

# Compensation as a Tool for Empowerment: Examining the Impact on Women's Rights and Dignity

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## Abstract:

Compensation mechanisms play a crucial role in addressing historical and ongoing injustices against women, particularly concerning their rights and dignity. This paper explores how compensation, whether through legal frameworks, corporate initiatives, or societal reparations, can serve as a tool for empowering women. By examining case studies, legislative measures, and theoretical frameworks, this paper aims to elucidate the multifaceted impact of compensation on women's rights and dignity. Through a comprehensive analysis, it becomes evident that effective compensation strategies not only provide financial redress but also contribute to systemic change, social recognition, and the restoration of dignity for women globally.

Empowerment is a construct that links individual strengths, competencies, natural helping systems and proactive behaviour to social policy and social change. Empowerment theory and research link individual well-being with the larger social and political environment. Empowerment suggests that individual with others to achieve goals, efforts to gain access to resources and some critical understanding of the socio-political environment as basic components of the construct. In modern civilization, women's empowerment is crucial, particularly in those areas where social media dominates and controls society.

Empowerment is a multifaceted construct that encompasses individual strengths, competencies, natural support systems, and proactive behaviour. In the context of women's rights and dignity, compensation plays a crucial role. This research paper explores the impact of compensation as a tool for empowering women and promoting gender equality. By examining various dimensions, we can better understand how compensation contributes to women's autonomy, agency, and overall well-being.

**Keywords:** Compensation, Empowerment, Women's Rights, Dignity, Gender Equality

## Introduction

Women constitute nearly half of the world's population, yet their social status remains unequal in many societies. While Western societies have made significant strides in granting women equal rights, India continues to grapple with gender disparities and discrimination. From earlier historical periods, where women were sometimes revered as goddesses and at other times treated as mere slaves, to the present day, The journey toward gender equality has been gradual and complex<sup>1</sup>.

Women have long been subjected to various forms of discrimination, marginalization, and violence, which have significantly impeded their ability to exercise their rights and maintain their dignity. Throughout

history, societal norms, legal systems, and economic structures have perpetuated inequalities that have disproportionately affected women, relegating them to subordinate roles and depriving them of opportunities for advancement and self-determination. In response to these injustices, compensation mechanisms have emerged as a crucial tool for addressing the systemic harm inflicted upon women and empowering them to reclaim their rights and dignity.

This research paper seeks to examine the intricate relationship between compensation and empowerment in the context of women's rights, with a specific focus on the impact of compensation mechanisms on their dignity. By delving into the conceptual underpinnings of compensation and empowerment, as well as exploring historical injustices and legal frameworks, this study aims to shed light on the transformative potential of compensation in redressing past wrongs and fostering gender equality.

The objectives of this paper are twofold: first, to elucidate the concept of compensation and its role in empowering women by providing financial restitution, legal recognition, and social acknowledgment; and second, to analyse case studies, legislative measures, and empirical evidence to assess the effectiveness of compensation mechanisms in promoting women's rights and restoring their dignity.

Through this exploration, we aim to contribute to a deeper understanding of the ways in which compensation can serve as a catalyst for social change and empower women to assert their rights, challenge systemic inequalities, and demand accountability for past and present injustices. By highlighting best practices, identifying challenges, and proposing recommendations for future action, this research endeavours to inform policy and practice aimed at advancing gender equality and promoting the dignity and well-being of women worldwide.

Empowerment is a critical concept in the context of women's rights and dignity. It involves recognizing women's basic human rights and creating an environment where they are treated as equals to men. This research paper delves into the multifaceted impact of compensation as a tool for empowerment, specifically focusing on its implications for women. By examining legal provisions, historical context, and contemporary challenges, we aim to shed light on the role of compensation in advancing gender equality.

### **What is Empowerment?**

Improving women's social, political, and economic standing is fundamental to the empowerment of women, particularly the traditionally disadvantaged ones. As the most vulnerable group in society, it entails fostering an atmosphere free from all forms of physical and psychological abuse, exploitation, and discrimination against women. Acknowledging the significance of women in the economic development of the country, the Indian government, in collaboration with state governments, has been making numerous attempts to improve the overall status of women. The government's emphasis is gradually moving to encourage female entrepreneurship in an effort to encourage women to engage in economic activity. This paper attempts to analyse the need of Women Empowerment in India and highlights the methods and schemes of Women Empowerment. We observe in our Day-to-day life how women become victimized by various social evils. The key to increasing women's access to resources and their capacity to make wise decisions in life is women's empowerment. It is the process of Guarding them against all forms of violence. The research is solely predicated on secondary sources. Despite numerous efforts made by the government, women in India still have comparatively less influence and a lesser status than men. Research reveals that women continue to be the majority in society when it comes to accepting unfair gender norms. The study's

conclusion notes that establishing various programs and providing basic amenities are key components that facilitate women's empowerment.

Empowerment involves giving power to any gender-specific group to decide for their own lives or inculcating abilities in them to find their rightful place in society. According to the United Nations, women's empowerment comprises five key components:

1. Generating women's sense of self-worth
2. Ensuring women's right to make choices
3. Providing equal opportunities and access to resources
4. Granting women the power to regulate and control their lives
5. Enabling women to contribute to a more just social and economic order

### **Why women empowerment?**

The need for women's empowerment emerged from the fact that women are the object of many forms of violence and discriminatory acts committed by men worldwide. India is no exception. India is a complex country and its Customs and traditions, good as well as bad, have become a part of our society's collective consciousness. We honour female deities and place a high value on our moms, daughters, sisters, wives, and other female friends and relatives. On the other hand, Indian women are notorious for receiving harsh treatment from their husbands both within and outside the home. People from practically every faith background make up Indian society. All major religions offer women a specific place and teach us to treat women with dignity and respect. However, society has somehow evolved a wide range of harmful behaviours, both psychological and physical, against women. Sati pratha, parda pratha, dowry practices, female infanticide, wife burning, sexual assault, workplace sexual harassment, domestic abuse, and other various forms of discriminatory behaviours are a few examples.

Although there are many other factors contributing to this kind of behaviour toward women, the patriarchal nature of society and the male superiority complex rank highest among them. Although there are some constitutional and legal rights to end discrimination and unfair practices against women, there is still much that needs to be done. In order to empower Indian women, the federal and state governments have implemented a number of acts and schemes in recent years. However, prejudice and marginalization against women persist in many spheres of society, including access to reproductive healthcare, politics, the economy, social involvement, and education. In India, women are observed to be extremely impoverished financially. A small number of women work as servers and in other capacities. In order women be on an equal footing with men, they therefore want economic power. Conversely, research has shown that women tend to be less literate than men. Additionally, some women have been observed to be too frail to work. They put in more labour yet eat less. Another problem is the harassment of women at work. There are numerous instances of rape, kidnapping, harassment related to dowries, and other crimes. For these reasons, in order to safeguard their integrity and integrity, individuals need empowerment of all types. In conclusion, women must take the initiative and empower themselves before women may be empowered. Eliminating feminine poverty, advancing women's education, and preventing and ending violence against women are all necessary.

Therefore, the idea of women's empowerment emphasizes not only providing women with the tools and courage to escape their terrible circumstances, but also the importance of educating men about women's issues and instilling in them a feeling of duty and respect for women as equals.

## Women in India

In India today, women have a special status of equality with males according to legal and constitutional provisions. However, Indian women have made great strides to reach their current positions. First, the history of gender discrimination in India dates back to the time of the Mahabharata, when Draupadi's husband gambled her away as a commodity. History attests to the fact that women were forced to dance for men in both public and private settings. Second, until a few years ago, a woman in Indian society was constantly reliant on the male members of her household. Thirdly, when a woman was with her elderly in-laws, she was not permitted to talk loudly.

She was held accountable for every family member's transgression. Consequently, she still depends more on a male family member now that she is a widow. Fifth, she is not allowed to mingle with other family members in a lot of social situations. Sixth, her involvement in the political, social, and economic spheres of society is minimal. Seventh, the beginnings of all forms of discriminatory practices include sati pratha, devadashi pratha, nagar vadhu system, and child marriage. Eighth, women's socio-political rights were restricted and they became entirely reliant on their male family members. Ninth, their freedom to work, their right to an education, and their autonomy were taken away. Early in the 20th century, the National Movement began to emerge under the leadership of Mahatma Gandhi, who supported the abolition of all forms of discrimination against women. Concurrently, social reformers like Raja Ram Mohan Rai, Iswar Chandra Vidyasagar, and others emphasized the need of women's education, the avoidance of child marriage, the cessation of the harmful practice of sati, the elimination of polygamy, and other related issues.

Their liberation from societal problems and religious taboos was made possible by the National Movement and other reform organizations. In this context, it may be appropriate to analyse the Act of Sati (abolish) 1829, the Hindu Widow Remarriage Act of 1856, the Child Restriction Act of 1929, the Women Property Right Act of 1937, and other laws.

Indian National Congress also supported the first women's delegation which met the Secretary of State to demand women's political rights in 1917.

Mahhommad Ali Jinna's efforts resulted in the 1929 passage of the Child Marriage Restriction Act. Mahatma Gandhi encouraged young men to wed child widows and urged the public to oppose child marriages. Nearly all of the resistance movement's leaders believed that all forms of discrimination against women should end and that women should be granted equal status in a free India. And in order for that to happen, it was deemed appropriate to incorporate measures in the Indian Constitution that would aid in the abolition of long-standing exploitative norms and traditions as well as in the social, economic, and political empowerment of women.

Constitution writers and national leaders acknowledged women's equal status in society with males following India's independence. The Hindu Marriage Act, 1955 set the age of marriage, established guardianship of the mother and monogamy, and allowed for the dissolution of marriage under certain conditions. A sound-minded single woman, widow, or divorced woman may also adopt a child under the Hindu Adoptions and Maintenance Act, 1956. The Dowry Prohibition Act of 1961 stipulates that anyone who contributes, receives, or assists in the transfer of dowry may face a maximum sentence of six months in prison, a fine of up to Rs. 5,000, or both. In fact, the Indian Constitution provides unique protections for women and girls.

In addition to guaranteeing gender equality, the Indian Constitution gives women particular benefits. Three articles of the constitution contain these. According to Article 14, the government cannot refuse anyone

equal protection under the law or equality before the law. According to Article 15, the government is prohibited from treating any citizen differently based on their sex. A unique clause in Article 15(3) permits the state to discriminate affirmatively against women. The state is required by Article 42 to establish measures for guaranteeing fair and humane working conditions as well as maternity leave. Above all, the constitution recognizes that every citizen has a fundamental obligation under Articles 15(A) and (E) to abstain from actions that diminish the dignity of women.

### **Empowerment of women in India**

In order to truly empower women, they must be able to take part in developmental activities, be self-sufficient, independent monetarily, and have high self-esteem so they can handle any challenging circumstances. It should be possible for the empowered women to take part in the decision-making process. The National Commission for Women (NCW) and the Ministry of Human Resource Development (MHRD, 1985) in India have sought to protect women's legal rights and entitlements.

The 73rd & 74th Amendments (1993) to the constitution of India have provided some special powers to women that for reservation of seats (33%), whereas the report HRD as March 2002 shows that the legislatures with the highest percentage of women are Sweden 42.7%, Denmark 38%, Finland 36% and Iceland 34.9%. In India, "The New Panchayati Raj," is the part of the effort to empower women at least at the village level.

The Indian government has ratified a number of international treaties and human rights agreements that guarantee women's equality. These include, among other things, the Beijing Declaration, the Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1995), CEDAW (1993), and the Platform for Action (1995). 2001 was designated as the year of women's emancipation. Throughout the year, "the National Policy for the Empowerment of Women," a historic document, was adopted. The government has implemented various schemes and programs for women's beneficiaries, including the Food and Nutrition Board (FNB), Information and Mass Education (IME), National Credit Fund for Women (1993), and others.

The increasing presence of women in Panchayati Raj institutions over the past few years has been the most encouraging development.

At the village council level, there are numerous elected female representatives. We have seen female presidents, chief ministers, leaders of various political parties, successful businesspeople, etc. in the modern era. In addition, women are involved in issues related to gender parity, education, health, and childrearing in human development. Many of them have ventured into the production and sales of various handcrafted goods, such as pickles, clothing, embroidery, etc. Political, social, and reform thinkers all place great weight on the topic of women's economic empowerment because it is now recognized as a necessary condition for a nation to advance economically.

## **IMPORTANT CONSTITUTIONAL AND LEGAL PROVISIONS FOR WOMEN EMPOWERMENT IN INDIA**

### **1. Constitutional Provisions:**

The framers of the Indian Constitution and our founding ancestors were adamant about giving women and men the same rights. The Constitution's several clauses protect women's rights by equating them with men in terms of society, politics, and the economy. There are several general and particular protections for



women's human rights provided by the Preamble, the Fundamental Rights, the DPSPs, and other constitutional provisions.

**Preamble:**

The Indian Constitution's Preamble guarantees each person's dignity, equality of status and opportunity, and social, economic, and political justice. It treats men and women equally as a result.

**Fundamental Rights:**

The Women's Empowerment Policy is deeply ingrained in the Fundamental Rights protected by our Constitution. For example:

- The right to equality for women is guaranteed by Article 14.
- It is expressly forbidden to discriminate on the basis of sex under Article 15(1).
- The State is able to implement affirmative action policies that support women under Article 15(3).
- Article 16 guarantees equal opportunities for all people when it comes to employment and nomination to public office.
- In Article 17, the right against untouchability is guaranteed.

Since these are fundamental rights, they can be challenged in court, and the government must abide by this.

**Directive Principles of State Policy:**

Important measures involving women's empowerment are also found in the Directive Principles of State Policy, and it is the government's responsibility to adopt these principles when creating laws or developing any policy. Even if they cannot be challenged in court, these are nevertheless crucial to good governance. Among these are:

- Article 39 (d) demands equal compensation for equal labour for men and women;
- Article 39 (a) requires the State to focus its policies on ensuring that men and women have equal access to a sufficient standard of living.
- Article 42 mandates that the State provide provisions for maternity relief and fair and decent working conditions.

**Fundamental Duties:**

Part IV-A of the Constitution contains fundamental duties, which are good obligations for the Indian people to uphold. Additionally, it has a duty pertaining to women's rights:

The Indian Constitution, in Article 51 (A)(e), mandates that all citizens respect women's dignity and endeavour to promote unity and a spirit of fraternity among all Indians.

**Other Constitutional Provisions:**

A significant political right has been granted to women by the 73rd and 74th Constitutional Amendments of 1993, marking a turning point in the advancement of women's empowerment in India. Women now have a 33.33 percent reservation for seats in local government elections at the Panchayat, Block, and Municipality levels thanks to this legislation. As a result, it is clear that these constitutional provisions greatly empower women, and the state has a responsibility to adopt laws and policies that are based on these values.

**2. Legal Provisions:**

The State has passed numerous laws to protect equal rights, combat social discrimination, stop various forms of violence and atrocities, and promote working women in particular. These actions are all part of the State's efforts to uphold the Constitution's mission. The term "crime against women" refers to crimes

that target women especially, even though they can be victims of any crime, including "murder," "robbery," "cheating," etc.

These can be broadly divided into two groups. The offenses listed under the Indian Penal Code (IPC) (1) (i) The IPC Section 376 on Rape (ii) Kidnapping and abduction for various motives (Sections 363–373) (iii) Dowry murder, deaths caused by dowry, or attempts to do so (Sec. 302/304-B IPC) (iv) Physical and mental torture (Sec. 498-A IPC) (v) Sexual Assault (Section 354 IPC) (vi) Sexual Assault (IPC Section 509) (vii) Girls up to the age of 21 who are imported The offenses specified by the Special Laws (SLL) While not all laws are gender-specific, those that have a substantial impact on women have had their provisions examined and amended on a regular basis to meet changing needs.

Special provisions have been included in several measures, such as the 1954 Family Courts Act and the 1954 Special Marriage Act, to protect women's rights and interests. (iv) The Hindu Succession Act, 1956 with an amendment in 2005; (iii) The Hindu Marriage Act, 1955 (v) The Maternity Benefit Act of 1961 (Amended in 1995) (vi) The Immoral Traffic (Prevention) Act of 1956 (vii) The Medical Termination of Pregnancy Act of 1971 (viii) The Dowry Prohibition Act of 1961 The Act of 1976 on Contract Labor (Regulation and Abolition) (ix); The Act of 1976 on Equal Remuneration; The Act of 2006 on Prohibition of Child Marriage; The Act of 1983 on Criminal Law Amendment; The Act of 1986 on Prohibition of Indecent Representation of Women; The Commission of Sati (Prevention) Act; 1987; and The Act of 2005 on Protection of Women from Domestic Violence.

### 3. Specific Laws for Women Empowerment in India:

The following is a list of specific laws that the Parliament passed in order to fulfill the constitutional duty of empowering women:

- The Equal Remuneration Act, 1976.
- The Dowry Prohibition Act, 1961.
- The Immoral Traffic (Prevention) Act, 1956.
- The Maternity Benefit Act, 1961.
- The Medical termination of Pregnancy Act, 1971.
- The Commission of Sati (Prevention) Act, 1987.
- The Prohibition of Child Marriage Act, 2006.
- The Pre-Conception & Pre-Natal Diagnostic Techniques (Regulation and Prevention of Misuse) Act, 1994.
- The Sexual Harassment of Women at Work Place (Prevention, Protection and) Act, 2013.

In addition to giving women specific legal rights, the aforementioned and numerous more legislation also provide them a sense of security and empowerment.

### 4. Special Initiatives for Women:

1. **National Commission for Women:** The Government established this statutory organization in January 1992 with the express purpose of researching and keeping an eye on all issues pertaining to the legal and constitutional protections afforded to women, reviewing the current laws and suggesting changes as needed, etc.
2. **Reservation for Women in Local Self -Government:** The 73rd Constitutional Amendment Acts, which were enacted by Parliament in 1992, guarantee women one-third of the seats in all elected local governments, regardless of whether they are located in rural or metropolitan areas.

3. **The National Plan of Action for the Girl Child (1991-2000):** The goal of the action plan is to guarantee the female child's survival, safety, and growth with the ultimate goal of laying the foundation for a better future. On April 26, 2013, the Indian government adopted the National Policy for Children-2013. The draft version of the National Plan of Action for Children is available.
4. **National Policy for the Empowerment of Women, 2001:** A "National Policy for the Empowerment of Women" was drafted in 2001 by the Ministry of Human Resource Development's Department of Women & Child Development. Women's empowerment, growth, and advancement are the main objectives of this strategy. The 2016 National Policy for the Empowerment of Women is currently in draft form.

### Women Empowerment Schemes

- Beti Bachao Beti Padhao Scheme
- One Stop Centre Scheme
- Women Helpline Scheme
- SWADHAR
- Working Women Hostel
- Swadhar Greh (A Scheme for Women in Difficult Circumstances)
- Nari Shakti Puraskar
- Awardees of Stree Shakti Puruskar, 2014 & Awardees of Nari Shakti Puruskar
- Awardees of Rajya Mahila Samman & Zila Mahila Samman
- Mahila police Volunteers
- Mahila Shakti Kendras (MSK)
- Nirbhaya
- Beti Bachao, Beti Padhao
- Save girl child, educate

### The Role of Compensation

Compensation, whether financial or otherwise, plays a crucial role in empowering women. It not only addresses economic disparities but also impacts their overall well-being. By examining compensation mechanisms, we can better understand how they contribute to women's rights and dignity. This research paper aims to explore the intersection of compensation and empowerment, emphasizing its significance in creating a more equitable society.

### Judicial Activism and Compensation Practice in India :

Indian law recognizes the need to compensate women victims of crime. Here's a breakdown of key provisions:

#### The Code of Criminal Procedure (CrPC), 1973:

- **Section 357:** This empowers courts to order compensation to victims from the fine imposed on the convict.
- **Section 357A:** Introduced after the 2013 Delhi gang rape case, it mandates the state government to compensate victims of crimes like rape, acid attacks, and human trafficking. This applies even if the offender isn't identified or convicted.
- **Section 358:** Extends compensation to dependents of a victim who dies due to the crime.

### Specific Schemes:

The Service Authority Compensation Scheme for Women Victims/Survivors of Sexual Assault or Other



Crimes, 2018: This scheme by the Ministry of Women and Child Development sets minimum compensation of ₹4 lakh for women victims of sexual assault and other crimes.

### Here are some landmark judgments related to compensation for women victims:

- **State of Karnataka vs. Krishnappa (2002)<sup>1</sup>**: The Supreme Court emphasized the state's obligation to compensate victims under CrPC 357A, even if the convict is unidentified.
- **Secretary, Ministry of Women & Child Development vs. Phoolbasan & Ors (2017)**: The Supreme Court laid down guidelines for speedy and effective disbursement of compensation under CrPC 357A.
- **Laxmi Vs Union of India<sup>2</sup> in 2006**, Laxmi, a victim of an acid assault, filed a petition asking for laws to control the trade of acid and give victims fair compensation. In 2013, the Supreme Court enforced strict limitations on the selling of acid after noticing an increase in instances involving acid attacks against women. The decision outlawed the sale of acid over-the-counter. Only when a buyer presents a legitimate form of identification and a statement stating the necessity of the purchase can dealers sell acid. The dealer is required to provide the police with the specifics of the transaction within three days. Additionally, it outlawed the sale of acid to anyone younger than eighteen.
- **Gudalure Cherian v Union of India<sup>3</sup>**, wherein the Hon'ble Supreme Court adopted a novel tactic by directing the CBI to reinvestigate the entire case. Following the investigation, the state of Uttar Pradesh was also ordered to suspend the police and medical personnel who tried to save the accused, as well as compensate the victims of other crimes with Rs. 1,00,000 and the rape victim with Rs. 2,50,000.
- In the case of **Smt. Haimanti Mal v. The State of West Bengal**, the aspect of trauma deriving from physical abuse in the lack of any medical reports was addressed and compensated for (2019). On the basis of Section 22 of the Protection of Women from Domestic Violence Act, 2005, the Calcutta High Court ordered a compensation of Rs. 1,00,000 for mental torture and emotional pain.
- **Delhi Domestic Working Women's Forum v. Union of India (1995)<sup>4</sup>**: This landmark judgement by the Supreme Court highlighted the need for a robust compensation scheme for victims of crime, particularly women. It paved the way for the introduction of Section 357A of the CrPC.
- **State of Karnataka vs. Krishnappa (2002)<sup>5</sup>**: This case emphasized the state's responsibility under Section 357A of the CrPC to compensate victims of crimes like rape and acid attacks, even if the perpetrator is not identified or convicted.
- **Secretary, Ministry of Women & Child Development vs. Phoolbasan & Ors (2017)**: This judgement laid down crucial guidelines for the speedy and effective disbursement of compensation awarded under Section 357A. It ensured victims receive compensation without unnecessary delays.

### The Impact of Compensation on Women's Empowerment:

1. **Economic Empowerment**: Fair compensation enables women to achieve economic independence. When women receive equal pay for equal work, they gain financial autonomy, which translates into greater control over their lives. Economic empowerment allows women to invest in education, healthcare, and other essential resources.

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<sup>1</sup> (2000) 2 SUPREME 611

<sup>2</sup> AIR 2015 SUPREME COURT 3662

<sup>3</sup>(1992)1SCC397

<sup>4</sup> AIR ONLINE 1994 SC 114

<sup>5</sup> (2000) 2 SUPREME 611

- 2. Agency and Decision-Making:** Adequate compensation empowers women to make informed decisions about their lives. When women have financial stability, they can choose their paths, pursue education, and participate in activities that align with their aspirations. Compensation provides the agency necessary for women to assert their rights and advocate for change.
- 3. Reducing Gender Disparities:** Unequal compensation perpetuates gender disparities. By addressing pay gaps and ensuring equitable compensation, we contribute to dismantling systemic barriers. When women receive fair wages, it challenges traditional gender roles and promotes a more inclusive society.
- 4. Dignity and Recognition:** Compensation is not merely about money; it symbolizes recognition and respect. When women are compensated fairly, their contributions are acknowledged, and their dignity is upheld. Conversely, unequal pay undermines women's self-worth and perpetuates discrimination.

### Suggestions and Recommendations:

- 1. Closing the Gender Pay Gap:** Governments, organizations, and policymakers must actively work toward closing the gender pay gap. Transparent salary structures, pay audits, and equal pay legislation are essential steps.
- 2. Promoting Financial Literacy:** Empowering women through compensation requires financial literacy programs. Women should understand their rights, negotiate salaries, and manage their finances effectively.
- 3. Addressing Intersectionality:** Compensation policies should consider intersectionality—recognizing that women's experiences vary based on factors such as race, ethnicity, disability, and sexual orientation. Tailored approaches are necessary to ensure equitable compensation for all women.

### Conclusion:

In conclusion, this research has shed light on the vital role compensation plays in empowering women and safeguarding their rights and dignity. By examining various facets such as equal pay, maternity benefits, and access to resources, it becomes evident that fair compensation not only enhances women's economic independence but also contributes to their overall empowerment.

However, persistent gender disparities and systemic biases underscore the need for continued advocacy, policy reforms, and organizational commitments to ensure equitable compensation practices. Ultimately, by recognizing compensation as a tool for empowerment, societies can move closer towards achieving gender equality and upholding the dignity of all individuals, regardless of gender.

Compensation is not just a transaction; it is a powerful tool for women's empowerment. By examining its impact on women's rights and dignity, we can create a more just and equal society. Let us continue advocating for fair compensation, recognizing that it is a fundamental step toward achieving gender equality.

As we delve into the impact of compensation on women's empowerment, we recognize that achieving gender equality requires concerted efforts from policymakers, legal frameworks, and society at large. By acknowledging women's basic human rights and ensuring fair compensation, we take a step toward a more just and inclusive world.

A number of excellent government initiatives have been launched to empower women in Indian society. To solve the issues at hand, however, social conversations, debate, promotion, and awareness are just as important as plans and legislation. Our developing country will become a developed and rich nation one

day when these ideas and programs are implemented nationwide. The government has created numerous programs to support women's emancipation and child development.

In order for women to make the best decisions for themselves, their families, society, and their nation, they require a new and more capable environment. Women's empowerment is a crucial instrument for achieving development goals and is necessary for the nation to become completely developed. Women holding leadership roles in the public sector are receiving assistance from the government and other commercial establishments. The secret to the country's development is the leadership of women in the public sector. It is only a question of justice that women should be represented in the public sector, but in order for women's empowerment to be effective, all viewpoints must be heard. Thus, India has a plethora of programs aimed at empowering women.

In order to cease their discriminatory actions towards the fairer sex, we need to educate and sensitize male members of society about women's difficulties and work to instill in them a sense of unity and equality.

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