

Importance of Women's Empowerment and Achieving Gender Equality in Today's World

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ABSTRACT

Women empowerment refers to making women powerful to make them capable of deciding for themselves, women has suffered a lot through the years at the hands of man. In earlier centuries, they were treated as almost non-existent. As if all the rights belonged to men even something as basic as voting.

Women empowerment mainly refers to the practice of making women decisions as well as handle their lives without any familial or social restriction. In simple term, it entitles women take charge of their own personal development. Since women have always bear the oppressed ones in a patriarchal society, the main motive of woman empowerment is the help them stand equally with men. It is a fundamental step to ensure the prosperous growth of a family as well as the country. Women empowerment adds to confidence of women in their ability to lead meaningful and purposeful lives. It removes their dependence on their and makes them individuals in their own rights. Without women's empowerment we cannot remove injustice and gender bias and inequality.

The terms gender refers to the economic, social and cultural attributes and opportunities associated with being male or female. In most societies, being a man or a woman is not simply a matter of different biological and physical characterizes. This paper deals with importance of gender equality scenario in India and types of inequalities between men and women. This paper sheds light on importance of gender equality and role of gender equality in women empowerment.

Key words: Equality, Women's Empowerment, Gender Equality

Introduction:

Gender equality is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Gender equality requires enjoyment by women and men of socially valued goods, opportunities, resources and rewards. Where gender inequality exists, it is women who are excluded or disadvantaged in relation to decision making and accesses to economic and social resources. Therefore, Gender equality is the empowerment of women, with a focus on identify and reducing power imbalances and giving women more autonomy to manage their own lives.

Gender equality does not mean that men and women become the same, only that access to opportunities and life change in neither dependent on, not constrained by their sex. Achieving gender equality requires women's empowerment to ensure that decision making at private and public levels and access to resources are no longer weighted in men's favor.

What is gender equality and women's Empowerment?

Gender equality is defined is USAID's gender equality and female empowerment policy as a stated in which both men and women have equal opportunity to benefit from contribute to economic, social cultural and political development enjoy socially valued resources and rewards and realize their human rights. Gender equality is the belief that men and women should be treated and perceived as equals in society, including all areas. Such as education, empowerment and in decision making positions. It is a fundamental and a necessary founder for a peaceful, prosperous and sustainable world.

The word gender describes the sociality constructed roles and responsibilities that societies consider opportunities for men and women. Gender equality means that men and women have equal opportunities for the financial independence, education and personal development. Women's empowerment is a critical aspect of achieving gender equality. It includes increasing a women's sense of self-worth, her access to opportunities and resources, her power and ability to effect change. Yet gender issues are not focused on women alone, but on the relationship between men and women in society the action and attitudes of men and boys play and essential role in achieving gender inequality.

Role of gender inequality and women's' empowerment

To achieve it we should focus mainly on the education of girls. Moreover, they also get equal pay to the men for equal work. To empower the women and goals also shared be to remove child marriage and the dowry system from the whole nation. SDG (Sustainable Development Goals) is focused on pursuing the main goal of real and sustained gender equality in all aspects of women and girls lives which includes (1) ending gender disparities (2) eliminating violence (3) eliminating early and forced marriage (4) Securing well participation and opportunities.

In other hand, empowering women in India through equal opportunities would allow them to contribute to the economy as productive citizen with higher literacy rates and equal pay for equal work, women are able to thrive economically and rise out of property.

Gender Equality and Women's empowerment

Gender equality implies a society in which women and men enjoy the same opportunities outcome right and obligations in all shapes of life. Equality between men and women exists when both sexes are able to share equality in the distribution of power and influence; have equal opportunities for financial independence through work or through setting up business; enjoy equal access to education and the opportunity to develop personal ambition.

A critical aspect of promoting gender equaling is the empowerment of women, with a focus on identifying and redressing power imbalance and giving women more autonomy to manage their own lives. Women's empowerment is vital to sustainable development and the enhancements of human rights

for all. Where women's status is low, family size tends to be large, which makes it more difficult for families to thrive. Population and development and reproductive health programmes are more effective when they address the educational opportunities status and empowerment of women. When women are empowered, whole families benefit, and these benefits often have ripple effects to future generations. The roles that men and women play in society are not biologically determined they are socially determined, changing and changeable. Although they may be justified as being required by culture or religion these roles vary widely by locality and change over time.

Key issues and linkage

Reproductive health, women for both physiological and social reasons are more valuable than more to reproduce health problems. Reproductive health problems, including marital mortality and morbidity and morbidity, preventable or by preventable cause of death and disability for women in developing countries. Failure to provide information, service and conditions to help women protect their reproduction health therefore constitute gender-based discrimination and a violation of women's rights to health and life.

Stewardship of Natural Resources

Women in India are usually in charge of security water, food and fuel and of overseeing family health and diet. Therefore, they tend to put into immediate practice whatever they learn about nutrition and pressuring the environment and natural resources.

Education empowerment

About two thirds of the illiterate adults in India are female. Higher levels of women's education are strongly associated with both lower infant mortality and lower fertility, as well as with higher levels of education and economic opportunity for their children.

Economic empowerment

In India more women than men live in poverty. Economic disparities persist partly because much of the unpaid work within families and communities falls on the shoulders of women and because they face discrimination in the economic sphere.

Political empowerment

Social and legal institutions still do not guarantee women equality in basic legal and human rights in access to or control of land or other resources, in employment and earning and social and political participation. Laws against domestic violence are often not enforced on behalf of women.

Importance of women's empowerment

Women's empowerment is important for several reasons, including-

- **Gender equality:** Women's empowerment is essential for achieving gender equality, which is a fundamental human right, gender equality means that women and men have equal rights, opportunities and resources and can participate in all aspects of life.
- **Social Justice:** Women's empowerment is also essential for achieving social justice. Women and girls are other forms of oppression simply because of the gender empowering of women helps to create a more just and clear society for everyone.

- **Economic Growth:** Economic empowerment increases women's access to economic resources and opportunities including jobs, financial services, property and other productive assets, skills development and marked information. Women's empowerment is also importance for economic growth and development. When a woman has access to education, employment and other opportunities, that are better able to contribute to the economy and society as a whole.
- **Health and wellbeing** – Women's empowerment is also important for promoting health and wellbeing. When women have access to education and health care, they can better take care of themselves and their families.
- **Sustainable development:** Women's empowerment is critical for achieving sustainable development. When women are empowered, they are better able to contribute to efforts to address environment challenges, reduce poverty and promote social justice.

Gender equality in the convention on the elimination of all forms of discrimination against women

The convention provides the basis for realizing equality between women and men through ensuring women's success to and equal opportunities in, political and public life including the rights to vote and to stand for election as well as education, health and employment.

The convention on the elimination of all forms of discrimination against women (CEDAW) is an international legal instrument the requires countries to eliminate discrimination against women and girls in all areas and promotes women's and girls' equal rights.

Barriers to women's workplace equality

In CEDAW's 2013 women in leadership survey respondents were asked to rank in order of importance the following barriers to women's in the workplace. The survey results:

1. Gender stereotypes
2. Workplace cultures
3. Lack of flexible work practices
4. Sexism
5. Lack of mentors
6. Lack of female leaders
7. Societal expectations regarding gender role (e.g. household, work/child care)
8. Affordability and access biting of child care

As part of the survey, respondents were also given the opinion of adding any other significant barriers and the following were recurring themes:

- Entrenched boy's club. The all-male work environment and macho behavior
- The difficulty in juggling work and personal life, particularly caring responsibilities for children and aged parents.
- Workplace design including the one income earner house hold model and logistics of school and work hours.
- The lack of family support for many women, women's lack of self-confidence and lack of sponsor for women in workplace
- Lack of commitment from leaders and executive teams towards gender diversity and

- Unconscious bias

Remove the barriers of gender barriers and women's empowerment

Here are the top five solutions to battle gender challenges at the work place.

1. Always assess employees based on skill and date
2. Eradicate the pay gap
3. Emphasize on having work life balance
4. Serious punishment for harassment cases
5. Proper mentoring program

Remedies for improving the literacy level of women India

The following measures can be taken to bring up phenomenal changes in women education and her empowerment in the true sense.

- Serious efforts must be initiated jointly by the government, parents and civil society to insure girl's enrollment in school.
- District wise plans should be made keeping in view literacy required of the learners.
- The ministry of education both at the center and state levels should develop strategies to stop the ongoing high-out
- Change in the attitude of society and in the traditional values.
- Use of media for portraying positive image of women.
- Financial assistance to poverty-stricken families.
- Abolishment of child labor, dowry, early marriage and caste system.
- Promote of self-respect and self-dignity in girls.

Strategies for improving the literacy level of women in India

- The midday meal scheme and free education supportive schemes.
- Consulting of parents of children belonging to poor and under privilege families.
- Emphasis should be given to empower women through awareness building on social issues, bringing attitudinal change, promotion of skill training for employment, providing information on health care, nutrition, hygienic and legal rights.

Remedies for improving the literacy level of women in India

- Government officials, policy makers, political parties and others should have adequate political will and conviction to empower women in India without double standard mind.
- All the women themselves should show to the rest of the world that they are not only able to be on their own but they are capable of kick-starting progress and development from home making to nation building.
- For, men and women together constitute a civilized humanity.

Conclusion

Equality between men and women exists when both sexes are able to share equality in the distribution of power and influence, have equal opportunities for financial independence through work or through setting up business, enjoy equal access to education and the opportunity to develop personal ambitions,

interests and talents, share responsibility for the home and children and are completely free from coercion, intimidation and gender based violence both at the work and at home. Within the context of population and development progress, gender equality is critical because it will enable women and men to make decisions that impact more positively on their own sexual and reproduce health as well as that of their spouse and families. Decision making with regard to such issues as age at marriage, timing of births, use of contraception and recourse to harmful practices stands to be improved with the achievement of gender equality and women's empowerment do not mean that men and women become the same, only that access to opportunities and life changes is neither dependent on nor constrained by their sex.

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