

Essential Factors For Women's Empowerment Will Lead To Social Development In India.

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Abstract

Empowerment means accepting and allowing people (women) who are on the outside of the decision-making process into it. **Women's empowerment** is a movement involving respect, honor and recognition toward all Woman. It is the process that creates power in individuals over their own lives, society, and in their communities. Womens are empowered when they are able to access the opportunities available to them without limitations and restrictions such as in education, profession and lifestyle. It includes the action of raising the status of women through education, raising awareness, literacy, and training. Women's empowerment is all about equipping and allowing women to make life-determining decisions through the different problems in society.

Present Study focused on the important and essential factors which leads to women empowerment in India.

Key Words: Women Empowerment, Education, Literacy, Awareness , Training etc.

Introduction:

Women's empowerment and gender equality is essential for our society to ensure the sustainable development of the country. Many world leaders and scholars have argued that sustainable development is impossible without gender equality and women's empowerment. Sustainable development accepts environmental protection, social and economic development. Without Women's empowerment, women wouldn't feel equally important to the process of development as men. It is widely believed that, the full participation of both men and women is critical for development. Only acknowledging men's participation will not be beneficial to sustainable development. In the context of women and development, empowerment must include more choices for women to make on their own. But Without gender equality and empowerment, the country could not be just, and social change wouldn't occur. Therefore, scholars agree that women's empowerment plays a huge role in development and is one of the significant contributions of development. Without the equal inclusion of women in development, women would not be able to benefit or contribute to the development of the country.

The nature of women empowerment is one of the most important factors affecting the psychology, performance, and satisfaction of women. Balance of work and personal life is influenced by their psychology and satisfaction. Stable work life of women demonstrates that they are

managing effective relationship among their family life and career.

According to Asogwa (2012), women encouragement and growth, equality and the whole socio-economic protection of humankind are always debated in parallel dimensions. Both aspects have gained equal importance. Many civilizations believe women as prevalence role with which secure socio-economic connections are observed. Hence, the women movement from one family to another (by marriage) in common anthropology is believed to be more robust and influential interaction channel than language (Coleman 2007).

Generally, officials and communities should pay attention to women empowerment to break the poverty load and protection against economic problems illustrated by socio-economic adversity along with heightened poverty. Illustration of women's confidence is very obvious from socio-economic challenges can be enhanced by having unrestraint entry to desirable budget and land resources, authorizing quality schooling, and challenging political, cultural and official limitations. Empowerment has gained considerable focus, however factors affecting women at workplace and community context is discussed in this study. Basic factors like ethnicity, social class and sexuality have similar importance to the already discussed factors.

Many factors have been discussed, but it is very complicated to evaluate their stability, like women empowerment policy, education level, training and skills. Encouraging women should be acknowledged from an activist's point of view. The difficult affiliation between women's assumed needs and external factors of organizational discrimination needs to be considered significantly.

The study aims to fill gap of scientific literature studying factors of women empowerment to get development of countries for making decisions related to development of women empowerment in organizations.

Table 1. Definitions of women empowerment (source: compiled by authors):

Mahmud et al. 2012	Availability of large array of choices to women leads to selection of valuable choice among others to attain the most desirable results.
Sardenberg 2009	In women empowerment, not only the better independence for women is observed, but gender structures are also transformed.
Noreen 2011	Women empowerment means their survival and offering them choice to live their lives in the way they want. It is also a method to allow greater opportunities to the women to execute the important decisions which were never carried out by those underprivileged women before. In other words "it is to create options, acquisition of capabilities and applying negotiating skills", protection of desired aspects done by confidence development, women empowerment entail the right as a controlling mechanism of life and the belief as an individual's ability.
White 2010	The liberal universal tradition discovers the worth of women empowerment and organized in certain ways by having awareness of worldwide growth
United Nations (UN) 1995	Women's self respect and dignity are included in encouragement; they can equally participate, and have rights to gain different prospects and to manage their own lives everywhere; uplifted public and economic aspects are developed by their ability to control and manage the social change.

Concept of Women Empowerment in India:

Women empowerment can be measured through the Gender Empowerment Measure (GEM), which shows women's participation in a given nation, both politically and economically. GEM is calculated by tracking "the share of seats in parliament held by women; of female legislators, senior officials and managers; and of female profession and technical workers; and the gender disparity in earned income, reflecting economic independence". It then ranks countries given this information. Other measures that take into account the importance of female participation and equality include: the Gender Parity Index or the Gender-related Development Index (GDI).

Some critiques of GEM is that it is not concerned with factors regarding society, such as gender, religion, cultural context, legal context, and violations of women's rights. Gender empowerment measure attempts to make a consistent standardized approach to measure women's empowerment; in doing so, it has been critiqued that the GEM doesn't account for variation in historical factors, female autonomy, gender segregation, and women's right to vote.

The Gender-related Development Index (GDI) is a way in which the United Nations Development Programme (UNDP) measures the inequality between genders within a country. Some critique of this measurement is that, because GDI calculations rely solely on the achievement distribution between males and females of a population, GDI doesn't measure gender inequality; rather, it measures absolute levels on income, education and health.

A more qualitative form of assessing women's empowerment is to identify constraints to action. This allows for the identification of power relations between genders. Because this is a participatory process, it facilitates conversation on gender discrimination. Comparing constraints on women at a later time also allows for any changes or expansion to be better identified. The evaluation of the development of women's agency allows for an evaluation of actions taken. These assessments must also be based on the action taken by women, and not external groups. External groups can help facilitate women's empowerment, but cannot bestow it on them.

Factors responsible for women empowerment in India:

(a) Education:

Our country is on its path towards a knowledge based society. Women's education is of much importance unless the light of knowledge dawns in the women force of our country. We can never join the community of developed nations. So education is the most dynamic factor of development, is the only important tool for realizing empowerment and human resource development. It brightens the chances for access to employment which in turn enhances economic empowerment to women.

According to the world Population Report “A mother’s education is the single most important factor in keeping her family small and her children alive. Education is the first line of defence for women who face life threatening situations that traditional life style perpetuates. It encourages a sense of control over personal destiny. It opens the door to choices that are not bound by tradition. With an education, the women’s status steps beyond the confines of motherhood.

In 1994 international conference on population and Development programme of Action States that everyone has the right to education. The right to education is one of the most important means of empowering women with knowledge, skills and self confidence which are necessary to participate fully in the development process. It enables women to respond to opportunities to challenge their traditional roles and to change their life circumstances. It builds life skills for acquiring timely and relevant information. Promotion of education of girls and women contributes to postponement of their age of marriage and the subsequent reduction in the size of their families.

Women today do not need just a basic education but skills oriented functional education that would equip them to take up challenging jobs so that they can enjoy economic independence and deliver them from undue domination by others. It can be used as a tool to bridge the gender gap. So UNESCO conference in 1962 underlined the importance of the access of girls and women to technical and vocational education for economic and social development.

Education will go a long way in making women aware of their legal and personal rights and make them fight for their rights which in turn will lead to safeguarding her constitutional rights. The Beijing platform for Action says, “Literacy of women is an important key to improve health, nutrition and education in the family and to empower women to participate in decision making in society. It is an essential tool for achieving the goals of equality development and peace. So women’s education should be given top priority in National Agenda Mass illiteracy campaigns should be organized on a large scale.

(b) Elimination of Gender Discrimination:

Gender discrimination is the another important factor. Women should be given due respect and status which they rightfully deserve in society to achieve their destiny. They should be provided opportunity to take active part in decision making at all levels and management processes for the achievement of the goal of empowerment.

(c) Steps for implementation of Women Development Programme and various Acts:

Action based training programme at village in vocational and entrepreneurship development programmes should be organised to make women self employed by increasing their efficiency and capabilities in decision

making. Female feticide and infanticide should be checked by banning the sex determination of unborn child through the Regulation and prevention of Misuse Act 1994 and PNT ACT (Pre-natal Diagnostic Techniques Act) other enactments relating to marriage, divorce, adoption, succession, dowry and moral protection or protection against sexual harassment should be implemented for the emancipation of women.

(d) Action for Organisation of Awareness Programmes:

National and State level commissions for women, NGO (None Governmental Organisations) Task force for women and child Development DWACRA (Development of Women and Children in Rural Areas), ICDS Programmes should undertake awareness, campaign about legal rights, women's rights, human rights, population education, environmental education, education about saving schemes, rehabilitation programmes with all sincerity and honesty.

(e) Rule of Mass Media:

The mass media play a pivotal role in changing the attitude of husband and other family members towards women. The various programmes related to women's dignity reflected the mass media enable to husband to treat her wife with respect. He can change his attitude and will help her in the domestic sphere to reduce her stress and strain. The mass media can play an effective role to project and propagate related issues. Particularly about women empowerment.

(f) Change of Attitude of Women:

Women should realize that opportunities will not land in their hands. They will have to create them. They should fight back to restore their dignified position in society. They should thrive hard to enforce their rights and establish due justice and equality in society. They should work hard for total elimination of illiteracy, poverty, dowry-ills and for effective implementation of all women related programmes and laws. Thus women have to empower themselves by becoming conscious of their oppression, showing initiative and seizing opportunities to change their status. Empowerment should come from within. Women must empower themselves by changing their attitude.

Women's empowerment is important for the development of the family, community and the nation. Therefore, it should be a major concern of Government to bring women into the mainstream of development process by empowering them, through various development oriented schemes. Jawaharlal Nehru has pointed out, "To awaken the people, it is the women who must be awakened, once she is on the move, the family moves, the village moves and the Nation moves".

Conclusion:

Women's empowerment is a global issue in determining the status of women and discussion on women's right is at the forefront of formal and informal campaigns worldwide 2001 is declared as women's empowerment year by our country. Empowerment is a multidimensional process, which enables to realize their full identity power and potentialities, capabilities and competencies of one's rights and opportunities for development in all spheres of life.

Women constitute almost half of the total population. They are a significant segment of Indian society. They are considered as important instrument in the development of human resources. The active participation of women in all spheres is highly essential to ensure sustainable development. Moreover empowerment of women is needed for achieving goal of building a strong and powerful society but the irony is that women are not treated at par with men. The process of social development has been greatly affected because of the discriminatory treatment meted out to women almost in every sphere of life. Women in India have been deprived of equal education equal employment, equal pay and equal status with men, robbed of dignity, pride and self worth. They see themselves as prisoner doomed to obedience and conformity, to find release and freedom only in death.

The situation of women on economic front is no better and men still enjoy a larger share of the cake. The work burden on women is extreme. Indian women work for 69 hours a week while men work only 59 hours per week. Hence women's contribution to national development is crucial and their emancipation is essential for the economic development and social progress of the Nation.

There is hardly any chance for the welfare of the society unless the condition of women is improved. Swami Vivekananda has rightly remarked that a bird cannot fly on one wing. Women must be recognized as a power in the developmental process and should be actively involved in it. So there is a strong need for women empowerment to attain gender equality, Justice and liberty. In 1995 Beijing platform for action provided an agenda for the empowerment of women.

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