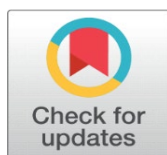


EMPOWERING WOMEN FOR SUSTAINABLE CAREER DEVELOPMENT IN NAGALAND: A COMPREHENSIVE REVIEW

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ABSTRACT

This comprehensive review examines the multifaceted challenges and opportunities surrounding the empowerment of women for sustainable career development in Nagaland, a culturally rich and diverse state in northeastern India. Drawing upon a systematic literature search and analysis, this review synthesizes existing research and identifies key factors influencing women's access to education, employment, and entrepreneurship in the region. The review highlights the intersectional nature of gender disparities, emphasizing the role of traditional gender norms, socio-economic factors, and cultural practices in shaping women's career trajectories. By critically analysing the existing literature, this review aims to provide valuable insights into the challenges faced by women in Nagaland and identify opportunities for promoting sustainable career development. Empowering women for sustainable career development in Nagaland requires a thorough understanding of the socio-cultural, economic, and institutional factors that shape women's access to and advancement in career paths. This comprehensive review aims to explore these factors and shed light on the existing challenges faced by women in Nagaland regarding career development. The findings highlight the importance of addressing socio-cultural norms, economic disparities, and institutional support systems to create an environment conducive to women's empowerment and sustainable career growth in Nagaland.

Keywords: Empowering, Women, Sustainable, Career, Development



1. INTRODUCTION

Women's empowerment and gender equality are critical components of sustainable development. In Nagaland, like many other regions, women face various challenges in accessing and advancing in sustainable career paths. Understanding these challenges and identifying factors that influence women's career development is essential for designing effective interventions and policies aimed at promoting gender equality and empowering women in the workforce. This review seeks to provide a comprehensive analysis of the socio-cultural, economic, and institutional factors that impact women's career development in Nagaland. In the pursuit of sustainable development, the empowerment of women emerges as a fundamental imperative, transcending geographical boundaries and cultural contexts. Within the northeastern state of Nagaland, nestled amidst the verdant hills and rich cultural heritage, the quest for gender equality and women's empowerment stands as both a challenge and an opportunity. Against a backdrop of traditional societal norms and evolving economic landscapes, the endeavour to foster sustainable career development among women in Nagaland takes centre stage, necessitating a comprehensive examination and concerted efforts.

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Nagaland, with its mosaic of ethnicities and diverse communities, embodies a tapestry of traditions, customs, and aspirations. Yet, like many regions across the globe, it grapples with the nuances of gender inequality, where women often encounter barriers in accessing education, economic opportunities, and leadership roles. Despite strides made in recent decades towards gender parity and women's empowerment on a global scale, disparities persist, compounded by unique socio-cultural dynamics and developmental challenges in Nagaland. Against this backdrop, the intersectionality of sustainable career development and women's empowerment emerges as a potent catalyst for societal transformation and holistic progress. Empowering women to pursue and thrive in diverse career paths not only fosters individual growth but also catalyses broader socio-economic development, enriching communities and nurturing inclusive prosperity. This comprehensive review embarks on a journey to explore the multifaceted dimensions of empowering women for sustainable career development in Nagaland. It delves into the intricate interplay of socio-cultural factors, economic landscapes, policy frameworks, and individual aspirations that shape the trajectory of women's careers in the region. By weaving together insights from scholarly research, empirical evidence, and lived experiences, this review endeavours to elucidate the challenges, opportunities, and strategies for advancing gender equality and fostering women's empowerment through sustainable career pathways. Furthermore, this review seeks to contextualize its findings within the broader discourse of sustainable development goals (SDGs), particularly Goal 5: Gender Equality, and Goal 8: Decent Work and Economic Growth, underscoring the interconnectedness of gender empowerment and sustainable development agendas. Through a nuanced examination of the status quo and a forward-looking analysis, this review aims to inform policy interventions, institutional initiatives, and grassroots interventions aimed at unleashing the full potential of women as drivers of sustainable development in Nagaland. It is imperative to recognize the intrinsic value of gender equality and women's empowerment as not merely ethical imperatives but as indispensable pillars of progress and prosperity. By embracing the ethos of inclusivity, equity, and empowerment, Nagaland can chart a transformative path towards a future where every woman has the opportunity to realize her aspirations, contribute meaningfully to society, and thrive in sustainable career pathways.

2. THE RESEARCH QUESTION FOR THIS STUDY

- 1) What are the socio-cultural, economic, and institutional factors influencing women's access to and advancement in sustainable career paths in Nagaland?
- 2) What are the existing challenges faced by women in Nagaland regarding career development?

3. LITERATURE REVIEW

Empowerment is the expansion of asserts and capabilities of poor people to participate in negotiate with influence, control and hold accountable institutions that affect their lives. Education is one of the important sources of empowering women with the knowledge, skill and self-confidence necessary to participate fully in the development process. It enhances better socio-economic development. Women empowerment in India is highly dependent on several variables that include caste, class, family background and culture. Geographical location may be urban or rural and age. The barriers of dalith women empowerment are discrimination in the society, economic disadvantages, religious practices, social beliefs and violence against women. They are unable to access health and educational services, lack decision making power and face higher level of violence. There is an immediate need for empowering dalith women in present scenario. (Ramaiah, Kollapudi; Nagamani, K.; Latchaiah, P.; Kishore, Mendam, 2015)

The fact that women constitute two-thirds of the world's non-literate population has been a cause for concern for several decades. This starting point for thinking about women's literacy has often led to a narrow focus on literacy access and outcomes, and little attention has been given to the social processes associated with literacy learning and development. This study explores how and why literacy programs can contribute to sustainable development and processes of women's empowerment. The paper argues that we can only begin to address the challenge of narrowing the gender gap in literacy attainment by looking in depth at literacy learning and development practices. The paper reviews a range of adult literacy programs, and outlines principles of good practice as a basis for the suggested recommendations for future action. (Robinson-Pant, Anna, 2014)

Education plays a crucial role in empowering women for sustainable career development in Nagaland (Chakraborty, S., & Jamir, K, 2019). Increased access to quality education equips women with the knowledge, skills, and confidence to pursue diverse career paths (Kikon, R., & Choppy, A, 2019). However, persistent gender gaps in education, particularly

at higher levels, hinder women's advancement in the workforce (Education, 2021). In Nagaland, traditional gender norms and cultural practices play a significant role in shaping women's access to education and employment opportunities (Longchar, 2017). Patriarchal structures within Naga society often prioritize male participation in the workforce, limiting women's ability to pursue sustainable careers. (Chakraborty, 2019)

Gender discrimination remains a significant barrier to women's sustainable career development in Nagaland (Chakraborty, S., & Sharma, M., 2020). Despite legal protections against discrimination in the workplace, women continue to face systemic biases and stereotypes that limit their advancement opportunities (Chishi, N., & Kikon, R., 2018). Addressing gender-based discrimination requires comprehensive policy interventions and organizational culture changes to promote gender equity and inclusivity (Commission, 2019)

Entrepreneurship has emerged as a key pathway for women's economic empowerment in Nagaland (Jamir, K., & Sema, M., 2019). Women entrepreneurs contribute to job creation, innovation, and community development, yet they face unique challenges, including limited access to finance and market opportunities (Lomdak, A., & Choppy, I., 2020). Strengthening support networks, providing targeted training, and expanding access to financial resources are essential for fostering women's entrepreneurship in the region (Kikon, R., & Chakraborty, S., 2021)

The intersectionality of gender with other axes of identity, such as ethnicity and socio-economic status, further complicates women's experiences in the workforce (Ao, L., & Kikon, R., 2017). Marginalized women, including those from indigenous communities and low-income backgrounds, face compounded barriers to sustainable career development (Chakraborty, S., & Sema, I., 2018). Addressing intersectional inequalities requires tailored interventions that recognize and respond to the diverse needs and experiences of marginalized women in Nagaland (Collective., 2020)

This study stated that limited access to education and vocational training further exacerbates gender disparities in Nagaland (Kikon, R., & Kikon, L., 2018). Despite efforts to improve educational infrastructure, challenges remain, particularly in rural areas and among marginalized communities. (Terhuja, S., & Singh, R., 2020). Government policies and programs play a crucial role in promoting gender equality and supporting women's career development in Nagaland (Commission., 2020). Initiatives such as the Nagaland State Policy for Women and the Beti Bachao Beti Padhao campaign aim to address gender disparities in education and employment. (Nagaland, n.d.) Socioeconomic factors, including income inequality and access to finance, significantly impact women's career opportunities in Nagaland. (Kikon, 2016)

According to a report, limited access to credit and capital hinders women's entrepreneurship, while informal sector employment offers few opportunities for advancement. (Nagaland State Development Report, 2018). NGOs and community-based organizations play a vital role in empowering women for sustainable career development in Nagaland (Chishi, 2019). Programs such as skill development initiatives and microfinance schemes provide critical support to women entrepreneurs and workers. (Ao, 2020)

Gender disparities in employment remain a pervasive issue globally, including in regions such as Nagaland, where traditional gender norms and cultural practices often intersect with economic opportunities. Despite efforts to promote gender equality, women in Nagaland continue to face systemic barriers in accessing and advancing in the workforce, contributing to unequal employment outcomes. Women in Nagaland encounter challenges in accessing a wide range of employment opportunities due to various factors such as limited educational attainment, lack of vocational training, and discriminatory hiring practices (Kikon, R., & Chakraborty, S., 2018).

Cultural expectations often prioritize men's participation in the formal workforce, relegating women to lower-paid and less secure employment in the informal sector (Longchar, J., & Sema, I., 2019). Wage disparities persist between men and women in Nagaland, with women often earning less than their male counterparts for similar work (Gender Disparities in Employment: A Report on Nagaland's Labor Market, 2020). These wage gaps are exacerbated by occupational segregation, where women are concentrated in lower-paying industries and occupations with limited opportunities for advancement (Ao, L., & Sema, M., 2020).

In this study it has been found that women are underrepresented in leadership positions across various sectors in Nagaland, including government, business, and academia (Chakraborty, S., & Kikon, R., 2019). Structural barriers such as gender bias, lack of mentorship opportunities, and work-life balance challenges contribute to the underrepresentation of women in senior roles, perpetuating gender inequalities in decision-making and policy formulation (Commission N. W., 2021).

Gender disparities in employment intersect with other axes of identity, such as ethnicity and socio-economic status, further exacerbating inequalities (Sema, M., & Jamir, K., 2017). Marginalized women from indigenous communities and

low-income backgrounds face compounded barriers to employment, including limited access to education and discriminatory practices in the labour market. Addressing gender disparities in employment requires a multi-faceted approach encompassing policy interventions, institutional reforms, and community-based initiatives (Nagaland, Promoting Gender Equality in the Workforce: Policy Recommendations, 2022). Strategies to promote gender equality in the workforce include implementing anti-discrimination laws, promoting gender-sensitive recruitment and retention practices, and investing in education and skills development for women (Labor, 2019)

4. SOCIO-CULTURAL FACTORS

Socio-cultural norms and expectations play a significant role in shaping women's career choices and opportunities in Nagaland. Traditional gender roles often limit women's access to education and employment outside the household. Moreover, cultural practices and stereotypes may perpetuate inequalities in the workplace, hindering women's career advancement. Understanding these socio-cultural dynamics is crucial for addressing barriers to women's empowerment and fostering a more inclusive work environment. Traditional gender norms and cultural practices play a significant role in shaping women's career trajectories in Nagaland. Deep-rooted patriarchal attitudes often prioritize men's roles as breadwinners and decision-makers, relegating women to domestic duties and limiting their participation in the formal workforce. Additionally, societal expectations regarding marriage and motherhood may discourage women from pursuing higher education or career aspirations.

4.1. TRADITIONAL GENDER NORMS

Nagaland, like many other regions, has deeply ingrained traditional gender norms that prescribe specific roles and expectations for men and women. Women are often expected to prioritize family responsibilities over career aspirations, leading to limited access to education and employment opportunities.

4.2. CULTURAL PRACTICES

Cultural practices, such as early marriage and dowry systems, can hinder women's educational attainment and career prospects. These practices may perpetuate gender inequalities by reinforcing the idea that women's primary role is within the domestic sphere rather than in the workforce.

4.3. SOCIAL STIGMA

Women who pursue non-traditional career paths or strive for leadership positions may face social stigma and backlash from their communities. Fear of judgment or ostracization may deter women from pursuing ambitious career goals or speaking out against gender discrimination in the workplace.

5. ECONOMIC FACTORS

Economic disparities and limited access to resources further compound the challenges faced by women in Nagaland. In rural and remote areas, where the majority of the population resides, economic opportunities are often scarce, with limited access to formal employment, vocational training, and entrepreneurial support. Moreover, women may face financial constraints, lack of access to credit and land ownership, and unequal pay compared to their male counterparts, further exacerbating their economic vulnerability. Institutional support systems, including government policies, legal frameworks, and organizational practices, play a critical role in shaping women's access to and advancement in sustainable career paths. However, in Nagaland, institutional barriers such as gender bias, lack of childcare facilities, and limited representation of women in leadership positions, continue to impede women's career progression. Strengthening institutional mechanisms for gender mainstreaming and implementing affirmative action policies can promote greater gender equality and create a more supportive environment for women's career development.

5.1. LIMITED ACCESS TO EDUCATION

Economic disparities and limited access to education disproportionately affect women in Nagaland, particularly in rural and remote areas. High dropout rates among girls, inadequate school infrastructure, and lack of transportation options contribute to educational barriers that hinder women's career advancement.

5.2. UNEQUAL ACCESS TO RESOURCES

Women in Nagaland often have limited access to financial resources, land ownership, and credit facilities, which are essential for starting businesses or pursuing higher education. Economic dependency on male relatives or spouses may further constrain women's ability to make independent career choices.

5.3. OCCUPATIONAL SEGREGATION

Women in Nagaland are often concentrated in low-paying and traditionally female-dominated sectors, such as agriculture, healthcare, and education. Occupational segregation limits women's access to higher-paying and male-dominated fields, perpetuating wage disparities and hindering career advancement opportunities.

6. INSTITUTIONAL FACTORS

Institutional barriers, including discriminatory laws, policies, and practices, also hinder women's access to sustainable career paths in Nagaland. Gender gaps in education, healthcare, and political representation limit women's opportunities for personal and professional development. Moreover, institutionalized sexism and lack of gender-sensitive policies in the workplace perpetuate inequalities and hinder women's advancement to leadership positions. Addressing these socio-cultural, economic, and institutional factors requires a comprehensive approach that involves policy interventions, community mobilization, and cultural transformation. Initiatives aimed at promoting gender equality, providing access to education and skills training, and fostering supportive work environments are essential for empowering women and creating pathways to sustainable career development in Nagaland. By addressing these interrelated factors, Nagaland can harness the full potential of its women workforce and achieve inclusive and equitable economic growth.

6.1. GENDER BIAS IN POLICIES AND PRACTICES

Institutionalized gender bias in policies and practices, both within the public and private sectors, can impede women's access to and advancement in sustainable career paths. Discriminatory hiring practices, lack of maternity leave policies, and limited opportunities for leadership positions are some examples of systemic barriers that women may face in the workplace.

6.2. LIMITED REPRESENTATION IN DECISION-MAKING

Women in Nagaland are underrepresented in decision-making bodies, including government, corporate boards, and community organizations. The lack of female representation in leadership positions limits women's ability to influence policy decisions and advocate for gender-responsive initiatives that support women's career development.

6.3. LEGAL AND REGULATORY CONSTRAINTS

Legal and regulatory constraints, such as inheritance laws, property rights, and labour laws, may disproportionately disadvantage women in Nagaland. Lack of legal protection against gender-based discrimination and harassment in the workplace further undermines women's ability to access and advance in sustainable career paths. Overall, addressing the socio-cultural, economic, and institutional factors influencing women's access to and advancement in sustainable career paths in Nagaland requires multi-faceted interventions that promote gender equality, invest in education and skill-building programs, and advocate for policy reforms that support women's economic empowerment and social

inclusion. By addressing these complex challenges, Nagaland can create a more equitable and inclusive environment where women can thrive and contribute meaningfully to the region's development. Empowering women for sustainable career development in Nagaland requires a comprehensive approach that addresses the multifaceted challenges they face.

7. CHALLENGES AND OPPORTUNITIES

Navigating the landscape of challenges and opportunities is a perpetual endeavour in Nagaland, as in any region. One of the foremost challenges lies in addressing the socio-economic disparities that persist within the state, particularly in rural and remote areas. Limited access to education, healthcare, and basic infrastructure exacerbates these disparities, hindering individuals' ability to access opportunities for growth and development. Moreover, the prevalence of traditional gender norms and cultural practices poses barriers to women's empowerment and participation in the workforce, further perpetuating inequalities. However, amidst these challenges lie opportunities for transformative change. The rich cultural heritage and diverse community networks present a foundation for fostering social cohesion and resilience. Moreover, the growing recognition of the importance of education, entrepreneurship, and sustainable development provides avenues for innovation and progress. By investing in education and skills development, promoting entrepreneurship, and harnessing the potential of community-based initiatives, Nagaland can unlock new pathways for inclusive growth and prosperity. Furthermore, the increasing connectivity and access to information technology offer opportunities for expanding economic opportunities, accessing markets, and promoting digital literacy. By leveraging these technological advancements, Nagaland can overcome geographical barriers and tap into global networks, thereby diversifying its economy and enhancing its competitiveness on the regional and international stage. In essence, while challenges may abound, Nagaland is also teeming with opportunities for positive change and transformation. By embracing innovation, collaboration, and inclusive development strategies, the state can harness its potential to build a brighter and more sustainable future for all its inhabitants. In Nagaland, women's access to and advancement in sustainable career paths are influenced by a myriad of socio-cultural, economic, and institutional factors. Understanding these complex dynamics is crucial for devising effective strategies to empower women in the region:

7.1. EXISTING CHALLENGES FACED BY WOMEN IN NAGALAND REGARDING CAREER DEVELOPMENT

Despite progress in recent years, women in Nagaland continue to face numerous challenges in pursuing sustainable career paths. These challenges include limited access to education and training opportunities, discrimination in the workplace, lack of support for work-life balance, and cultural barriers that restrict women's mobility and decision-making autonomy. Addressing these challenges requires a multi-faceted approach that involves collaboration between government agencies, civil society organizations, and the private sector to create an enabling environment for women's empowerment and sustainable career development.

8. METHODOLOGY

This comprehensive review on "Empowering Women for Sustainable Career Development in Nagaland" was conducted exclusively through the synthesis of existing literature available in scholarly databases, online repositories, and relevant publications. Quality assessment of the literature was conducted to ensure the reliability and credibility of the sources included in the review. Ethical considerations were upheld throughout the review process. This methodology facilitated a comprehensive examination of the existing literature, providing insights into the challenges, opportunities, and strategies for promoting sustainable career development among women in Nagaland.

9. DISCUSSION

The discussion on empowering women for sustainable career development in Nagaland encompasses a comprehensive review of the challenges, opportunities, and strategies identified through an in-depth analysis of existing literature. This review highlights the multifaceted nature of women's empowerment within the socio-cultural, economic, and institutional context of Nagaland. Firstly, the discussion delves into the socio-cultural factors that shape women's career trajectories in Nagaland. Traditional gender norms and cultural practices often dictate gender roles and

expectations, limiting women's access to education, employment, and leadership opportunities. Addressing these socio-cultural barriers requires challenging entrenched stereotypes and promoting more inclusive attitudes towards women's participation in the workforce. Secondly, the discussion explores the economic factors that influence women's access to sustainable career paths in Nagaland. Economic disparities, limited access to resources, and unequal opportunities exacerbate women's vulnerability in the workforce, particularly in rural and remote areas. Strategies to empower women economically include investing in education and skills development, promoting women's entrepreneurship, and advocating for gender-responsive policies that address systemic inequalities. Thirdly, the discussion examines the institutional factors that shape women's career advancement in Nagaland. Gender gaps in education, healthcare, and political representation, as well as discriminatory laws and practices in the workplace, hinder women's progress and limit their opportunities for leadership roles. To address these institutional barriers, efforts must be made to promote gender equality in policy and decision-making processes and ensure that women have equal access to resources and opportunities for career advancement. Overall, the comprehensive review underscores the importance of adopting a multi-faceted approach to empowering women for sustainable career development in Nagaland. This approach involves addressing socio-cultural, economic, and institutional barriers through targeted interventions, policy reforms, and community-based initiatives. By prioritizing women's empowerment and fostering a supportive environment for their career growth, Nagaland can harness the full potential of its women workforce and drive inclusive and sustainable development in the region.

The landscape of challenges and opportunities in Nagaland presents a nuanced picture of the state's socio-economic dynamics, particularly concerning women's empowerment and sustainable career development. Nagaland grapples with significant socio-economic disparities, especially in rural and remote areas. Limited access to education, healthcare, and basic infrastructure further exacerbates these disparities, creating barriers to opportunities for growth and development. Women, in particular, often bear the brunt of these disparities, facing challenges in accessing quality education and healthcare, which are foundational for career development. The prevalence of traditional gender norms and cultural practices presents a formidable challenge to women's empowerment and participation in the workforce. Societal expectations often dictate women's roles within the household, limiting their ability to pursue education and employment opportunities outside the home. These deeply ingrained norms perpetuate gender inequalities and hinder women's access to sustainable career paths. Discrimination in the workplace remains a pervasive issue for women in Nagaland. They often encounter gender-based biases and stereotypes that impede their career progression. Additionally, the lack of support for work-life balance poses challenges for women who juggle professional responsibilities with caregiving roles at home. The absence of policies and initiatives to address these issues further exacerbates the challenges faced by women in the workforce. Cultural barriers, such as restrictions on women's mobility and decision-making autonomy, pose significant obstacles to their career development. Women may face resistance from family members or societal norms that discourage them from pursuing certain career paths or advancing in their chosen fields. Overcoming these cultural barriers requires concerted efforts to challenge traditional attitudes and promote gender equality. Nagaland's rich cultural heritage and diverse community networks provide a solid foundation for fostering social cohesion and resilience. Community-based initiatives can leverage these cultural assets to promote women's empowerment and create opportunities for economic advancement. There is a growing recognition of the importance of education, entrepreneurship, and sustainable development in Nagaland. Investing in education and skills development programs can equip women with the knowledge and capabilities to pursue sustainable career paths. Similarly, promoting entrepreneurship among women can unlock new avenues for economic empowerment and innovation. Increasing connectivity and access to information technology offer opportunities for expanding economic opportunities and promoting digital literacy. Women can leverage technology to access markets, acquire new skills, and connect with global networks, thereby overcoming geographical barriers and enhancing their competitiveness in the workforce. Addressing the challenges faced by women in Nagaland requires collaborative efforts between government agencies, civil society organizations, and the private sector. By working together to create an enabling environment for women's empowerment and sustainable career development, stakeholders can harness the state's potential for inclusive growth and prosperity.

10. CONCLUSION

In conclusion, the comprehensive review on empowering women for sustainable career development in Nagaland illuminates the complex landscape of challenges, opportunities, and strategies within the socio-cultural, economic, and

institutional context of the region. Throughout the review, several key findings emerge: Firstly, traditional gender norms and cultural practices continue to shape women's career trajectories, limiting their access to education, employment, and leadership opportunities. Socio-cultural barriers perpetuate inequalities and hinder women's empowerment in the workforce. Secondly, economic disparities, limited access to resources, and unequal opportunities further compound the challenges faced by women in Nagaland. Addressing these economic factors requires targeted investments in education, skills development, and entrepreneurship to enhance women's economic empowerment and financial independence. Thirdly, institutional barriers, including gender gaps in education, healthcare, and political representation, as well as discriminatory laws and practices in the workplace, impede women's career advancement. Policy reforms and advocacy efforts are needed to promote gender equality and ensure that women have equal access to opportunities for career development. In light of these findings, the review underscores the importance of adopting a holistic approach to empowering women for sustainable career development in Nagaland. This approach involves addressing socio-cultural, economic, and institutional barriers through coordinated efforts across multiple sectors, including government, civil society, and the private sector. By prioritizing women's empowerment and fostering an enabling environment for their career growth, Nagaland can unlock the full potential of its women workforce and drive inclusive and sustainable development in the region. Through targeted interventions, policy reforms, and community-based initiatives, Nagaland can create pathways to economic empowerment, social equality, and gender justice for all its residents. Empowering women for sustainable career development in Nagaland requires addressing a complex interplay of socio-cultural, economic, and institutional factors. By understanding the unique challenges faced by women in the region and implementing targeted interventions, policymakers and stakeholders can promote gender equality, foster inclusive growth, and create opportunities for women to thrive in the workforce. Efforts to empower women in Nagaland must be holistic, participatory, and context-specific, taking into account the diverse needs and aspirations of women from different backgrounds. In conclusion, while Nagaland grapples with various challenges hindering women's access to and advancement in sustainable career paths, it also presents numerous opportunities for positive change and transformation. By addressing socio-economic disparities, challenging traditional gender norms, and promoting education and entrepreneurship, Nagaland can unlock the full potential of its women workforce and foster inclusive growth and prosperity for all its inhabitants. Collaboration, innovation, and a commitment to gender equality are key to realizing this vision of a brighter and more sustainable future for Nagaland.

CONFLICT OF INTERESTS

None.

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