

Can Empowered Female Educators Drive Sustainable Education and Inclusive Growth for Viksit Bharat 2047? A PLS-SEM Study from West Bengal

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Abstract

Female educators play a vital role in strengthening human capital and advancing sustainable development through education. In the context of women empowerment and India's vision of Viksit Bharat 2047, this study examines the determinants of job satisfaction and performance of female educators in higher educational institutions and interprets the findings through the lens of SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth). Using PLS-SEM approach, the study analyses how institutional and work-related factors shape engagement, satisfaction and performance. The results show that a supportive institutional environment, healthy work-life balance and meaningful workplace values significantly enhance the job satisfaction of female educators. Job satisfaction emerges as a key driver of both educators' engagement and educators' performance, while engagement further strengthens the relationship between job satisfaction and performance. Professional growth and development show a modest positive influence on satisfaction, whereas reward and recognition do not demonstrate a strong direct effect in this context. Multi-group analysis indicates that the core relationships remain largely consistent across different types of institutions and marital status groups, highlighting the robustness of the model. Interpreted through the SDG framework, the findings suggest that empowering female educators through supportive work environments and balanced professional lives contributes to better teaching quality (SDG 4) and

promotes decent, productive employment (SDG 8). The study emphasizes the importance of women-centric institutional policies in higher education for building sustainable education systems and inclusive economic growth in India.

Keywords: *Female educators, women empowerment, job satisfaction, engagement, performance, sustainability*

JEL Classification: *I23, J16, J24, Q01*

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