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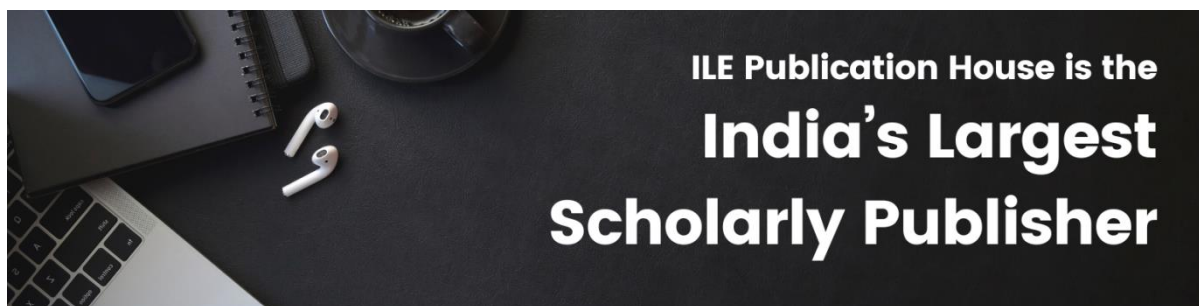
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## WOMEN'S RIGHTS TO FINANCIAL INDEPENDENCE : LEGAL AND ECONOMIC ASPECTS

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### ABSTRACT

Financial independence is a critical aspect of women's empowerment and gender equality. Despite significant legal and economic advancements, women continue to face challenges in achieving financial autonomy due to ingrained societal norms, limited access to resources, and workplace discrimination. This research paper examines the legal frameworks that support women's financial independence, including equal pay, property rights, and workplace protections. It also explores the economic factors such as participation in the workforce, entrepreneurship, and financial literacy. Despite progress, barriers like gender pay gaps, lack of awareness about rights, and societal pressures persist. The paper discusses the solutions needed to overcome these challenges, such as strengthening legal enforcement, expanding financial inclusion, and promoting skill development. In conclusion, financial independence for women is essential for achieving gender equality and fostering social and economic development.

**Key Words:** Economic Empowerment, Financial Literacy, Financial Literacy and Investment, Gender Equality, Legal Rights of Women, Women's Economic Security, Women's Financial Independence

### Introduction:

Financial independence is a crucial factor in empowering women and ensuring gender equality. It allows women to make autonomous decisions, contribute to economic growth, and improve their social status. Financial independence is not only about earning money but also about having control over financial resources, investments, and property rights. Despite legal frameworks and economic advancements, women continue to face challenges in achieving financial independence due to social norms, workplace discrimination, and limited access to financial resources.

### Objectives:

- 1) To assess the challenges women face in achieving financial independence, including social norms, discrimination, and limited access to resources.
- 2) To evaluate the impact of government initiatives and financial programs aimed at empowering women economically.
- 3) To emphasize the importance of a collective effort from society, policymakers, and businesses in fostering an environment that supports women's financial rights and empowerment.

## **Legal Framework Supporting Women's Financial Independence:**

### **1) Right to Equal Pay**

The Equal Remuneration Act of 1976 stipulates that individuals performing the same work must receive equal wages, ensuring that women are not discriminated against in wages.

The Code on Wages, 2019, further strengthens this right by consolidating wage laws and eliminating gender-based wage discrimination in both organized and unorganized sectors.

### **2) Right to Property and Inheritance**

The Hindu Succession Act of 1956, which was amended in 2005, provides daughters with equal rights to inherit ancestral property, ensuring financial security and economic autonomy.

The Indian Succession Act of 1925 grants women the right to inherit property across different religious communities, ensuring legal protection for widows, daughters, and mothers.

Even with legal protections in place, a significant number of women struggle to secure their rightful inheritance due to prevailing patriarchal values and a lack of awareness regarding their legal rights.

### **3) Maternity and Workplace Rights**

The Maternity Benefit Act of 1961 guarantees paid maternity leave and provides security for women employees, allowing women to balance work and family responsibilities without financial setbacks.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, protects women from workplace harassment, encouraging a safer work environment and boosting female participation in the workforce.

Additionally, laws such as the Factories Act, 1948, provide protections regarding working conditions, safety, and working hours for women in industrial employment.

Access to Credit and Pecuniary Resources

The Pradhan Mantri Mudra Yojana (PMMY) facilitates financial aid for women entrepreneurs, empowering them to launch and develop their enterprises without the necessity of providing collateral.

The Self Help Group (SHG) movement enables women to access credit, financial literacy programs, and income-generating opportunities, particularly in rural areas.

Microfinance Institutions (MFIs) serve an important purpose by facilitating access to small loans for those in need especially to women, helping them build sustainable livelihoods and achieve economic stability.

Several banks and financial institutions offer special schemes for women, such as lower interest rates on loans for housing and business ventures.

## **Economic Aspects of Women's Financial Independence:**

### **1) Participation in the Workforce**

Women's labor force participation remains low due to social norms, caregiving responsibilities, and lack of workplace inclusivity. Encouraging flexible work hours, remote work, and skill development programs can improve women's participation in the economy.

The gig economy and digital platforms offer new opportunities for women to earn independently while balancing household responsibilities.

### **2) Entrepreneurship and Business Ownership**

Women in entrepreneurship experience challenges, particularly in obtaining sufficient capital, lack of mentorship, and societal biases. Government initiatives such as Stand Up India, Women Entrepreneurship Platform (WEP), and Mahila Coir Yojana support women-led businesses through financial assistance and capacity-building programs.

Many women entrepreneurs are now leading startups and small businesses, particularly in sectors such as handicrafts, technology, and e-



commerce, which contribute significantly to India's economic growth.

### 3) Financial Literacy and Investment

Educating women about savings, investments, and financial planning is essential for their long-term economic security. Initiatives like Digital Saksharta Abhiyan (DISHA) aim to improve women's financial education, with a specific focus on those living in rural areas, helping them make informed financial decisions.

Women's participation in stock markets, mutual funds, and retirement savings is growing, but more awareness is needed to ensure financial inclusion.

Encouraging women to invest in real estate, gold, and insurance policies enhances their financial stability and security.

### 4) Challenges and the Way Forward

Despite legal and economic advancements, challenges persist:

Gender pay gap and occupational segregation limit financial independence, particularly in informal and lower-income sectors.

Lack of awareness about legal rights hinders women from claiming their entitlements, especially in rural and marginalized communities.

Cultural and social barriers prevent women from fully participating in economic activities, with many women discouraged from working or handling financial matters independently.

Limited access to financial services due to lack of documentation, mobility restrictions, and male-dominated financial institutions.

#### Solutions

- Strengthening legal enforcement to ensure gender pay equality and workplace rights, with stricter penalties for non-compliance.
- Expanding financial inclusion programs tailored for women, including specialized

banking services and credit access.

- Encouraging skill development and entrepreneurship among women through government and private sector initiatives.
- Promoting gender-sensitive policies in corporate and government sectors to ensure a more inclusive work environment.
- Enhancing digital literacy so that women can take advantage of online banking, e-commerce, and fintech solutions for economic independence.
- Community-level interventions to change societal mindsets and encourage families to support women's financial independence.

#### Conclusion

Women's financial independence is a cornerstone of gender equality and social progress. Legal reforms and economic policies must continue evolving to remove barriers and create opportunities for women to achieve financial security. A financially independent woman not only improves her own life but also contributes to the well-being of her family and society. A collective effort from society, policymakers, businesses, and financial institutions is crucial to make certain that women have the opportunity to uphold their financial rights and contribute meaningfully to economic development. Strengthening financial literacy, improving access to credit, and promoting workplace inclusivity are essential steps toward empowering women and achieving true financial independence for all.

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