



WOMEN'S ROLE IN DECISION MAKING: AN INTROSPECTION OF WOMEN EMPOWERMENT AND RESOURCE DEVELOPMENT OF NADIA DISTRICT OF WEST BENGAL IN INDIA

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ABSTRACT- Nineteenth century India. Roads are being built. Sitting gas light. But it is very dark in Bengali and Indian society. Social stagnation has congealed with political subjugation. Indiscriminate killing of humanity in the name of religion and folklore. However, Western education has come to the fore among the exceptional people. Changed consciousness. But all this is a matter of men. The rest of the society's sky is still as black as night. Those who appeared as the Prothom-alo in that darkness are some ordinary women of this Bengal. Some are illiterate village brides, some are urban. Someone again from an orthodox, conservative family. In the end, these are the ones who became extraordinary. The beginning is the attempt to break the cage. That was the beginning of women's liberation in Bengal. However, there is controversy over what exactly they meant by women's emancipation. For this study, one block namely Kalyani of Nadia district of West Bengal has been chosen for intensive quality survey. I have collected 100 samples in one CD bloc viz. Kalyani. Information on higher education, income decision making, dropouts, child marriage, financial and social incentives, and finally employment has been collected. The interrelationship analysis, regression, and step-down method have been used to analyze data using the SPSS software package to explore relationships and significant differences. Such studies will help us to understand the meaning and reality of women empowerment which is an essential element of the progress and development of the society.

Keywords: Women education, Women Empowerment, Child marriage, Gender inequity, Higher education, Dropouts etc.

I. INTRODUCTION

"Educate one man, you educate one person, but educate a woman and you educate a whole civilization"

- Mahatma Gandhi

The Constitution of India at a glance:

The Constitution of India guarantees to all Indian women:

- ✓ Equality before the law by Article 14.
- ✓ Ensuring no discrimination by the State on the grounds of religion, race, caste, sex, place of birth or any of these by Article 15(1).
- ✓ Article 15(3) clearly mentions that special provisions to be made by the State in favor of women and children.
- ✓ Article 16 guarantees equality of opportunity for all citizens in matters relating to employment or appointment to any office under the State.
- ✓ State policy to be directed to securing for men and women equally, the right to an adequate means of livelihood by Article 39(a).
- ✓ Equal pay for equal work for both men and women in Article 39(d).
- ✓ Under Article 42, provisions to be made by the State for securing just and humane conditions of work and for maternity relief.
- ✓ Article 51(A) (e) clearly states to promote harmony and to renounce practices derogatory to the dignity of women.

According to the UNFPA, ICPD POA, Cairo, 1994, the empowerment and autonomy of women and the improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. Keeping this in mind, the contribution of most women in the Third World Country, especially those living in rural areas, is undeniable. Most unfortunately, especially after centuries their contribution still remains invisible in agricultural production, family, resource development, housework and child care etc. In recent times, girls have occupied an important position in their family in terms of family development. The thanks should go to the feminist movement in the 1970s, which emphasized the importance of women's long-term productivity (Sharma, 1986). It is a fact that women routinely manage multiple tasks for the family. In addition to housework, women play different roles, such as doing different preparatory works, agriculture, animal husbandry, handicrafts etc. In the study of Devadas (1983) it was reviewed that as seen in most of the developing economies, women are obliged to work exclusively without pay for housework or any other work. But despite these hindrances, women always strive for the betterment of their households.

In this context, it will be very pertinent to mention that the cooperative conflict model of the household (Sen, A. 1987) is a very useful tool for analyzing the role of women in the household economy. In this model it is seen that, (1) well-being levels at the breakdown points, (2) perceived interests, and (3) perceived contributions. First, this model recognizes the existence of both cooperative and conflicting elements of family relationships and family situations. Secondly, this model identifies gender inequality within the family as well as differentiation of children and adults and finally, the inequality of power between different members of the household that is highlighted within and without the family. Men and women face inherently different constraints including psychological and cultural factors. According to Andrea Cornwall, a leading anthropologist from the University of Sussex, consciousness needs to be shifted —overturning internalized constraints and aspirational barriers that keep women in situations of subordination (Cornwall, Andrea, "Women's Empowerment: What Works?" Journal of International Development. Volume 28, Issue 3. March 28, 2016.)

Different types of barriers have become obstacles to the development of women, but the mentality of their advancement is very successful today. In order for women to establish themselves in the family and even in the society, first of all, they need education and earning. According to the UNFPA, "Education is one of the most important means of empowering women with the knowledge, skills and self-confidence necessary to participate fully in the development process."

Even today a man is considered to be the head of the family. He represents the family, intervening directly in various family activities and is a main source of income for the household. In order for women to be established in such a place, the first thing they need is to become self-reliant. If women can be self-reliant, then they will be appreciated in the family and even in the society. Only mothers can change different situations in the family because they have a significant role in raising the child. According to Subba (1996), this process is generally very complex.

IN RECENT ERA, ONE SUCH PREEMINENT EXAMPLE OF WOMEN'S TONE OF VOICE IS THE TEENAGER CLIMATE ACTIVIST GRETA THUNBERG.



WORKFORCE PARTICIPATION

In general, a large percentage of women in India are actively engaged in traditional and non-traditional works ["Women of India: Frequently Asked Questions (blog) kamat.com: Kamat's Potpourri, 19 December 2006, retrieved 19 January 2018.] National data collection agencies acknowledge that the statistics significantly indicate the reduction of such a mindset to accept the contribution of women as workers. However, in case of salaried workers, there are far fewer women than men. In urban India, an impressive number of women attend workshops. For example, in the software industry 30% of the workforce is female (Singh, Shweta; Hoge, Gretchen (2010). "Debating outcomes for "working" women: illustrations

from India", Journal of Poverty: 14 (2): 197–215.) Women constitute 89.5% of the labor force in rural India in agriculture and allied industries. In overall farm production, the average contribution of women is estimated as 55% to 66% of the total labor. According to a 1991 report by the World Bank, women accounted for 99% of total employment in dairy production in India. 51% of the total employed staff in the small scale forest based enterprises is women ("Asia's women in agriculture, environment and rural production: India": Food and Agriculture Organization of the United Nations, archived from the original on 30 June 2014).

GENDER PAY DISPARITIES

A survey of the Monster Salary Index (MSI) in 2017 reflects that the gap between the overall gender pay in India was 20 per cent. It was found that in the first years of experience this gap was narrowed. Men aged 0-2 years of experience earned 7.8 percent higher median wages than women, with a pay gap of 15.3 percent in the 6-10 years experience group. The pay gap for extended-level positions is even wider, as men over 11 years of experience receive a 25 percent higher average wage than women. Based on their educational background, men with bachelor's degrees earned an average of 16 percent more mediocre wages than women in 2015, 2016 and 2017, while postgraduate degree holders are also experiencing greater pay gaps. The average median salary is 33.7 percent higher than the average male or female equivalent with a four- or five-year experience and a bachelor's or a master's degree. This is highly interesting to note that India had already passed the Equal Remuneration Act in India 1976, which prohibits gender pay inequality. But in reality, pay inequality still exists ("Gender pay parity recorded at 20% in 2017": www.peoplesmatters.in/People Matters, 26 September 2018).

INSPIRATIONAL STORY OF WOMEN EMPOWERMENT

One of the most famous female business success stories, from the rural sector, is the Shri Mahila Griha Udyog of the already famous household brand of Lijjat Papad. Started in 1959 by seven women in Mumbai with a seed capital of only Rs.80, it had an annual turnover of more than Rs. 800 crore (over \$109 million) in 2018. It provides employment to 43,000 (in 2018) women across the country ("The amazing Lijjat Papad story: from Rs 80 to Rs 800 crore" www.in.finance.yahoo.com).

In my work, The Government West Bengal has taken some steps for the progress of girls education; to this end, the government launched various projects, most notably these popular social schemes are Kanyashree, Shikhaashree, Sabujasathi and Rupasree etc. The state government has recently launched 'Jaago' to empower rural women. This scheme will assist to bring economic empowerment to rural girls. Already a fund of around 500 crores (5 billion) has been earmarked for the scheme and around 1 crore (0.01 billion) women will be benefitted in the process.

Since 2011, Smt Mamata Banerjee, Chief Minister, Government of West Bengal, has emphasized largely on women empowerment and has been trying relentlessly to make them financially independent. Most of her schemes and projects were aimed at the upliftment of the women. Around 10 lakh (0.001 billion) Self Help Groups will be given Rs 5,000 each under this scheme. The reach of the project will also be extended and over last 8 years the number of self help groups has increased more than twice in Bengal. If any rural Self Help Group needs to know about the scheme they can give a missed call on 7773003003 (Source: www.getbengal.com/details/west-bengal-government-s-new-social-scheme-jaago-aims-at-women-empowerment). One of these projects is the Kanyashree Prakalpa. The number of participants in this project during this period is 2,02,95,898 Enrolled Applications as on 13/07/2020 and 1,97,87,615 Sanctioned Applications as on 13/07/2020 all over west Bengal (Source: www.wbkanyashree.gov.in).

Women empowerment related projects

Sl. No.	Name of Scheme	Category	Eligibility Criteria	Benifits
1	Kanyashree Prakalpa	Girl students	<ul style="list-style-type: none"> ✓ Unmarried girl students within the age group 13 to 16 yrs & 18+ . ✓ Studying in class VIII - XII and college students. 	<ul style="list-style-type: none"> ➤ Annual scholarship 1000 rupees for students of VIII - XII age group of 13 to 18 yrs. ➤ One time grant of 25000 rupees to students of any unmarried aged 18+
2	Rupashree Prakalpa	Woman	<ul style="list-style-type: none"> ✓ She has attained the age of 18 years and is unmarried on the date of 	<ul style="list-style-type: none"> ➤ One-time financial grant of Rs. 25,000 for economically stressed

			<p>submitting her application.</p> <p>✓ The proposed marriage is her first marriage.</p> <p>✓ She was born in West Bengal OR she has been a resident of West Bengal for the last 5 years OR her parents are permanent residents of West Bengal.</p> <p>✓ Her family income is not greater than Rs. 1.50 lakhs per annum.</p> <p>✓ Her prospective groom has attained the age of 21 years.</p> <p>✓ She has an active bank account in which she is the sole account-holder.</p>	families at the time of their adult daughters' marriages.
3	Police stations run by women	Women	<p>✓ M.P./H.S./Graduate</p> <p>✓ Age not less than 20 yrs and not more than 27 yrs.</p>	➤ The West Bengal Government has adopted a 'zero tolerance' approach towards crime against women. The Government is setting up police stations run exclusively by women police officers. As of now, the Government has set up 30 Women Police Stations, as these are termed.



(Source: Bartaman, 23.08.2017)

Literacy Analysis (2011) in Nadia District

Literacy	India	West Bengal	Nadia
Female Literacy rate	65.46%	70.54%	70.98%

(Source: <https://censusindia.gov.in/2011> & www.census2011.co.in/census/state/west+bengal)

Progress of literacy in Nadia district (1981 - 2011)

1981		1991		2001		2011	
Male	Female	Male	Female	Male	Female	Male	Female
43.7	29.4	60.1	44.4	72.31	59.58	78.75	70.98

(Source: www.census2011.co.in/census/state/west+bengal)

II. RELATED REVIEW OF LITERATURE

Max Weber (1946: 180) defines power as, “the chance of a man or a number of men to realise their own will in a communal action even against the resistance of others who are participating in action”. Power is evident or displayed in the opportunity to make decisions, which affect the life of the family (Kurane 2012: 25-26). Bestowing such power on women needs economically active family members in a democratic spirit (K.P. Wasnik, 2006). Several studies conducted in India and abroad suggested that in order to increase the role of farm woman in decision making for agricultural production, dairy and other allied activities of technical nature, it is necessary to equip them with latest information so that they can play a vital role in decision making in the family (Arya 1964, Puri 1974, Sethi 1991, Wasnik 2001, Kaur 2008). In a survey of Purnea district in Bihar by Chatterjee (1975) revealed that harvesting and post-harvesting operations offered the greatest employment opportunities to all the casual male, female and child labourers. On the whole employment of women workers was 131 days in agriculture and 10 days in non-agricultural labour. In North-West India, as was found out by Sharma et al. (1980), a part of dairying, such as cleaning feeding and milking of animals was mainly attended by women. It being a subsidiary occupation, the input of labour was mainly by family members in North-West India. Though a part of the work was looked after by the paid labourers, women have a significant role to play there. But unfortunately and much to our dismay, their status as a major decision maker in the family still remains much neglected.

In this regard, we can easily correlate Caplan (1984) who concludes that “the household to be a collection of individuals engaged in productive activities, but retaining the fruits of their labour to a large extent. Relations within the household are characterised by exchange rather than pooling”.

Men and women who have more egalitarian ideologies tend also to have more equal divisions of labour (Shelton & John 1996). But participation of women is still dangerously much less in money related matters.

Undoubtedly, despite the back breaking labour and all the obstacles the women are always ready to discharge their duty towards their family smilingly. Thus a social relationship grows in a subtle manner and as has been observed by Imobighe (2010), “conflict emerges wherever social relationships develop. It can occur within and between families, groups, organisations and states”. It is also known that, “Many discussions of conflict turn to the term “resolution” to denote the settlement of a conflict or dispute.” Omorogbe et.al. (2010) has thus dealt with the domestic disagreement occurring between couples. Their empirical study, however, have not touched the other members of the household. It has been postulated that where there is a conflict of interests, decision-making outcomes will usually reflect the differential power of household members (Sen 1997). In this regard, Butler (1990) contends that being “female is not natural and that it appears natural only through repeated performances of gender; these performances in turn, reproduce and define the traditional categories of sex and/or gender”. In the end, we can easily derive from the study of Rameshwari Pandya, Sarika Patel (July 2010) that “it has been recognised that for an accelerated socio economic development of any community the active participation of women in the entire process is very essential”.

IMPORTANCE OF THE STUDY

The real meaning of women empowerment is to make them well educated and leave them free so that they can become capable to take their own decisions in any field promoting a holistic development of the society and the nation. Women in India are always subjected to every type of mal treatment—sometimes, medieval in nature—and victims of every kind of violence. It is the responsibility of every male to take care of the women as they play a very important role in the betterment of society and the country. From all these studies it is clear that women are the backbone of any society, so they should be developed and nurtured from the very beginning.

OBJECTIVE OF THE STUDY

- a) To find out the educational status of the parents of Kalyani Community Development Block, Nadia district.
- b) To study the reasons for educational backwardness of the parents.
- c) Provide support services for further improving the employment conditions of women and for access to health care, literacy, legal literacy, and other information.
- d) To verify the Socio - economic status of women in CD Block with selected indicators.

DATA SOURCES

The area of survey of the study is Kalyani community development block, Nadia District, West Bengal. The data included name, sex, occupation, educational qualification, family financial condition, bank accounts, loans, savings, home type, girls' education, virginity, empowerment, nutrition and related issues. In the beginning, I started with a structured schedule of data collection from more than a hundred families in the Kalyani block. This schedule helped me to gather a huge amount of information about the role of finance and several other factors influencing families of rural areas. Interviews were the main method used for data collection. The data for my purposes were originally collected from adult females.

III. RESEARCH METHODOLOGY OF THE STUDY

The study was conducted through primary research methods, as well as qualitative and quantitative strategies.

The survey is the primary stage of a strict home based in-depth survey, such as formal interviews. It was conducted to collect data in Kalyani Community Development Block, Nadia district, West Bengal from April 2018 to September 2018. Interview schedules and points for field observations were developed in accordance to the study objectives. I have taken this data from the parents whose daughters have received Kanyashree one-time grant of Rs. 25000/- (twenty five thousand only) from the West Bengal Government. Appropriate statistics and methods like SPSS 2.0 version, Correlation, Regression, Step down were used in research for analysis.

Activity	
Primary Interactions	100
Formal interviews	≥ 80%
Interview schedules	100

IV. RESULT AND DISCUSSION

Table - I: Correlation Analysis between dependent variable effectiveness of Kanyashree One Time Grant (Y) and 17 casual variables.

Variables	'r' Value
Age of the respondent (X ₁)	-.1072
Educational status (X ₂)	.0113
Financial condition of the family (X ₃)	.2913**
Housing condition (X ₄)	.3119**
Involvement towards the society (X ₅)	.1063
Association with Self Help Group (X ₆)	-.2889**
Reason behind the association with Self Help Group (X ₇)	-.1939
Availing bank loan (X ₈)	-.2016*
Reason behind taking the bank loan (X ₉)	-.1939
Nature and extent of savings (X ₁₀)	-.2135*
Changes are mainly in your village (X ₁₁)	.1055
Any children except your daughter (X ₁₂)	-.0884
Expenditure towards daughter's education (X ₁₃)	-.1389
Difficulties towards daughter's education (X ₁₄)	-.1274
Role of public libraries towards education (X ₁₅)	.0771
Role of Gram Panchayat in getting Kanyashree grant (X ₁₆)	-.0260
Role of Block Development Office in getting public services (X ₁₇)	-.1438

Critical value (2-Tail, 0.05) = +or- 0.197 *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 0.256 ** Significant at 1% level

Here we have tried to realize how Kanyashree has financially exaggerated the one-time grant (Y) of girls by independent variables. Most of the families in the region are engaged in agriculture, labor, as grocery store assistant, masonry, in unorganized sector, in private sector and very few government jobs. Parents teach girls to study through various financial difficulties.

Financial condition of the family (X₃), Positive results have come in this part. On the whole, the financial condition of the people here is good.

I noticed that 'Housing condition (X₄)'; Positive results have been obtained in this section. The condition of houses is better than other villages.

In the above cases, I found that 'Association with Self Help Group (X₆) and availing bank loan (X₈)' are showing positive images it means SHG and the bank cooperated with the people here in every possible way.

Nature and extent of savings (X₁₀), is the showing negative result that means People here are not interested in depositing money in banks.

While observing these, I really noticed the grave extent of financial hardship faced by families in rural areas. Such projects of Government of West Bengal (Kanyashree Prakalpa, Rupashree Prakalpa) have been very helpful to these families.

Table II: Multiple Regression Analysis

Variables	"β" value	"t" value
Age of the respondent (X ₁)	-.135327	-1.336
Educational status (X ₂)	-.004366	-.035
Financial condition of the family (X ₃)	.194255	1.040
Housing condition (X ₄)	.455069	2.203*
Involvement towards the society (X ₅)	.065521	.536
Availing bank loan (X ₈)	.736901	1.962
Reason behind taking the bank loan (X ₉)	-.586676	-1.787
Changes are mainly in your village (X ₁₁)	.063534	.653
Any children except your daughter (X ₁₂)	-.287309	-2.404*
Expenditure towards daughter's education (X ₁₃)	-.217117	-1.947
Difficulties towards daughter's education (X ₁₄)	-.027552	-.215
Role of public libraries towards education (X ₁₅)	-.025581	-.212
Role of Gram Panchayat in getting Kanyashree grant (X ₁₆)	-.080388	-.719
Role of Block Development Office in getting public services (X ₁₇)	-.012719	-.120

Critical value (2-Tail, 0.05) = +or- 1.987 *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 2.637 ** Significant at 1% level

Multiple R	R Square	Adjusted R Square	Standard Error
0.50320	0.25321	0.13021	1.12989

ANALYSIS OF VARIANCE

	DF	Sum of Squares	Mean Square
Regression	14	36.79459	2.62818
Residual	85	108.51541	1.27665

F = 2.05865 Signif F = .0223

From Table II we found that all seventeen (17) variables explain their regression effects with "β" and subsequent "t" values. It was observed that all seventeen causal variables could explain 25.32 percent of the total combined effect (R² = 0.25321) toward the utility of the Kanyashree One-Time Grant (Y). From the above calculation it is clear that housing condition (X₄) and any children except your daughter (X₁₂) plays a significant role in getting the one-time allowance of Kanyashree Prakalpa.

Table III: Step-down Regression Model

Step I: X₄

Multiple R	R Square	Adjusted R Square	Standard Error
0.31289	0.09790	0.08869	1.15654

Step II: X₁₂

Multiple R	R Square	Adjusted R Square	Standard Error
0.37498	0.14061	0.12289	1.13464

Step II: X₁₃

Multiple R	R Square	Adjusted R Square	Standard Error
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0.42141	0.17759	0.15189	1.11572
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In view of that, in the step down model is showing the role of housing condition (X_4), any children except your daughter (X_{12}), and expenditure towards daughter's education (X_{13}) have more than ever helped Kanyashree students to get this one-time allowance.

Table - IV: Correlation Analysis between dependent variable the perception level of students on women empowerment (Z) and 23 casual variables

Variables	'r' Value
Age of the respondent (X_1)	.0398
Educational status (X_2)	.0729
Financial condition of the family (X_3)	-.0776
Housing condition (X_4)	.0092
Involvement towards the society (X_5)	-.1889
Association with Self Help Group (X_6)	.0161
Reason behind the association with Self Help Group (X_7)	.0401
Availing bank loan (X_8)	.0247
Reason behind taking the bank loan (X_9)	.0401
Nature and extent of savings (X_{10})	.0276
Changes are mainly in your village (X_{11})	.3562**
Do you have any children except your daughter (X_{12})	-.0892
Expenditure towards daughter's education (X_{13})	.0760
Difficulties towards daughter's education (X_{14})	.1207
Effectiveness of Kanyashree grant (X_{18})	.0241
About women empowerment (X_{19})	.0392
Measures will help women's future empowerment (X_{21})	.0592
Encouragement towards women empowerment (X_{22})	-.0123
Do not encourage the girl to do anything (X_{23})	-.2169*
Role of public libraries towards women empowerment (X_{24})	-.0548
Activities of public libraries (X_{25})	-.0530
More advanced services should be available from the village library (X_{26})	.0810
Your opinion on improving the village library (X_{27})	-.1190

Critical value (2-Tail, 0.05) = +or- 0.197 *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 0.256 ** Significant at 1% level

Table IV

In the above study, a scheme of what is meant by women's empowerment (Z) comes from the statements of the parents. Parents tried to make their daughters independent.

In the above study showing positive result i.e. changes mainly in your village (X_{11}). People here want their daughters to be self-reliant, to have no child marriages, and to have schools and colleges.

In this section, do not encourage the girl to do anything (X_{23}) stand for negative image. Parents here don't want their daughters to work outside; they want their daughters to work from home.

Table V: Multiple Regression Analysis

Variables	" β " value	"t" value
Age of the respondent (X_1)	.125989	1.141
Educational status (X_2)	.054929	.404
Financial condition of the family (X_3)	-.430010	-2.077*
Housing condition (X_4)	.282517	1.258
Involvement towards the society (X_5)	-.346259	-2.747**
Availing bank loan (X_8)	-.228856	-.556
Reason behind taking the bank loan (X_9)	.106824	.299
Changes are mainly in your village (X_{11})	.228290	2.062*
Any children except your daughter (X_{12})	.030560	.229
Expenditure towards daughter's education (X_{13})	.068765	.569
Difficulties towards daughter's education (X_{14})	.201749	1.563

Effectiveness of Kanyashree grant (X ₁₈)	.118313	1.043
About women empowerment (X ₁₉)	.071653	.656
Measures will help women's future empowerment (X ₂₁)	-.002237	-.018
Encouragement towards women empowerment (X ₂₂)	.040469	.368
Do not encourage the girl to do anything (X ₂₃)	-.186067	-1.592
Role of public libraries towards women empowerment (X ₂₄)	-.027194	-.196
Activities of public libraries (X ₂₅)	.068170	.645
More advanced services should be available from the village library (X ₂₆)	.420655	2.902**
Your opinion on improving the village library (X ₂₇)	-.156953	-1.306

Critical value (2-Tail, 0.05) = +or- 1.987 *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 2.637 ** Significant at 1% level

Multiple R	R Square	Adjusted R Square	Standard Error
0.55819	0.31157	0.13728	0.75930

ANALYSIS OF VARIANCE

	DF	Sum of Squares	Mean Square
Regression	20	20.61351	1.03068
Residual	79	45.54649	.57654

F = 1.78770 Signif F = .0366

From Table V it is found that all twenty-three (23) variables demonstrate their regression effects with 'β' and corresponding 't' value. This could explain the 31.17 keeping the 23 resulting variables together percentage of total aggregate impact toward students' perception level (R² = 0.31157) on female empowerment (Z). Financial condition of the family (X₃), Involvement towards the society (X₅), Changes are mainly in your village (X₁₁), and More advanced services should be available from the village library (X₂₆) this variables explains the entire regression effect on the predictors.

Table VI: Step-down Regression Model

Step I: X₁₁

Multiple R	R Square	Adjusted R Square	Standard Error
0.35722	0.12760	0.11870	0.76743

Step II: X₅

Multiple R	R Square	Adjusted R Square	Standard Error
0.41006	0.16815	0.15099	0.75324

Table VI represents the step down regression model and it was useful to differentiate the important independent variables. In that situation it was found two variables i.e. changes are mainly in your village (X₁₁), and involvement towards the society (X₅) had explained 16.81 per cent of the total effect. Thus, the remaining 21 variables explain only 14.30 percent the total effect of students' perception level on female empowerment.

V. CONCLUSION

On the basis of the information outcome, the present study has arrived at several interesting conclusions. Empowering women socially, economically, educationally politically and legally is going to be a formidable task. The Medusa's head cannot be severed so easily from our deep rooted traditions and culture. But it does not mean that it is insurmountable. The government needs to take various steps to empower women but not everything solely depends on it. People from all walks of life need to be proactive in this regard. A very significant amount of paradigm shift is highly necessary in this regard. Especially girls need to come forward for empowering themselves. We need is a concentrated and effective effort focused in the right direction that would rest only with the liberation of women from all forms of evil.

The study concludes that there is a positive change in traditional gender role of the parents. This changing indicates only a slight improvement in status and the power of women in their gender roles. Besides, the labor market of India is also male sufficiently biased. As a result, a large number of women unpaid

housework is limited to work that lead to their subordination and exploitation. The data from the study prove that despite different sauce-cultures changes in our society. The family, as the primary agent of socialization, continues to maintain it Patriarchal values that lead to the subjugation of women. It prepares men for career and women for child-bearing and home-making even today. However, there is a change in this perception among parents now. The government has come forward for the betterment of girls through various projects. The Kanyashree Prakalpa is one of them. In addition, the government has launched the Rupsri scheme for the marriage of daughters of low-income parents. A good aspect of the Kanyashree project is the change in the way parents think. Their idea was that girls should get married when they are 18 years old. A lot has come out of this idea. The West Bengal government has launched the Rupashree Prakalpa for the marriage of girls. Rupashree Prakalpa is a West Bengal state government initiative that provides a one-time financial grant of Rs. 25,000 for economically stressed families at the time of their adult daughters' marriages. Assured of this help, parents encourage girls to pursue higher education. It also necessitates making women equal partners in family authority and allowing them to have the necessary control over their fertility.

VI. RECOMMENDATION

It is admirable that there are different laws, policies in India today and programs have been implemented to protect its interests Women and improving their condition. But incidentally, they didn't sufficient, broad and often these are not applied properly. From this point of view, I think the government should take some more steps for the betterment of the women. Education, Jobs, Marriage, Family and public administration in these cases the government can take various steps.

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