देण्यास सुरुवात केली.

जुन्या कर्मठ विचाराच्या लोकांनी याला विरोध केला परंतु या विरोधाला न जुमानता वरील व्यक्ती व संस्थांनी आपले कार्य सुरुच ठेवले. या कामासाठी ब्रिटिश शासनाने प्रोत्साहन दिले. त्याचबरोबर काही संस्थांना अनुदान देखील दिले. स्त्री शिक्षणाच्या बाबतीत अनुकूल परिस्थिती निर्माण केली. त्यामुळे स्त्रियांतील अज्ञान नाहीसे होवून त्यांच्या व्यक्तित्व विकासास चालना मिळाली. त्या परावलंबी जीवनापेक्षा स्वावलंबी जीवन जगू लागल्या. त्यांच्यातील आत्मविश्वास वाढल्यामुळे त्या अन्यायाविरुद्ध आवाज उठवू लागल्या.

पारंपरिक विचारसरणीच्या प्रभावाने 'चूल आणि मूल' एवढ्यापुरतेच मर्यादित क्षेत्र असणारी भारतीय स्त्री शिक्षणामुळे सार्वजनिक कार्यात सहभागी झाली. स्त्री नोकरीसाठी घराच्या बाहेर पडून अर्थार्जनाचे काम करू लागली. तिचे जन्मापासून ते मृत्यूपर्यंतचे आर्थिक परावलंबन नष्ट होवून ती स्वावलंबी बनली व कुटुंबाच्या निर्णय प्रक्रियेत सहभागी झाली.

एवढेच नाही तर काही स्त्रिया ह्या समाजकारण व राजकारणातही भाग घेऊ लागल्या. पंडिता रमाबाई, रमाबाई रानडे, सावित्रीबाई फुले यांच्यासारख्या अनेक स्त्रिया समाजकार्य करू लागल्या. तसेच डॉ. अंणी बेझंट, डॉ.सरोजिनी नायडू, सरलादेवी, श्रीमती कामा, अरुणा आसफअली, सुचेता कृपलानी, उषा मेहता, कॅप्टन लक्ष्मी स्वामिनाथन इत्यादी महिला भारताच्या स्वातंत्र्य चळवळीतही सहभागी झाल्या. अनेक स्त्रिया राजकारणात सहभागी होवून राजकारण करू लागल्या. १९३० ला महात्मा गांधीच्या नेतृत्वात झालेल्या मिठाच्या सत्याग्रहात संपूर्ण देशात ऐंशी हजार लोकांना अटक झाली होती. त्यामध्ये सतरा हजार महिला होत्या. १९३०-३२ च्या गोलमेज परिषदेत अमृत कौर व अन्य दोन स्त्रियांनी भारताचे प्रतिनिधित्व केले. आपल्यावरील अत्याचार नाहीसा करणे, पुरुषाच्या बरोबरीने अधिकार मिळविणे, कालबाह्य प्रथा बंद करणे, महिला साक्षरता वाढविणे, महिलांचा राजकारणात सहभाग वाढविणे इत्यादी हितसंबंधाचे संरक्षण करण्यासाठी 'महिला संघटना' स्थापन करून महिलांसाठी कार्य करू लागले. थोडक्यात ब्रिटिशांच्या शासन काळात त्यांच्या सुधारणावादी नितीमुळे महिलांच्या स्थितीत सुधारणा झाली परंतु ती सर्वच समाजात झाली नाही.

### स्वातंत्र्योत्तर काळातील भारतीय स्त्रियांचा दर्जा:

भारतात स्वातंत्र्यानंतर स्त्रियांच्या स्थितीत अपेक्षेप्रमाणे परिवर्तन झाले नाही. समाजात स्त्री-पुरुषांना समानतेची वागणूक, विकासाची समान संधी मिळावी यासाठी भारतीय संविधान, कायदे, कल्याणकारी राज्याची संकल्पना, स्त्री मुक्ती चळवळ, स्त्रियांचा राजकारणात सहभाग इत्यादीच्या आधाराने अनुकूल परिस्थिती निर्माण करण्याचा प्रयत्न करण्यात आला. तरी देखील समाजात महिलांच्या समस्या प्रकर्षाने जाणवतात त्याचे विवेचन खालीलप्रमाणे केले आहे.

विवाहासंबंधी निर्णय, हुंडा प्रथा, विधवा पुनर्विवाहाला विरोध, घटस्फोट, बलात्कार, अलंकार परिधान करण्याची सक्ती, मुलीच्या जन्माचे स्वागत, स्त्री भ्रूणहत्या, कौटुंबिक हिंसा, पोषण-शिक्षण-आरोग्य यात भेदभाव, संधीचा अभाव, अनुत्पादक कामे, नोकरी करण्याची परवानगी, स्थावर मालमत्ता, आर्थिक परावलंबन, राजकारणातील सहभागापासून वंचित, मासिक धर्म काळात अपवित्र मानणे इत्यादी सामाजिक घटक हे स्त्रियांच्या दर्जाचे निर्देशक घटक आहेत.

### निष्कर्ष:

१. सिंधू संस्कृती काळात स्त्रियांचा दर्जा हा पुरुषाच्या बरोबरीचा होता. सत्ता, वंश, अधिकार स्त्रियांकडेच असणारी मातृसत्ताक पद्धती अस्तित्वात होती.
२. सिंधू संस्कृतीच्या अस्तानंतर आर्यांनी वैदिक संस्कृती निर्माण केली. या काळात देखील स्त्रियांना पुरुषाकडून समानतेची वागणूक मिळत होती.
३. वैदिक काळातील स्त्री-पुरुष यांच्यातील समानता उत्तर वैदिक काळात कमी होवून स्त्रियांवर प्रतिबंध लावण्यास सुरुवात झाली.
४. तिसऱ्या शतकापासून ते आकराव्या शतकापर्यंतचा काळ धर्म शास्त्राचा काळ म्हणून ओळखाला जातो. स्त्री ही या काळात रचलेल्या मनुस्मृती ग्रंथातील विचाराचा बळी ठरली. स्त्रियांना सामाजिक, धार्मिक, शैक्षणिक हक्क देण्यास नकार दिल्याने स्त्रियांचा दर्जा फारच घसरला.
५. मध्ययुगीन काळात एकंदरीत मुस्लीम राजवटीचे प्राबल्य होते. धर्म शास्त्र काळातील स्त्रियांवरील बंधने अधिक कठोर होत गेली. स्त्रियांच्या शोषण करणाऱ्या सती प्रथा, पडदा पध्दती, बालविवाह अशा अनेक प्रथा दृढ होत गेल्या. स्त्रियांना आर्थिक, धार्मिक, शैक्षणिक हक्कापासून वंचित ठेवण्यात आले म्हणून स्त्रियांचा दर्जा अधिक खालावला.
६. ब्रिटिश काळ हा भारतीय स्त्रियांसाठी दर्जा सुधारणेचा काळ होता. समाजसुधारकांनी समाजातील दोषपूर्ण पद्धती नाहीशा करण्यासाठी प्रयत्न केले. त्यांच्या या कार्याला ब्रिटिश राज्यकर्त्यांची साथ होती. ब्रिटिशांनी सर्वांना शिक्षण देणारे धोरण तयार केले त्यामुळे स्त्रियांच्या जीवनातील अज्ञानरुपी अंधार कमी होण्याच्या मार्ग मोकळा झाला म्हणून भारतात स्त्रियांच्या उत्थानाला सुरुवात झाली.
७. स्वातंत्र्यानंतर भारतीय समाजात स्त्री-पुरुषांना समानतेची वागणूक, विकासाची समान संधी मिळावी यासाठी भारतीय संविधान, कायदे, कल्याणकारी राज्याची संकल्पना, स्त्री मुक्ती चळवळ, स्त्रियांचा राजकारणात सहभाग इत्यादींच्या



आधाराने अनुकूल परिस्थिती निर्माण करण्याचा प्रयत्न करण्यात आला. भारतात स्वातंत्र्यानंतर स्त्रियांच्या स्थितीत अपेक्षेप्रमाणे परिवर्तन झाले नाही. समाजात महिलांच्या समस्या प्रकर्षाने जाणवतात.

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# Women and Nation Building Volume II

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