



Gender equality and empowering women :A detail analysis

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Abstract

Women's empowerment can be described as to enhance women's sense of self-worth, their capability to determine their own choices, and their choice to influence social change for themselves and others. The UN point out that, empowering women is an quintessential tool for economic growth and lowering poverty. The paper examines the role of government project for empowering women. The paper also will try to study the meaning and importance of women empowerment. One of the national priorities and goals of the Human Resource Development Strategic Plan outlined by Indian Government, includes the vision of the development of women, upgrading the status of women and facilitating their integration into the total social development. Women's empowerment and promoting women's rights have emerged as a part of a major global movement. It will not be easy to change the perception of deep roots that women are secondary, dependent and disposable, resulting in a culture of neglect towards women in Indian society. But that does not mean that change is impractical. It takes time to dispel assumptions. But with the push in the right direction and guided by many efforts, this task can only be achieved

Keywords: Gender Equality, Women empowerment, Importance, Government initiative, Development

Introduction

Women should be empowered by improving their skills, knowledge and access to information technology. According to Sushma Sahay (1998), "Empowerment is an active, multi-dimensional process which enables women to realize their full identity and powers in all spheres of life". Women's empowerment is —a process whereby women become able to organize themselves to increase their own self-reliance, to assert their independent right to make choices and to control resources which will assist in challenging and eliminating their own subordination" (Keller and Mbwewe, 1991). Empowering women is one of the most crucial concerns of the Millennium Development Goals of the United Nations. One of the national priorities and goals of the Human Resource Development Strategic includes the vision of the development of women, upgrading the status of women and facilitating their integration into the total social development. Women empowerment is closely linked with economic development (Duflo, 2012) The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women. Within the framework of a democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. From the Fifth Five Year Plan (1974-78) onwards has been a marked shift in the approach to women's issues from welfare to

development. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights and legal entitlements of women. The 73rd and 74th Amendments (1993) to the Constitution of India have provided for reservation of seats in the local bodies of Panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local levels.

Objective

To understand the meaning of gender equality and women empowerment.

To understand the different scheme launched by the government.

The meaning of women empowerment

If it is to be explained beyond two self-explanatory terms, 'women's empowerment' refers to the complete emancipation of women from the socio-economic dependence and deprivation. Often synonymous with gender equality, the term female empowerment contains a very large set of principles that need to be given wholeheartedly. The women have to face gender-sensitive issues of social exclusion, inequality, The concept of empowerment flows from word power. Women empowerment means empowering women to be self-reliant, financially independent, to achieve positive self-esteem, to build confidence to face any difficult situation and to actively participate in various socio-political development efforts. The growing end of conscience is to recognize women as capable of making rational and educated decisions about themselves as well as society, increasing and reforming women's economic, political and legal power, ensuring equal rights for men, and achieving internationally agreed goals. Improving quality of life for development and sustainability and for their families and communities. The various aspects of female empowerment that need attention for full development are listed as follows: -

Human rights or individual rights: A woman has the right to express her thoughts and opinions freely without any restrictions. Personal empowerment can be achieved by giving confidence to clarify and clarify the power of independent decision making. Women should be aware of their rights and social status that they are constitutionally entitled to.

Social Empowerment of Women: The most crucial aspect of social empowerment of women is to promote gender equality. Gender equality implies that women and men in society enjoy equal opportunities, outcomes, rights and responsibilities in all areas of life. K.D. Gangrade (2001) has extended a definition of empowerment. He considers women's empowerment as "... equal status to women opportunity and freedom to develop herself." Women are exploited in almost every society.

Educational Empowerment of Women: This means enabling women to capture the knowledge, skills and confidence required to participate fully in the development process. Giving a child a choice for educational opportunities is a start. "Traditional concepts recognize higher education as an instrument of personal development. It helps in growing an individual's intellectual horizons, wellbeing and potential for empowerment" (The Kurukshetra, September 2012, p. 25).

Economic and occupational independence: This means reducing financial dependence on their male counterparts by making women a significant part of human resources. A better quality of material life within the family and for society as a whole can be achieved by promoting sustainable livelihoods such as cottage industries, women-owned and managed small entrepreneurial endeavors. "Economic empowerment is a powerful tool against poverty" (Biswas, 2010, p. 27).

Empowerment through legal knowledge: It not only suggests the provision of an effective legal framework for women that supports women's empowerment, but also the need to spread awareness among women about their legal rights and laws that prevent their exploitation. That means closing the gap between what the law implies and what actually happens.

Political Empowerment of Women: The existence of a political system that promotes women's participation in political decision-making and governance.

The empowerment of women depends largely on their participation in social and political activities, it is important to understand the nature of political participation also. Politics is closely related with power and it very much exists in democratic societies. Miller holds that, "It is the activity which aims at bringing government to bear in a particular direction, to secure particular results" (Carolyn, 2008, p. 90). Prasad (2002) views that, "Empowerment is a process geared towards participation, greater decision making and transformative action through awareness and capacity building".

The following articles in the Indian Constitution provide bulwarks for gender equality in the country: -

Article 1 - Equality before the law "The State shall not deny equality to any person before the law or equal protection of the laws in the territory of India.

Article 12 (2) - Equal Opportunities or Office under the State ".

Article 23 - Prohibition of human trafficking and forced labor.

Article (39 (a)) Citizens, men and women are equally entitled to adequate means of livelihood.

Article (after rd 73rd amendment) - 1 / 3rd seats in panchayats will be reserved for women.

Article 3 - The State shall make provisions for equitable and humane working conditions and maternity relief.

Article A1A (E) - It is the duty of every citizen to renounce abusive practices for the dignity of women.

Article 39(d), guards the economic rights of women by guaranteeing equal pay for equal work

Article 14 of the Indian Constitution guarantees to all Indian women equality before law; Equal pay for equal work.

Article 42 Maternity relief, allows provisions to be made by the state for securing just and humane condition of work and maternity relief for women.

Major landmark steps taken for women empowerment

Government legislation and subsequent amendments have seen a greater inclusion of women in view of their status in society. The Hindu Succession (Amendment) Act 2005 states that women get equal share in ancestral property or the Equal Remuneration Act, 1976 has contributed to betterment of society. The disrespectful introduction of the Dowry Prohibition Act, 1961, the Child Marriage (Prohibition) Act, 1929, the Women (Prohibition) Act, 1986 and the Hindu Marriage Act, 1955, greatly contributed to the prevention of polygamy and marriage, and their strict implementation. To do. Various government schemes such as National Women's Fund and STEP. (Assistance in Training Women) has managed to bring economic development to rural women through self-sustaining employment. Sexual Harassment of Women at Work Place (Prevention, Prohibition, and Redressal) Act, 2013, helps to create a conducive environment at the workplace for women where they are not subjected to any sort of sexual harassment. The latest Betty Bachao and Betty Pao Yojana as well as Sabla Yojana are aimed at promoting the importance of reducing female feticide and educating the child. A number of councils and bodies have been set up for the welfare of women, such as the National Commission for Women, the Department of Women and Child Development, and the Parliamentary Committee on Women's Empowerment, which have reviewed and recommended amendments to various laws. The National Policy for the Empowerment of Women (2001) aims to address all forms of violence against women, arising from physical, mental and customs and traditions. Some of the other initiative taken by government are as follows:

- ❖ One Stop Centre Scheme
- ❖ Beti Bachao Beti Padhao Scheme
- ❖ Women Helpline Scheme

- ❖ UJJAWALA : A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation
- ❖ Working Women Hostel
- ❖ Ministry approves new projects under Ujjawala Scheme and continues existing projects
- ❖ 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

Parameter of women empowerment

- ❖ The parameters of women empowerment are:
- ❖ Enhance women's self-esteem and confidence.
- ❖ Eradicate any kind of discrimination and all forms of violence against women and girls.
- ❖ Build and strengthen partnerships with the society, especially women's organizations. Implementation of constitutional and legal provisions and safe rights of women. The creation of a positive image of women in society and recognition of their contribution in the social, economic and political spheres. Develop the ability to think critically in women.
- ❖ Encouraging women to participate in decisions making and encouraging collective action.
- ❖ Enabling women to make informed choices.
- ❖ Ensuring the participation of women in every sphere of life. Provide information, knowledge, skills for self-employment.

National Policy for the Empowerment of Women 2001

Roughly a decade and a half have passed since the formulation of the National Women's Empowerment Policy (NPEW) in 2001, which sets out a rigorous liberal agenda for advancing, developing and empowering women with adequate policy proposals and tactics. Although, major developments in international technology and information systems have mounted the Indian economy on a pathway of stronger development, affecting, the general population and women in a distinctive and specific way.

Development of a framework for effective empowerment of women through effective economic and social initiatives so that they can achieve equality.

De-jury and de-facto possession by women with equal human rights and significant equality in all human-rights and financial, financial, educational, cultural and civil-equal citizens in all fields. Equal involvement of women in the country's civic, political and economic activities and decision making.

Equal availability of health services for women, affordable schooling at all levels, jobs and vocational training, employment, equal compensation, health and workplace safety, social assistance and more. Strengthening legislative frameworks to eliminate any form of violence against women;

Changes in social characteristics and civic activities through the constructive involvement and responsibility of men and women.

Normalizing gender perspective during the development process;

Reduction in racism and other forms of abuse against women and girls;

Growing and enthusiastic partnerships with the civic community, especially women's organizations.

Creating and expanding women empowerment alliances and stakeholder collaboration.

Importance of Women Empowerment

The progress of women empowerment in the country is constantly influenced by a strong patriarchal society with deeply rooted socio-cultural values. The need of the hour in society is there should be no place for racial superiority. The aim of government policies should be to identify and eliminate the forces directed towards keeping alive the tradition of male domination over the female counterpart.

Women make up a large nation's population and most of them are economically dependent without employment. Many of them are even unaware of the fact that they are eligible for the position that men enjoy. The result is that the country's economy has been disrupted due to low utilization of available human resources. Women are generally considered to be intellectually as well as physically less capable than men. As a result, the opportunities extended to them become biased and offensive without a real evaluation of their abilities. While scientific data reveals women are more skilled at multi-tasking than men, they are still another choice for employers in the country.

In India and major parts of the world, women are still denied basic education and are never allowed to pursue higher education despite having the necessary skills. This huge waste of talent is definitely holding the economy back.

Female empowerment in its reality is synonymous with the full development of society. An educated woman, with knowledge about health, hygiene and hygiene, is able to create a disease-free environment for her family. A self-employed woman is able to contribute not only to her family's economic affairs, but also to the growth of the country's overall GDP. A shared source of income rather than an income-generating home is likely to raise the quality of life and not help the family out of the trap of poverty. Women are less likely to be aware of their legal rights, victims of domestic violence or other forms of exploitation. The participation of women in political and social positions of power has significantly reduced corruption in those specific areas which adds another beneficial point in favor of women empowerment.

Conclusion

It will not be easy to change the perception of deep roots that women are secondary, dependent and disposable, resulting in a culture of neglect towards women in Indian society. But that does not mean that change is impractical. It takes time to dispel assumptions. But with the push in the right direction and guided by many efforts, this task can only be achieved. We need an organized approach by the government and law enforcement agencies of the country that is focused in the right direction that only gives women freedom from all kinds of evil. International organizations focus on gender equality as a major priority in development interventions due to the direct impact gender-sensitive policies have on economic development, higher education achievement, and better quality of life within a country or region. There is an increasing need for effective techniques to measure progress of such interventions and maintain gender equality as a main concern in international development.

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