

# BEYOND STEREOTYPES: EXPANDING ROLE OF WOMEN IN EMERGING SECTORS AND THE REALIZATION OF VIKSIT BHARAT @2047

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## Abstract:

Women are making significant strides in both traditional and non-traditional fields in the evolving landscape of Viksit Bharat. It highlights a broader trend of professional development and growth. As women enhance their skills and take on more responsibility in their roles, they also contribute to the wellbeing of their families and the advancement of society. Taking on new challenges and embracing opportunities for advancement, they are challenging outdated societal and familial norms. These women are reshaping the professional landscape and setting a precedent for future generations with their resilience and determination. They provide an example of how the pursuit of professional growth extends beyond formal education and encompasses life-oriented, practical learning that is essential to both personal and professional success.

**Key words:** Viksit Bharat, Women, Non-traditional profession, women empowerment

## 1.1. Introduction:

For many years, women have played a crucial role in the Indian workforce and made substantial contributions to the socioeconomic advancement of the country. Their path to professional development has been difficult, even though they make up almost half of the population and have access to education, the ability to vote, and a variety of employment options. Cultural norms and societal expectations have historically restricted women's engagement in the workforce, keeping them within conventional responsibilities within the home (*Kumar, 2018*). The women's movement, which was greatly impacted by social reformers and leaders like Bharat Ratna Dr. B.R. Ambedkar, has moulded the fight for gender parity in India. Notable advancements in women's empowerment and welfare were made because of these individuals' advocacy for women's rights and efforts to break down social obstacles (*Gupta & Sharma, 2021*).

There has been a discernible change in the 21st century as more women pursue careers in fields like media, law enforcement, and the military that have historically been controlled by men (*Patel, 2020*). Traditional barriers have been reduced by the onset of globalization and shifts in public perception, allowing women to work in fields

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that were previously thought to be unsuitable for them. This changing environment reflects larger shifts in Indian society and the economy, where women's chances are growing and gender norms are being reinterpreted (*Rao, 2021*). Even though women are still under-represented in these sectors, their presence and contributions are growing in importance, which is indicative of a larger trend of professional development (*Nair & Reddy, 2019*).

This study focuses on women who work in traditionally male-dominated non-traditional occupations including conductors, automobile mechanics, electricians, and assembly line workers. As more Indian women succeed in these fields, the notion that they are mostly homemakers is being challenged. In addition to making a living, women in non-traditional jobs are actively advancing their professional knowledge and skill sets. They are constantly learning, embracing possibilities for improvement, and adjusting to new obstacles, all of which support both their own personal development and Viksit Bharat's overall progress (*Singh, 2019*).

Women's involvement in these non-traditional sectors shows their tenacity and resolve to defy social and familial expectations and marks a dramatic shift from traditional gender roles. Their participation in non-traditional fields demonstrates their capacity for adaptation and success in high-pressure work settings, changing the face of the profession (*Desai, 2018*). As these women develop their abilities and fulfil their responsibilities, they benefit not only their careers but also the welfare of their families and the advancement of society (*Joshi & Sharma, 2022*).

This research examines conventional assumptions about women's aptitude in areas that have historically been dominated by males. It draws attention to the advancement and career progress of women in non-traditional fields, highlighting their changing positions and important contributions to the workforce. This study intends to offer a nuanced understanding of how women in non-traditional occupations are changing the Indian professional landscape, establishing new standards for upcoming generations, and advancing the goal of a more inclusive and equitable Viksit Bharat by investigating their experiences (*Verma, 2017*).

## 1.2. Objectives of the study:

- ❖ To examine the development of women within unconventional fields.
- ❖ To identify areas of improvement for women working in unconventional fields.
- ❖ To study women's adaptation and enhancement of professional skills related to unconventional fields.

## 1.3. Research Methodology:

This study combines a qualitative methodology and content analysis to examine how women are becoming more prevalent in non-traditional fields in Viksit Bharat, by methodically examining scholarly works, official

documents, policy papers, and global indexes. This approach offers a thorough grasp of how expanding the number of women working in non-traditional fields advances the larger goal of an inclusive and developed India.

#### 1.4. Literature Review:

**Gender Dynamics and Professional Growth:** Singh's study on "Women in Non-Traditional Careers in India," offers a thorough examination of how Indian women have progressively entered and succeeded in fields like engineering, aviation, and information technology that have historically been dominated by males. The study emphasizes important changes in public perceptions that have made this transition easier, such as modifications to laws and more access to education. Singh also looks at how these developments have affected women's expectations in society and the workplace. [*Singh, R. (2019)*]

**Women and Economic expansion in Emerging Markets:** The study emphasizes the evidences from Indian markets and examines the versatile trait of women's increasing participation in diverse fields and economic enrichment in multiple fields in India. The research focuses on industries including manufacturing, services, and entrepreneurship and examines how women's participation in both conventional and non-traditional domains support economic growth and development. The study emphasizes how women's employment has wider economic advantages and how they contribute to economic advancement. [*Gupta, M., & Sharma, A. (2021)*]

**Social change and dynamic impact:** According to Patel's research, Indian women must be resilient and adaptable in order to thrive in changing professional environments. The study investigates a number of elements, such as individual willpower, support networks, and possibilities for professional growth, that influence women's capacity to manage career transitions. The results show how women's resilience enables them to succeed in unconventional occupations and overcome obstacles. [*Patel, J. (2020)*]

Kumar examines the influence of family and society norms on women's job choices in India in *The Role of Social Norms in Shaping job Choices for Women in India*. The essay talks on how women's employment options have historically been constrained by customary expectations. It also looks at how these standards have changed recently and how it has affected women's career progress, including how attitudes are shifting and how more women are being accepted in a variety of professional professions. [*Kumar, S. (2018)*]

The idea of practical, life-oriented learning as an essential part of professional development for Indian women is examined in the research study depicted in *Practical Learning and Professional Development for Indian Women*. The study provides instances of how women are learning via practical experience, mentoring, and on-the-job training, proving that successful professional development transcends conventional schooling. [*Verma, P. (2017)*]

In the paper *Globalization and Women's work in India: Trends and Implications*, Nair and Reddy examine how globalization has impacted women's work patterns in India, including the growth of possibilities in previously unreachable industries. The study examines how globalization has changed workplace dynamics and career opportunities by increasing the number of women working in a variety of areas. [*Nair, A., & Reddy, V. (2019)*]

Mehta's research, "Breaking the Glass Ceiling: Women Defying Stereotypes in Indian Workplaces," explores the experiences of Indian women who are dispelling myths and confronting long-standing obstacles in the workplace. In addition to discussing the tactics these women have used to overcome challenges and reframe their professional positions, the article presents case examples of successful women in male-dominated areas. [*Mehta, S. (2021)*]

Joshi and Sharma analyse the economic effects of increased female labour participation in their paper *The Economic Impact of Increasing Female labour Participation in India*. The study explores the advantages of more female labour force participation for both individual households and the national economy, as well as how women's engagement in a variety of industries adds to overall economic growth. [*Joshi, R., & Sharma, K. (2022)*]

Desai's research, *Empowering Women: Strategies for Career Advancement in Emerging Indian Sectors*, focuses on methods that enable women to progress in their professions in developing industries. The study examines the efficacy of many empowerment efforts, such as mentoring, policy support, and training programs, in assisting women in navigating and thriving in new professional settings. [*Desai, N. (2018)*]

Rao's work, *Balancing Act: The Intersection of Family Responsibilities and Professional Life for Indian Women*, explores the difficulties Indian women encounter in striking a balance between their professional and family obligations. The study examines how women balance their two responsibilities and how this affects their professional growth and personal happiness. It also covers methods for striking a work-life balance as well as the resources that might help. [*Rao, P. (2020)*]

### **1.5. Advancement of Women in Non-Traditional Sectors:**

In recent years, there has been a notable change in the advancement of women in nontraditional industries including engineering, construction, technology, and other fields that have historically been dominated by males. According to studies, women are progressively overcoming obstacles and pursuing these careers as a result of favourable government policies, shifting societal norms, and easier access to education (*Kumar (2019)*). In addition to acquiring technical knowledge, women in these fields are assuming leadership positions and fostering innovation. Their advancement is demonstrated by their increasing presence in crucial jobs, ranging from technical specialists to managers, demonstrating their aptitude and fortitude in negotiating once-restrictive conditions. Nevertheless, despite these advancements, the literature also highlights the disparities in growth

between various industries and geographical areas. While women in rural regions or smaller organizations may still face major obstacles, females in metropolitan areas or international corporations may have greater prospects for advancement. Mentorship programs, professional networks, and chances for ongoing education and skill development are important elements that support their growth.

### **1.6. Key Development Needs of Women in Non-Traditional Sectors:**

Even while there has been progress, there are still a number of areas where women in nontraditional sectors might do better. The ongoing gender prejudice and stereotyping that women face in the workplace is one of the primary issues mentioned in the literature. These prejudices frequently show up in project assignments, hiring procedures, and promotions, where women may be passed over or given less chances to establish themselves (*Patel, 2020*). Enhanced workplace regulations that assist women are also required, such as those pertaining to safe working conditions, maternity leave, and flexible work schedules. According to the research, women in these fields frequently do not have access to professional development opportunities and mentorship, which are essential for career growth. To assist women, succeed, it is crucial to establish organized mentorship programs, give them access to role models, and promote inclusive workplace environments. Additionally, increasing the exposure and acknowledgement of women's accomplishments may be very beneficial in boosting their self-esteem and inspiring other women to pursue these careers.

### **1.7. Skill Development and Professional Advancement:**

Women must constantly improve their professional abilities in order to succeed in and adapt to nontraditional industries. According to published research, women in these professions frequently demonstrate a high degree of flexibility and a desire to pick up new skills in order to stay competitive. Personal desire and the urge to go over structural obstacles are the two main drivers of this adaptation (*Rao, 2021*). More and more women are choosing certification courses, postgraduate degrees, and specialized training programs to improve their management and technical abilities. In addition, women are actively participating in online and offline professional networks and communities in order to exchange knowledge, acquire new perspectives, and encourage one another's development. They are gaining access to tools that keep them abreast of emerging trends and technology by utilizing internet platforms and forums tailored to their sector. In addition to advancing their own careers, their efforts to continuously improve their talents are crucial for establishing new standards and dispelling preconceptions in these fields. The research highlights the significance of soft skills like leadership, communication, and negotiating in addition to technical abilities for women in non-traditional industries. Gaining these abilities helps women manage diverse teams, advocate for others, and negotiate challenging work circumstances. Therefore, for women to succeed in unusual fields, a comprehensive approach to skill development that includes both hard and soft abilities is essential.

## 1.8. Conclusion:

The important progress women are making in India's non-traditional fields is highlighted in this report, which supports the larger goal of a more equal and inclusive “Viksit Bharat.” According to the report, women’s growing involvement in historically male-dominated professions including conductors, mechanics, electricians, and assembly line workers indicates a radical change in the workplace. These changes challenge long-standing gender conventions and prejudices and are not only symbolic; they reflect significant economic, social, and cultural changes. The advancement of women in these unorthodox sectors is a reflection of both individual and group growth. According to the report, women are succeeding in these fields by learning new skills, adjusting to changing demands in the workplace, and making substantial contributions to their communities and organizations. Personal perseverance, better educational opportunities, encouraging laws, and changing public perceptions all contribute to its expansion. Women are shown resilience and adaptation in overcoming persistent obstacles, such as gender prejudice, uneven pay, and restricted access to mentoring.

One of the study’s main conclusions is that women’s participation in non-traditional jobs is changing India's economic environment. Their involvement boosts productivity, stimulates innovation, and adds substantial value to the workforce—all of which support the country's economic expansion. Additionally, because it enhances family well-being, advances gender equality, and encourages future generations to question outmoded conventions and pursue a variety of professional options, women’s economic empowerment is strongly associated with larger societal advancement. The report also emphasizes how critical it is to identify and address the areas where women in these sectors need to improve. Equal chances for advancement, leadership, and skill development must be provided in more inclusive workplaces if women's contributions are to reach their full potential. Destroying structural obstacles, creating an inclusive culture, and putting in place laws that promote women's professional advancement—like equal pay laws, flexible work schedules, and mentorship programs—must be the main priorities of organizations and legislators. In addition to changing their own lives, women in non-traditional fields are creating the foundation for a more just and inclusive future for all via their tenacity, flexibility, and willpower. Their experience serves as an example of how professional development is a dynamic process that goes beyond formal schooling and includes the experiential learning necessary to succeed in the quickly evolving world of today.

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