

# A COMPARATIVE RESEARCH FOR WOMEN EMPOWERMENT WITH PROFESSIONAL AND TECHNICAL EDUCATION

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**Abstract-** As India progresses economically, there are requires the U.S.A. to pay extra interest to social and human development, which includes girls empowerment. This paper defines ladies empowerment as efforts that include “advocating for ladies’s and female’s human rights, preventing discriminatory practices and tough the jobs and stereotypes that create inequalities and exclusion”. Girls empowerment is a critical factor to attaining gender equality, where each males and females have identical electricity and opportunities for education, healthcare, financial participation and private development.while the Scandinavian nations such as Iceland, Sweden, Finland and Norway have made strides in narrowing the gender gap, enormous monetary and social disparities run deep in the center East, South Asia and Africa. India’s journey closer to ladies empowerment has its proportion of highs and lows. It has made gains through ratifying global conventions and formulating home rules meant to end gender inequality. The government has created the distance for international organizations to paintings with state governments, local non-government organisations and private corporations on a plethora of tasks to help women from special socio-monetary backgrounds. no matter those efforts, India’s rating on worldwide surveys of gender equality has no longer advanced considerably over the years.

**Index Terms-** P-Progressive, S-Stereotypes, N-Narrowing, R-Ratifying, E-Equality

## I. BRIEF HISTORY OF GIRLS & WOMEN EMPOWERMENT

Same rights for men and women are enshrined underneath Articles 14 to sixteen in the Indian constitution, which got here into effect on 26 January 1950. Discrimination based on gender is precisely prohibited. Indian ladies obtained frequent suffrage during India’s independence

in 1947, lengthy before numerous Western nations granted girls the right to vote. India turned into the second united states in cutting-edge history to have a lady leader, Indira Gandhi, in 1966 after another South Asian country, Sri Lanka, elected Sirimavo Bandaranaike in 1960. New Delhi has additionally taken a concerted effort to ratify key global conventions to give up discrimination in opposition to ladies. it's far a founding member of the international Labour business enterprise (ILO) and has ratified 47 conventions and one protocol. It signed the convention on the removal of All types of Discrimination in opposition to girls (CEDAW) in 1980 and ratified it in 1993 with some reservations. It has but to ratify the non-compulsory Protocol of the CEDAW and countrywide motion Plan on women, Peace and security. inside the u . s . a ., the Dowry Prohibition Act, 1961 and the protection of ladies from home Violence Act, 2005 were enacted to criminalise times of dowry and domestic violence. The government additionally elevated maternity leave from 12 weeks to 26 weeks underneath the Maternity advantage Act in 2017 for the private sector.

The women’s Reservation invoice gives 33 according to cent reservation for girls seats in all ranges of Indian politics. this is an try to boom lady political participation. The invoice turned into first introduced on 12 September 1996 via the Deve Gowda authorities. Successive governments attempted to push for the bill however it took 14 years to get it handed in the Rajya Sabha (higher residence of Parliament). The bill has but to be surpassed inside the Lok Sabha (lower residence of Parliament) and in all state legislative

assemblies. The creation of the invoice was a historical try and modify gender demographics in the Indian polity. Proponents of the quota system argue that it's far a necessary step to boom girls's effective and meaningful participation within the political gadget. it can help to expedite a technique that usually takes generations by way of incorporating women's voices in governance. In assessment, sceptics suppose that the bill might best benefit elite girls. even as a 33 consistent with cent lady reservation is a ambitious step, the Trinamool Congress, one of the ardent supporters of the invoice, went a step further by reserving 40 consistent with cent seats for girls to contest within the Lok Sabha elections.

## II. TREMENDOUS PROFITS

Girls in India are emerging in all sectors, consisting of politics, business, medication, sports and agriculture. history changed into made while lady scientists from the Indian space research organization led the united states of america's second lunar venture Chandrayaan-2 from its inception to final touch in 2017. Girl management for a big space project challenged the meta narrative that rocket science is a profession reserved for men. any other milestone became reached while the best courtroom upended the authorities's position on ladies serving as military commanders in 2017. ladies have been first inducted into the defense force in 1992 and feature served in a multitude of positions, such as fighter pilots, doctors, nurses, engineers, signallers, and so forth. at the same time as the difficulty of girls serving in fight roles remains a contentious one international, these are instances wherein Indian girls have overcome the glass ceiling inside the military. India's tale on ladies empowerment is not complete with out focusing on grassroots tasks adopted by the government and civil society corporations. The federal and country governments have released new schemes, guidelines and programmes to empower both city and rural girls. The Narendra Modi government has released flagship schemes to sell gender equality, inclusive of Beti Bachao Beti Padhao (store the Daughter, educate the Daughter), Pradhan Mantri Ujjwala Yojana (a scheme to provide gasoline connections to

women from below the poverty line families) and Mahila-E-Haat. The Bachao Beti Padhao Yojana scheme changed into launched in January 2015 to deal with the difficulty of a gender skewed ratio and generate more welfare for the female toddler. the point of interest is concentrated totally on Northern India, consisting of Haryana, Uttar Pradesh, Delhi, Punjab and Uttarakhand wherein the gender ratio is wider. The Mahila-E-Haat mission, an online advertising marketing campaign, changed into released in 2016. It uses technology to aid female marketers, self-assist agencies and non-government organisations (NGOs). each scheme has its very own precise objective, ranging from welfare of the female toddler and community engagement to assisting aspiring lady entrepreneurs. The authorities has additionally created the gap for global agencies to work with state governments, nearby NGOs and personal organizations. as an example, the world financial institution is operating closely with the federal government and the Andhra Pradesh authorities to improve the high-quality of public fitness services inside the kingdom, along with maternal and infant healthcare. any other initiative is by way of the United nations (UN) India business discussion board which has partnered with the national institution for remodeling India (NITI Aayog) to set up the UN-India NITI Aayog Investor Consortium for ladies entrepreneurs to bolster female entrepreneurship and create an surroundings for investments.

## III. DEMANDING SITUATIONS STAY

While India has taken some measures on human development, its international status on gender equality stays low. India's ranking inside the worldwide Gender hole file, India has managed to shut two-thirds of its universal gender gap, especially in regions of political empowerment. It become ranked 18th at the Political Empowerment sub index, for the reason that a lady headed the authorities for twenty years. however, woman legislators constitute most effective 14.4 per cent of the Indian parliament and 23 in line with cent of the cupboard, making ordinary political representation rather low. unluckily, its overall performance on financial empowerment for

women has widened because 2006. The survey concluded that only 25 in line with cent of ladies relative to eighty two in keeping with cent of men are operating or in search of employment. furthermore, their average earnings is around a fifth of what their male counterparts are incomes. even when Indian women relaxed jobs, there may be a excessive propensity for them to be paid less than male employees. The ILO's international wage document 2017/18 located that the average pay gender hole is the highest in India at 34.5 per cent, many of the 73 international locations studied in detail. For the reason that the girl participation rate in casual jobs is more than the formal region, many women are on the receiving stop of this pay disparity. Indian women make up merely 14 according to cent of leadership roles. The monetary empowerment of girls will benefit each person. The worldwide financial Fund has expected that equal woman participation inside the group of workers ought to boom India's gross home product by 27 according to cent.

There are lessons that India could draw from the japanese version to increase financial empowerment for women. Tokyo's girl labour pressure participation has visibly elevated from approximately 66.5 consistent with cent in 2000 to seventy six.three in line with cent in 2016. ordinarily due to coverage, demographic and economic factors beneath the Womenomics plan. Its rules have modified considerably through the years, which includes amending the existing labour laws, introducing new anti-discrimination provisions and enhancing baby-care guidelines. The implementation and strengthening of recent and present law can incentivise girls to sign up for the group of workers and hold running for the duration of marriage and early childrearing years. even though India has one of the maximum beneficant maternity leave regulations, it's far applicable to a small margin of running women. Its preference to replicate rules that have labored nicely some other place with out taking the floor realities into consideration has led to few girls in reality taking advantage of them. even as reading these models closely can be useful, they want to be contextualised and first-class-tuned to the Indian surroundings.

The Indian felony machine is also faced with gaps between policy and practice. in spite of present legislation to protect women and women, the enforcement of these laws and conviction of alleged perpetrators is vulnerable. The gaps in these methods are widened by means of systemic paperwork and corruption. It took seven years to hang the perpetrators implicated within the notorious "Nirbhaya" gang rape case. there may be additionally the difficulty of ladies empowerment being less seen in rural India than in city settings. This should be a big concern in India, given that the rural populace is around 65.97 in line with cent no matter growing urbanisation and the increase of cities. women in urban areas have greater get admission to to training, employment, healthcare services and selection-making power.

India's triumphing issues on gender inequality ought to be seen in a much broader context of South Asia. In rural regions, especially within the Hindi heartland, gender disparity continues to be widespread. ladies stay relegated to household responsibilities, with very little say in monetary choices. tiers of literacy, nutrients and get entry to to health care remain negative, and social welfare parameters are lower than neighbouring Bangladesh. The region's gender hole is the second largest after the center East and North Africa. girl parliamentary representation has remained low at 20 consistent with cent or much less within the place, except for Sri Lanka (33 in keeping with cent).these elements may be attributed to societal norms, meta narratives and gender stereotypes which can be deeply embedded inside the South Asian way of life. Researchers Jawad Syed and Edwina Pio have argued that efforts to reap ladies empowerment in South Asia have to be visible thru the lens of religious, cultural and socio-financial particularities wherein new provisions inside the legal sphere may not continually be enforced and discrimination could keep in the societal and own family structures. The patriarchal and patrilineal customs, with some exceptions, have impeded lady mobility, get admission to to simple healthcare and get entry to to schooling and have led to forced marriages. Gender-primarily based violence within the form of domestic, sexual and

physical violence is mainly rampant in South Asia when the sufferers lack employer and electricity. In India by myself, crimes in opposition to women are around fifty three.9 in step with cent. within the capital, New Delhi, ninety two in step with cent of ladies have stated that they have experienced physical or sexual violence in public regions.

#### IV. GENDER EQUALITY

India's journey on ladies empowerment and gender equality started when it became a sovereign nation in 1947. even as seen gains were made through prison reforms, human development and grassroots initiatives, New Delhi still has an extended way to head in lots of regions of women empowerment. A greater concerted attempt is needed to shut the city-rural divide and make certain that women in rural regions enjoy the equal get right of entry to to training, employment, healthcare and choice-making as their city opposite numbers. The hardest assignment may be to change attitudes, given that many barriers to women empowerment are attributed to patriarchal and patrilineal traditions which are deeply entrenched in many South Asian societies.

#### V. ECONOMIC AND SOCIAL WOMEN EMPOWERMENT

economic and social empowerment puts ladies and ladies in a stronger role and gives them the enterprise to make choices that promote their own fitness and wellness, in addition to that in their families. We consider that social and economic empowerment is a key factor to improving sexual and reproductive health and rights (SRHR) of women and women. It complements their potential to have a voice in choice making procedures like marriage and being pregnant. It also enables women and ladies to make sure that water, sanitation and hygiene (WASH) services respond to their wishes. for example, as their desires vary from those of men, it's miles critical that they have got a voice almost about household expenditure on WASH. The reverse is also proper: realising girls's and ladies' rights to SRHR and water and sanitation increases their ability to attain their personal social and monetary empowerment.

Social empowerment refers to the ability of girls and ladies to behave personally and

together to trade social relationships and the establishments and discourses that exclude them and maintain them in poverty. At domestic, this for example includes the capability of women to determine and discuss with their companion whether or not or now not to use contraceptives. out of doors their home, it manner that girls and women can build advantageous relationships, take part in social activities and choice making, with out being limited with the aid of gender norms.

#### VI. MONETARY EMPOWERMENT OF GIRLS & WOMEN

##### **Poverty Eradication**

Considering girls include most of the people of the populace under the poverty line and are very frequently in conditions of severe poverty, given the harsh realities of intra-family and social discrimination, macro financial policies and poverty eradication programmes will particularly address the desires and problems of such girls. There might be progressed implementation of programmes that are already women oriented with unique targets for ladies. Steps may be taken for mobilization of poor girls and convergence of services, by means of offering them a number of economic and social alternatives, together with essential help measures to decorate their capabilities

##### **Micro Credit**

A good way to enhance girls's get entry to to credit score for intake and manufacturing, the establishment of new, and strengthening of present micro-credit mechanisms and micro-finance group might be undertaken in order that the outreach of credit score is more desirable. different supportive measures might be taken to make certain good enough waft of credit through extant monetary establishments and banks, so that every one girls beneath poverty line have clean get entry to to credit score.

##### **Women and Economy**

Women's views might be blanketed in designing and implementing macro-economic and social regulations with the aid of institutionalizing their participation in such strategies. Their contribution to socio-financial development as manufacturers and people could be recognized in the formal and informal sectors (along with home based employees)

and appropriate policies referring to employment and to her running conditions could be drawn up.

#### VII. INDIAN-ORIGIN WOMEN ACHIEVERS WHO MADE US PROUD

Indian women have come a long way. Having broken the proverbial glass ceiling a while back, they are now proving their mettle on the global platform as well. The year that went by saw several Indian-origin women rise the top. Let's look at some of them.

##### **Gita Gopinath**

Harvard economist Gita Gopinath became the first Indian woman to be appointed as the chief economist at the International Monetary Fund (IMF). IMF chief Christine Lagarde describes her as an outstanding economist with great leadership qualities. She is the second Indian after Amartya Sen to get a permanent membership at Harvard's Economics Department.

##### **Hima Das**

Hima was the first Indian athlete to win gold at the IAAF World Under 20 Athletics Championship. She went on to win gold and silver medals at the Asian Games held in Jakarta last year. This 18-year old current national record holder is also called the 'Dhing Express'.

##### **Mary Kom**

Mary created world history after winning her sixth gold in the World Boxing Championships last year. This has put her on the coveted No.1 position in the International Boxing Association's (AIBA), the latest world rankings. This Indian boxer, who hails from a small town in Manipur, has become India's favourite sportsperson after shining at several International platforms.

##### **Avani Chaturvedi**

This young flying officer became the first Indian woman fighter pilot to fly solo. Avani became an inspiration to many young women by flying the MiG-21 Bison, and aircraft known to have the highest take-off and landing speed in the world at 340 kph.

##### **Aruna Reddy**

Aruna became the first Indian gymnast to win a medal at the Gymnastics World Cup. This 22-year-old gymnast trained for 13 years

before she won the bronze in Melbourne last year.

##### **Dhivya Suryadevara**

Dhivya earned accolades last year when General Motors appointed her as the first female CFO. She also made it to Fortune Magazine's 40 Under 40 list. She did her MBA from Harvard Business School. At GM, she displayed her leadership capabilities during several deals such as the Opel divestiture, the Cruise acquisition, and Lyft investment.

##### **Padmasree Warrior**

This former Cisco CTO made it to Forbes' list of America's Top 50 Women in Tech. Padmasree studied chemical engineering at IIT Delhi. In 1984, she moved to the US and started working at Motorola. Later she moved to Cisco and spearheaded several acquisitions. Her next stint was at a startup, NIO, where she grew the company from scratch to a 700-strong team.

##### **Komal Mangtani**

Komal is hailed as one of the world's most influential female software engineers and heads the Business Intelligence Team at Uber. Her team ensures safe rides to customers, smooth communication, and fraud prevention. Her meteoric rise at Uber scored her a spot in the Forbes' list of America's Top 50 Women in Tech.

##### **Indu Malhotra**

The Supreme Court saw a new woman judge in Indu Malhotra. She became the first woman to be raised directly from the Bar. She is only the second woman to hold the post of a Senior Advocate at the Supreme Court.

##### **Sudha Balakrishnan**

Sudha became the first CFO of RBI last year. She was chosen after the central bank scanned the market for prospective candidates for almost a year. Sudha will oversee several functions, including government and bank accounts, corporate strategy, and budget.

##### **Debjani Ghosh**

Debjani is a proponent of women occupying leadership positions, and Nasscom fittingly saw its first woman head in her last year. She has worked with Intel in the past and spent almost 20 years with the IT firm as Managing Director for South Asia. She is also an angel

investor in several startups.

**Neha Narkhede**

At 32, Neha added a prominent feather in her cap when she made it to Forbes' list of America's Top 50 Women in Tech. She is the CTO at Confluent, a market leader in Apache Kafka technology. Some big names in its client roster include LinkedIn, Netflix, and Uber.

As we just saw, Indian-origin women are taking leadership roles and breaking records. Their outstanding performance in different fields globally is making India proud.

VIII. GROUND FOCUS TO KNOW  
WOMEN'S & GIRLS VIEWS  
ABOUT WOMEN  
EMPOWERMENT DURING  
RESEARCH:

**Smt. KAUSAR SULTANA, Principal of King George College At Lucknow, Uttar Pradesh** says that the UN women is the global champion for gender equality, operating to develop and uphold standards and create an environment wherein each lady and lady can exercising her human rights and stay as much as her full potential. we are trusted companions for advocates and selection-makers from all walks of lifestyles, and a leader inside the attempt to gain gender equality.girls' Globe is the media agency that amplifies the voices of women and girls to strengthen human rights, social justice and gender equality. We fight to create a sustainable international fashioned through peace and solidarity, free from any discrimination, inequality and violence, enabling all girls and women to live up to their fullest ability.

**Smt.NAZIA SIDDIQUI,Graduate House Wife At Barabanki District,Uttar Pradesh** proudly announce for women empowerment An Internet Network created to nurture, encourage and empower female leaders. We create fashionable, inspirational and useful stationery that enables women form daily habits to nurture and empower the chief interior them.The woman Entrepreneur association is an internet hub with the undertaking of inspiring and empowering women from around the arena to turn their ideas into a fact, build wildly successful businesses. We accept as true with that every unmarried one folks has the capability to gain

exquisite matters and life is just too brief to waste the possibility to make it show up.lady electricity communicate encourages and empowers girls with opportunities to be continual, robust, and ambitious. Our venture is to mentor young women and provide management possibilities.

Covers articles on relationships, intellectual fitness, self-discovery and stress control.**Smt.Nazia Siddiqui** allows you prioritize your mental health and lead you to a happy lifestyles.girls additionally face intangible limitations underneath social norms. those restrict their selections in education, marriage and independent commercial enterprise registration and transactions. Time constraints because of unpaid care paintings limit participation in enterprise associations.notwithstanding these limitations, women-owned micro, small and medium-sized businesses (MSMEs) are growing rapidly in Southeast Asia (in particular in Indonesia, Malaysia, the Philippines, Thailand, and Viet Nam) and in East Asia (percent and Mongolia). development has been lagging in South Asia, wherein girls personal much less than 10% of MSMEs.

**Smt.SANGEETA,(JUDICIARY) posted in Gonda District Uttar Pradesh** view The principle goal of the country wide coverage for the Empowerment of women, 2001, is the upliftment and properly-being of Indian women. a number of the opposite ideas of this coverage are:

- To create an environment in which girls realize their full potential.
- To offer same participation and opportunities to women, and additionally offer them with decision-making powers.
- to offer identical get right of entry to to fitness services, high-quality training and education, equal pay and remuneration, all of the vital guidance required.
- To include powerful courts and legal structures, to defend girls in opposition to discrimination.
- The Beti Bachao, Beti Padhao Scheme became launched lately in 2015 and has emerged as one of the crucial rules for girls empowerment. This marketing campaign ambitions to restrict girl foeticide. different targets of this

scheme include education and safety of the lady baby, creating recognition many of the weaker sections of society, cast off gender-biased sex. The scheme particularly goals the areas of Uttarakhand, Haryana, Delhi, Uttar Pradesh, and Bihar.

- guide to schooling and Employment Programme for ladies (STEP)
- The support to education and Employment Programme for women came into pressure in 1986. This scheme turned into mounted to offer employment opportunities for girls, and also the skill and training needed to end up self-employed.

**Smt.ANUPREET KAUR,Post Graduate House Wife At Firozabad District,Uttar Pradesh** says about women empowerment The diverse sectors included via this scheme are agriculture, animal husbandry, handicrafts, sericulture, fisheries, handlooms, and so on. it is usually different skills like learning English, hospitality, journey, and tourism, and so forth.The laws and schemes that are applied for women empowerment, do not reach the majority of girls. most women are not aware of those legal guidelines. therefore, right cognizance and advertising of those laws are very important.women nowadays cannot openly move and communicate about ladies-centric problems. this is commonly visible within the rural and backward regions of society. for this reason, a safe surroundings must be created, in which girls can come together and talk about girls-centric problems and help each other.

**Miss RANJEETA VERMA,Posted At Khadi Avam Gramudhyog Department,Lucknow,Uttar Pradesh** says that there may be a excessive stage of gender inequality where girls are unwell-dealt with through the family individuals in addition to via the society, the actual which means of the women empowerment is to lead them to knowledgeable and leave them loose that will make their very own choices for his or her well being.In modern-day India girls have held high offices which include President, Speaker of Lok Sabha and so forth women in India now additionally have participated in many sports

like games, education, politics, media and so on.

**Smt.NAGMA SIDDIQUI, Post Graduate House Wife At Safdarganj,Barabanki District,Uttar Pradesh** says with regard to the modern-day situation, the query is that “are ladies emerge as clearly strong? Many packages have been applied and run by means of the authorities which include worldwide ladies’s day, mother’s day and so on a good way to convey attention in the society about the real rights and fee of the women inside the development of the nation.The help to education and Employment Programme for women came into pressure in 1986. This scheme became set up to provide employment possibilities for ladies, and additionally the skill and education had to become self-employed. different targets of this scheme encompass:

**Smt.ANUPAM CHAUDHARY ,Department of Education posted At Barabanki District,Uttar Pradesh** says for Girls & Women Empowerment Assisting numerous girls agencies to set up employment programmes in their personal.supplying get right of entry to to health care, literacy, criminal information, and so on.The various sectors included by way of this scheme are agriculture, animal husbandry, handicrafts, sericulture, fisheries, handlooms, etc. it is also different talents like studying English, hospitality, tour, and tourism, etc.The legal guidelines and schemes which are implemented for girls empowerment, do no longer attain most people of ladies. most ladies aren't aware about these legal guidelines. consequently, proper cognizance and promoting of those laws are very essential.women nowadays can not overtly cross and speak about girls-centric troubles. this is usually seen within the rural and backward regions of society. subsequently, a safe surroundings must be created, in which women can come collectively and talk approximately ladies-centric troubles and help every other.the majority of women in India are illiterate. This makes ladies susceptible and things get very tough. as a result schooling must be made compulsory for each girl in the country. simple analyzing and writing material

ought to additionally be provided to the ones ladies who can't have the funds for to shop for. today, an Indian girl is a pilot, physician, engineer, millionaire entrepreneur, and the whole thing she wants to be. That's how the instances have changed. women have proved to be better than men in all fields. but, as they have been handled otherwise for so many years and were situation to equality given that historic India these days, even after such a lot of years, there still exist gaps inside the context of girls's empowerment. in many components of the u . s . , women are still challenge to inequality and gender discrimination. commonly, numerous schemes and guidelines applied for the sake of girls do not reach them. consequently, there are a few serious worries that need to be resolved in time. With regard to the cutting-edge state of affairs, the question is that "are girls grow to be clearly strong? Many applications were carried out and run via the government along with worldwide women's day, mom's day and so on so as to bring focus inside the society approximately the proper rights and cost of the girls in the improvement of the country.

**Miss RASHI VERMA, Department of Income Tax posted At NAGPUR District, MAHARASTRA** says that The woman Entrepreneur association is an internet hub with the project of inspiring and empowering girls from around the arena to turn their ideas into a truth, construct wildly a success businesses. We agree with that every single one people has the potential to obtain tremendous matters and existence is simply too brief to waste the possibility to make it manifest. female electricity talk encourages and empowers ladies with possibilities to be persistent, strong, and ambitious. Our assignment is to mentor younger ladies and offer management possibilities. In India, the empowerment of ladies and their rights has turn out to be a principal issue. post-independence, the government has enacted diverse commissions and policies for the upliftment of ladies.

#### IX. ROLE OF EDUCATION

Human Beings have interaction in public debate and make demands on authorities for health care, social security and other

entitlements. In particular, training empowers women to make choices that improve their kid's health, their nicely-being, and chances of obtaining survival abilities. Education informs others of stopping and containing a ailment. Such training empowers ladies to make picks which can enhance their welfare, including marrying beyond youth and having fewer kids. schooling can boom women's awareness of their rights, enhance and offer them the possibility to assert their rights. schooling isn't always universally to be had and gender inequalities persist. a chief concern in many countries isn't always most effective the restrained numbers of ladies going to highschool, however additionally the number of instructional pathways for those that step into the lecture room. There are efforts to address the lower participation and gaining knowledge of achievement of women in technology, technology, engineering and mathematics (STEM) training.

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