



## THE CONDITION OF WOMEN IN MODERN INDIA

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**Abstract** In modern India, there have been progressions made in various areas. In other words, there is utilization of modern, scientific, technical and innovative methods in the implementation of tasks and activities. The individuals have formed the viewpoint that it is of utmost significance to make provision of education to women and encourage them towards the acquisition of empowerment opportunities. The women are getting enrolled in educational institutions and are pursuing education. Upon completion of education, they are acquiring employment opportunities as well. In modern India, the women are engaged in various fields, such as, education, medical, health care, business, management, administration, science, technology, engineering, law and so forth. Through acquisition of good-quality education and getting engaged in employment opportunities, they are enhancing their career prospects and up-grading their status. Furthermore, they are able to develop their skills and abilities to cope with various types of problems and challenges. Therefore, there are number of factors that signify that improvements have taken place in the status of women in modern India. But it is necessary for them to be informative in terms of ways to reinforce their status. The main areas that are taken into account in this research paper are, factors highlighting the status of women in modern India, problems experienced by women in modern India and developments experienced by women in modern India.

**Keywords:** Activities, Approaches, Developments, Modern India, Tasks, Understanding, Women

**Introduction:** In modern India, the individuals are generating awareness in terms of various areas, methods, approaches and procedures that are focused upon bringing about improvements in their overall quality of lives (Banerjee, 2012). With advancements taking place and with the advent of modernization and globalization, the individuals are making use of modern, scientific and innovative methods in the implementation of tasks and activities. Within the course of implementation of household responsibilities, in the past, individuals made use of traditional methods and carry out all tasks manually. But in modern India, they are making use of machines and appliances to carry out the household responsibilities. The women are vested with the authority and responsibility of carrying out the household chores. When they are making use of modern and innovative methods, they are able to put into operation tasks and functions in a less time consuming and efficient manner. Therefore, from this information, it is well-understood, the women are putting into operation the household responsibilities in an efficient manner.

In accordance to the research studies, in some rural communities, the women and girls are discouraged from acquisition of education, they are trained from the stage of early childhood, in terms of the implementation of household responsibilities and taking care of the needs and requirements of the family members. The individuals formed the viewpoint that girls will have to make use of their skills and abilities in terms of management of household responsibilities. Furthermore, it was believed that in marital homes, they will not be able to make use of their educational qualifications in any manner. The parents made savings of the financial resources for the marriage of their girls. But in modern India, there have been transformations taking place in the viewpoints of the individuals. They are encouraging their girls towards acquisition of education. They are forming the viewpoint that when their girls will be well-educated, they will render a significant contribution towards promoting well-being of their families, communities and nation as a whole. The girls are getting enrolled in educational institutions and acquiring education. Therefore, it is fortunate that girls are being encouraged towards acquisition of education.

The women are progressing in terms of various areas in modern India. The main areas are in terms of management of household responsibilities, acquisition of education and employment opportunities. It is apparent that all the individuals aspire to get engaged in employment opportunities and generate a source of income. The women also formed the viewpoint that they too should work to generate a source of income. When they will generate income, they will be less likely to be dependent upon others to meet their needs and requirements. Hence, women too are getting engaged in employment opportunities. One of the factors that is unfortunate is, women are in some cases not being given equal pay for the same work done as compared to their male counterparts. In other words, they are being discriminated against. But in modern India, there have been transformations taking place in the viewpoints and perspectives of the individuals. The women are given equal pay as compared to their male counterparts and are progressing. Therefore, this signifies that women are focusing towards enhancing their career prospects.

**Factors highlighting the Status of Women in Modern India:** When research is being conducted in terms of status of women in modern India, there are various factors in terms of which the individuals need to be aware. One of the factors that needs to be highlighted in this case are, the girls and women need to augment their knowledge and understanding in terms of these factors. In order to put into practice these factors in an efficient manner, the girls and women need to be determined and inculcate the traits of diligence, resourcefulness and conscientiousness. Furthermore, they need to focus upon honing of their knowledge, skills and abilities. These factors are stated as follows:



**Acquisition of Education** – The girls and women are encouraged towards acquisition of education. Education is an instrument that leads to generation of information among individuals that would contribute in bringing about improvements in their overall quality of lives. From the stage of early childhood till the university level, they are getting enrolled and pursuing their educational goals. In the acquisition of education, there are number of fields that are pursued by them, i.e. engineering, medical, administration, management, science, technology, education, architecture, law and so forth. After obtaining their degree, they get engaged in employment opportunities. Though it is not necessary for all the women to get engaged in employment opportunities. In some cases, they are engaged in business or simply make use of their knowledge, skills and abilities in leading to effective growth and development of their families and in the implementation of household responsibilities. In other words, through acquisition of education, the women are contributing towards up-grading of their knowledge, skills and abilities that would enhance their career prospects and bring about improvements in their overall quality of lives. Therefore, acquisition of education is recognized on a comprehensive basis by girls and women, irrespective of their communities, categories and backgrounds.

**Getting Engaged in Employment Opportunities** – The primary objective of women to acquire education is to up-grade their skills and abilities, so they can get engaged in employment opportunities. The women are getting engaged in various types of employment opportunities in accordance to their educational qualifications, competencies and abilities. Employment opportunities enable the individuals to make use of their educational qualifications, skills and abilities and they are able to generate a source of income. There are number of employment opportunities that are available. Women get engaged in them, if they form the viewpoint that they possess the knowledge, skills and abilities and will be able to generate the desired outcomes. There are blue collar jobs and white collar jobs. When the women are well-educated, they are employed in white collar jobs. These are office jobs. On the other hand, women belonging to deprived, marginalized and socio-economically backward sections of the society are engaged in blue collar jobs. These are manual jobs. Therefore, getting engaged in employment opportunities is vital in enabling the women to enhance their career prospects and bring about improvements in their overall quality of lives.

**Implementing Leadership Functions** – In the present existence, women are acquiring leadership positions in various types of organizations. When the women are implementing leadership functions, they need to take into account various factors, i.e. forming an amiable and pleasant environment within the workplace; ensuring the availability of infrastructure, resources, amenities and facilities; managing financial, human and technical resources in a well-organized manner; possessing an amiable attitude and approachable nature; treating others with respect and courtesy; providing equal rights and opportunities to all; implementing grievance redresser procedures; putting into practice peaceful conflict resolution methods; providing equal rights and opportunities to all and not discriminating against anybody. When the leaders are assigning job duties to their subordinates, they need to ensure, they give them sufficient time. Furthermore, they ensure that their subordinates should not feel stressed due to work pressure. The leaders normally have the main objective of leading to effective growth and development of the individuals and organizations as a whole. Therefore, implementing leadership functions in various types of organizations contributes effectively in leading to progression and goodwill.

**Augmenting Skills and Abilities** – From the stage of early childhood, women and girls are paying attention towards augmenting skills and abilities. The various types of skills and abilities are, communication skills, time management skills, creative skills, problem solving skills, analytical skills, presentation skills, professional skills, decision making skills, leadership skills, negotiation skills, putting into practice peaceful conflict resolution methods, forming an amiable and pleasant environment within the workplace, developing mutual understanding and forming cordial terms and relationships with others. From the stage of early childhood, women and girls are taught that they need to be aware in terms of job duties and responsibilities. In putting into operation the job duties and responsibilities in a well-ordered and regimented manner, it is apparent that the individuals need to focus upon up-gradation of their skills and abilities. They either carry out this task on their own or obtain help and support from others. Therefore, one is able to understand well that augmenting skills and abilities is regarded as effectual and useful to women in achieving personal and professional goals.

**Participating in Social Work** – The girls and women are imparted information in terms of meaning and significance of social work mainly in educational institutions. In secondary and senior secondary schools, the students are encouraged to arrange coaching classes for individuals, belonging to deprived and economically backward sections of the society. In higher educational institutions as well, the students are imparting literacy skills, encouraging participation in social, cultural, and religious activities and donating various items such as, food, clothing, blankets, kitchen appliances and so forth, in terms of individuals, belonging to deprived and economically backward sections of the society. Through participating in social work, the individuals realize that they need to make provision of support and assistance to others in leading to their well-being. The research studies conducted on social work have indicated that when the individuals participate in it, they are able to generate awareness in terms of problems and challenges experienced by the individuals, belonging to underprivileged sections of the society and promote their well-being. Therefore, one can understand that participating in social work will enable the women to acquire empowerment opportunities.



**Experiencing Discriminatory Treatment** – In educational institutions at all levels and in various types of organizations, the women and girls are different from each other as well as other members in terms of various factors, i.e. caste, creed, race, religion, ethnicity, culture, educational qualifications, skills, abilities, personality traits and socio-economic background. The individuals in leadership positions need to provide equal rights and opportunities to all and not discriminate against anybody. One of the major points that highlights discriminatory treatment against women are that in some cases, they are not being given equal pay for the same work done as compared to their male counterparts. In other words, they are deprived of rights and opportunities. In schools as well, particularly in rural areas, girls are discouraged from participating in tasks and activities and preference was given to male students. This depicts discriminatory treatment. But in modern India, there have been transformations taken place in the viewpoints and perspectives of the individuals. The women are given equal pay as compared to their male counterparts and are progressing. Therefore, one is able to acknowledge that when girls and women are experiencing discriminatory treatment, they will experience impediments within the course of their progression.

**Implementation of Household Responsibilities** – The implementation of household responsibilities is regarded as one of the major job duties and responsibilities of women. This is vital for all women, irrespective of their communities, categories and backgrounds. These are, preparation of meals, cleaning, sweeping, fetching water, gardening, maintenance of the household, child development, taking care of the needs and requirements of the elderly and other family members and so forth. Within the course of implementation of household responsibilities, in the past, women were making use traditional methods and carry out all tasks and job duties manually. But in modern India, they are making use of machines and appliances to carry out the household responsibilities. The women are vested with the authority and responsibility of carrying out the household chores. When they are making use of modern and innovative methods, they are able to put them into operation in a less time consuming and efficient manner. Due to this, they generate the feelings of pleasure and contentment. Therefore, from this information, one is able to acknowledge that women are putting into operation the household responsibilities in an efficient manner.

**Implementing Managerial Functions** – In educational institutions at all levels and in various types of organizations, the women are employed in leadership as well as other positions (Borah, 2020). When they are putting emphasis upon the implementation of job duties and responsibilities, they need to implement the managerial functions of planning, organizing, directing, staffing, leading, co-ordinating and controlling. In putting into practice these functions in an effective manner, there are various factors that need to be taken into consideration, i.e. forming amicable and pleasurable environment within the workplace; being well-aware in terms of goals and objectives; being aware in terms of job duties and responsibilities; ensuring the availability of infrastructure, resources, amenities and facilities; managing financial, human and technical resources in a well-ordered manner; possessing an amiable attitude and approachable nature; treating others with respect and courtesy; providing equal rights and opportunities to all; implementing grievance redresser procedures; putting into practice peaceful conflict resolution methods; providing equal rights and opportunities to all and not discriminating against anybody. Therefore, when the women will implement managerial functions in a satisfactory manner, they are able to do well in their jobs.

**Agriculture and Farming Practices** – In rural communities, agriculture and farming practices are regarded as the primary occupations of the individuals. The women too are engaged in these practices. With advancements taking place and with the advent of modernization and globalization, the individuals are making use of modern, scientific and innovative methods in the implementation of tasks and activities. Within the course of implementation of agriculture and farming practices, in the past, individuals are making use traditional methods and carrying out all tasks manually. But in modern India, they are making use of machines and innovative methods. In rural communities, there are establishment of training centres, which are imparting information among the individuals in terms of modern, scientific and innovative methods. The women are also getting enrolled in training centres to augment their knowledge and understanding in terms of these methods. When they are making use of modern and innovative methods, they are able to put into operation in a less time consuming and efficient manner. Therefore, one can acknowledge, making use of modern, scientific and innovative methods in the agriculture and farming practices has rendered a significant contribution in leading to an increase in productivity and profitability.

**Entrepreneurship** – In urban as well as in rural communities, the women are acquiring knowledge and augmenting their skills and abilities in terms of production of artworks, handicrafts, food items, jewellery, candles, garments, and so forth (Gadhre, 2021). When they are skilled in terms of production of one or more of these items, they turn into entrepreneurs and run their businesses. In the case of entrepreneurship, apart from possession of adequate knowledge, skills and abilities, the women need to inculcate the traits of diligence, resourcefulness and conscientiousness. Furthermore, they need to be aware in terms of needs and requirements of the customers. When the women develop interest in the production of one or more of these items, they pursue training programs. In some cases, they even learn from their relatives and friends. But through getting enrolled in training centres to augment their knowledge and understanding in terms of modern, scientific and pioneering methods, the individuals are able to emerge into well-trained entrepreneurs. When they are making use of modern and innovative methods, they are able to put them into



operation in a less time consuming and efficient manner. In addition, they are able to generate the desired outcomes. Therefore, one is able to comprehensively acknowledge that implementing entrepreneurship will enable the women to make use of their knowledge, skills and abilities.

**Problems Experienced by Women in Modern India :** In modern India, the various problems that are experienced by women are, creating a balance between personal and professional lives, discriminatory treatment, implementation of job duties and responsibilities, crime and violence and coping with psychological problems. These are stated as follows:

**Creating a balance between Personal and Professional Lives:** When the women are pursuing education or are engaged in employment opportunities, in some cases, it is overwhelming for them to manage their careers as well as household responsibilities. In order to manage both in a well-ordered manner, it is necessary to create a balance between personal and professional lives. One of the main skills, which they need to develop are, time management skills. In putting into practice these skills, they need to take out sufficient time for all tasks and functions. They assign priorities. The tasks and activities, which are more important are carried out first. When the job duties are demanding, they experience problems in creating a balance between personal and professional lives. When the women need to work on their assignments and projects, they do not participate in family functions. In some cases, it is possible that when one is paying attention on professional job duties and responsibilities, they may not pay attention on personal job duties and responsibilities and vice-versa. But creating a balance between personal and professional lives will help the individuals in providing solutions to the problems. Therefore, it is understood, when one experiences problem in creating a balance, one may have to experience unfavourable effects.

**Discriminatory Treatment:** In educational institutions at all levels and in various types of organizations, the women and girls are different from each other as well as other members in terms of various factors, i.e. caste, creed, race, religion, ethnicity, culture, age, educational qualifications, skills, abilities, personality traits and socio-economic background. The individuals in leadership positions need to provide equal rights and opportunities to all and not discriminate against anybody. One of the points that highlights discriminatory treatment against women are that in some cases not being given equal pay for the same work done as compared to their male counterparts. In other words, they are deprived of rights and opportunities. In schools as well, particularly in rural areas, girls are discouraged from participating in tasks and activities and preference was given to male students. In this manner, they experience discriminatory treatment. But in modern India, there have been changes taken place in the viewpoints of the individuals. The women are given equal pay as compared to their male counterparts and are succeeding. Therefore, one is able to understand that when girls and women are experiencing discriminatory treatment, they will encounter problems within the course of their progression.

**Implementation of Job Duties and Responsibilities:** In educational institutions at all levels and in various types of organizations, the women are employed in leadership as well as other positions. These are technical, clerical, managerial, administrative, and financial and so forth (Mainwal, 2014). In some cases, they are able to carry out their job duties in a manageable manner, whereas, in other cases, they experience problems and difficulties. In the case of various types of problems and difficulties, the women either provide solutions on their own, or they obtain support and help from others. In providing solutions to work-related problems, the various sources that are utilized are, books, articles, reports, projects, other reading materials, technologies and internet. When they put into practice their job duties and responsibilities in accordance to the expectations of their instructors, supervisors and employers, they are able to achieve the desired goals and objectives in a satisfactory manner and enhance their career prospects. Therefore, it is of utmost significance to put into practice the job duties and responsibilities in a satisfactory and well-ordered manner.

**Crime and Violence:** It is unfortunate that girls and women, irrespective of the factors i.e., age, caste, creed, race, religion, ethnicity, culture, educational qualifications, skills, abilities, personality traits and socio-economic background are experiencing various types of criminal and violent acts. These are experienced within as well as outside the homes. These are verbal abuse, physical abuse, sexual harassment, neglect, discriminatory treatment, grievous hurt, acid attacks, robbery and theft, rape and murder. When these take place in a major form, they have an impact upon the physical as well as psychological health of the victims. When these take place in educational institutions and employment settings, the victims even get compelled to drop out and quit their educational programs and jobs. Hence, within educational institutions at all levels and in various types of organizations, it is necessary to formulate laws, and rules, which would facilitate understanding among individuals that women and girls should be treated with respect and courtesy. Therefore, one needs to understand that when various types of criminal and violent acts will be eliminated, women and girls will be able to concentrate well on their job duties and studies and promote good health and well-being, physically and psychologically.

**Coping with Psychological Problems:** In personal as well as professional lives of the women, irrespective of their age groups, categories, backgrounds and communities, various types of psychological problems of anger, stress, anxiety, frustration and depression are experienced. The women need to be aware in terms of methods, and approaches, which would enable them to cope with these problems. They need to prevent them from assuming a major form. In the case of various types of psychological problems, the women either provide solutions on their own, or they obtain support and



help from others. In some cases, they consult medical counsellors and health care specialists. When information is obtained from them in terms of methods and strategies, they need to put into practice to cope with various types of psychological problems. In educational institutions and in employment settings, it is necessary to cope with these problems. This is important, particularly in dealing with others as well as within the course of putting into operation job duties and responsibilities. Therefore, it can be stated, coping with psychological problems is regarded as indispensable in generating the desired outcomes and promoting good health and well-being, physically and psychologically.

**Developments Experienced by Women in Modern India:** The major developments experienced by women in modern India are in terms of enhancing their career prospects and acquiring empowerment opportunities (Contents, n.d.). Acquisition of education and getting engaged in employment opportunities are the major aspects, which have rendered a significant contribution in bringing about transformations in their lives. They are allowed to make their own decisions in terms of career prospects, marriage and other areas. The parents do feel that when the girls are in between 20 and 30 years of age, they should get settled. But they are encouraging their girls towards acquisition of education and getting engaged in employment opportunities. The parents impart values to their girls and inculcate the traits of morality and ethics among them. When the girls are loyal and devoted to their parents, they do consult them to give ideas and suggestions. But parents do give them the authority to make their own decisions and fulfil their aspirations. Therefore, these developments are generating the feelings of pleasure and contentment among women.

In educational institutions at all levels and in various types of organizations, the women are employed in leadership as well as other positions. These are technical, clerical, managerial, administrative, financial and so forth. They are able to carry out their job duties in a manageable manner through the utilization of modern, scientific, technical and innovative methods. These are, books, articles, charts, graphs, images, pictures, models, structures, designs, reports, projects, other reading materials, technologies and internet. Through the utilization of these materials, they are able to carry out their job duties in a less time consuming and efficient manner. Furthermore, they are focusing upon up-gradation of their skills and abilities in various areas as well. Therefore, it can be stated, these developments are rendering a significant contribution in achievement of their personal and professional goals as well as in bringing about improvements in one's overall quality of lives.

**Conclusion:** In modern India, the individuals are generating awareness in terms of various areas, techniques and procedures that are focused upon bringing about improvements in their overall quality of lives. With advancements taking place and with the advent of modernization and globalization, the women are making use of modern, scientific and innovative methods in the implementation of tasks and activities. The factors highlighting the status of women in modern India are, acquisition of education, getting engaged in employment opportunities, implementing leadership functions, augmenting skills and abilities, participating in social work, experiencing discriminatory treatment, implementation of household responsibilities, implementing managerial functions, agriculture and farming practices and entrepreneurship. In modern India, the various problems that are experienced by women are, creating a balance between personal and professional lives, discriminatory treatment, implementation of job duties and responsibilities, crime and violence and coping with psychological problems. The major developments experienced by women in modern India are in terms of enhancing their career prospects and acquiring empowerment opportunities. Finally, it can be stated, in modern India, women are generating awareness in terms of various strategies that are contributing towards the achievement of desired goals as well as sustaining their living conditions in an appropriate manner.

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