

Role of Women Empowerment in Present Challenging Environment

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Abstract

From the several decades it has been considered that twentieth Century will be the century of women. Women have campaigned to win the rights and to build, side by side with men. At the current rate of progress it will take a very long time to bring about equality in decision making between men and women in all areas. In terms of human rights and social justice such equality is absolutely vital; it is also the best way to promote change with a human development. The world will be a better place if women will have equal access to management positions. Training should be provided to women for growth and technological developments.

Keywords: Women; Women Empowerment; Spirituality in Women Empowerment; Women Motivation.

Introduction

Power is the key word of the term Empowerment which means control over material assets, intellectual resources and ideology. Women empowerment is a global issue and discussions on women's political rights are at the forefront of many formal and informal campaigns worldwide. Karl (1995) feels that, empowerment is a word widely used, but seldom defined. The word empowerment captures this sense of gaining control of participating of decision making. More recently the word has entered the vocabulary of development agencies including international organizations and the United Nations. Women fought for their rights (Education, Right to vote, Misogyny of political class, and Control over their own bodies) throughout the twentieth century. Everyone knows the situation in professional employment. Women continue to be concentrated in lower qualified, lower paid jobs, and very few manage to attain managerial posts, though the trend is on the

increase. Women are hesitant about struggling to advance in professional or political careers, as to do so would frequently put at stake the subordinate role that hitherto at least guaranteed them a secure position within the family circle; On the other hand as they hardly manage to participate fully in the decisions affecting their lives and families. It will prove difficult for them to break out of the vicious circle. The new generation women across the world was always have overcome all negative notions and have proved themselves beyond doubt in all spheres of life including the most intricate and cumbersome world of entrepreneurship; but Women are still often segregated into jobs that are less well paid than those typically taken by men. They are often well qualified than men and the jobs they do are often less secure. There is no job women cannot do. A working party is always looking at ways of encouraging boys and girls to range more widely in the subjects they take in school. It should aim to support teachers trying to avoid reproducing anachronistic stereotypes. Pregnant women should have the peace of mind of knowing they have secure health and social life with running a home and looking after children, political activities requires considerable sacrifices. Women would be more ready to take them on if they thought they stood a chance of recognition on a par with men. That is far from being the case. If equal opportunities for

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women are provided definitely the country will develop at faster rate.

Objectives of the Study

- To study and understand the peculiar traits, reasons and incentives for promoting women leadership especially in India.
- To conceive policies and plans for development of Women Members.
- To encourage empowerment of women in the profession level.
- To involve Women Members in various research and publication activities
- To encourage and develop the entrepreneurship skills in Women Members.
- To offer suggestions to promote women leadership for empowering.

Natural Traits of Women Personalities

The special traits which women generally possess are not valued adequately.

- Opportunity Driven and manager
- Time manager
- Foresighted
- Calculated risk taker
- Passionate
- Inspiring mentor

Women play a major role in preserving and passing on the cultural and spiritual heritage to the succeeding generations. Women can better impart lessons in love, compassion and non-violence and end corruption if they are allowed to play their social role and if male-domination over them ends.

Women Empowerment Component

- Awareness building about women's situation, discrimination, rights and opportunities is a step towards gender equality. Collective awareness building provides a sense of group identity and the power of working as a group.
- Capacity building and skills development, especially the ability to plan, make decisions, organize, manage and carry out activities, to deal with people and institutions in the world around them.
- Participation gender control and decision

making power in the home, community and society.

- Action brings about greater equality between men and women.

In short empowerment is a process of awareness and capacity building leading to greater participation to greater decision making power and control and to transformative action.

Why Women Empower

Discrimination of women from womb to tomb is well known. A woman is not even secure in mother's womb, due to the partiality made by the parent's while choosing between girl & boy child. Because of this imbalance in society, we have lost control over all good aspects of life, so by the result we are left with a multi faced, crime infested society, where everyone feels unsafe even while being at home. The national perspective plan for women had made a free, frank, and objective analysis of the impact of developmental plans and programs of Indian women. There is continued inequality and vulnerability of women in all sectors- economic, social, political, education, health care, nutrition and legal. As women are oppressed in all spheres of life, they need to be empowered in all walks of life. Empowerment of women means women's contribution, women's knowledge. It means helping women fight their own fear and feelings of inadequacy and inferiority. Women enhancing their self respect, self dignity and controlling their own bodies, Women becoming economically independent and self reliant; it means women controlling resources like land and property. Women empowerment reduces women's burden of work, especially within the home and also creates and strengthening women's group and organizations. Women empowerment promotes qualities of nurturing, caring gentleness.

Women empowerment includes both a personal strengthening and enhancement of life changes and collective participation in efforts to achieve, equality of opportunity and equity between different genders, ethnic groups, social classes and age groups. It enhances human potentials at individual and social levels of expressions. Empowerment is an essential sharing point and a continuing process for realizing the ideas of human liberation and freedom for all. Today many women have to face professional against environment created by men which is main hurdle in their promotions and development. When a women is recruited for a particular position it means she deserve that

position that is why she has been offered that position, But despite this why she always have to proof everyday that she is suitable for that position or not; and sometimes she have to proof it till her entire professional career. Thus when we talk of women's development and women's status, it is important for us to recognize that interventions at all levels namely, social, cultural, political, economic, are required and are possible (real Changes) only if changes take place in the existing system and social structures, which are not at all, favorable to the women today.

Categories of Empowerment

Anita Dighe (1996) based on her study on Women, literacy and empowerment- an analysis of the Nelore Experience in Andhra Pradesh State of India has described the following categories of empowerment.

- Empowerment of Marginalized groups
- Process Oriented nature of empowerment
- Holistic nature of empowerment
- Empowerment of dealing with strategic rather than practical gender interests
- Cognitive, psychological and economic components of empowerment
- Empowerment of Democratization
- Empowerment for understanding the native character of literacy that empowers
- Context Specific nature of empowerment
- Empowerment for sustainability

Empowered Women Characteristics

According to Hall (1992), the empowered women share the following characteristics:

- Empowered women define their attitudes, values, and behavior in relation to their own real interests. They have autonomy because they claim their freedom from existing male hierarchies, whether they live in traditional societies or modern, industrial societies.
- Empowered women maintain equal-mindedness, rather than act out roles that merely confront and challenge male dominance. Empowered women do not aim at being superior to men. They respond as equals and cooperate in order to work toward the common good.
- Empowered women use their talents to live fulfilling lives. They have not only survived the

harshness of their own subjugation, but they have also transcended their subjugation, thus moving themselves through survival to fulfillment. They maintain their strength in the presence of pressures of family, religion, and work and they contribute toward the empowerment of all women.

- Empowered women may continue to meet their family responsibilities and participate in religion. They choose to do so in ways that strengthen rather than debilitate them; however which is also advantageous for others. Empowered women do not retreat from those traditional responsibilities, but they forge their own ways of doing things.
- Empowered women define their values and formulate their belief themselves. They do not derive their sense of being from male authorities, and they do not live vicariously through men. Empowered women strengthen themselves through other women's support and sustain their own morel visions. Their actions flow from their own distinctive ideas.
- Empowered women can be found in all social groups and all societies however, the optimal conditions for empowered women are both individual and both individual and social and there are more empowered women in modern societies, because the collective actions of women are more visible and more payable in those in settings.

Obstacle

There are two types of obstacles to be overcome in order that women can have access to decision making positions, structural and situational. This includes various differences in levels of education, occupational experience and income levels as compared to men. These combine with situational factors such as family burden, responsibilities, legal, psychological, and mental independence on their spouse and male relatives, colleagues and or bosses and the fact that society is not prepared to change its attitudes and support women in assuming positions of responsibility.

Sacrifices

Women were considered as a weaker sex. They were given a subordinate status in the Hindu society. She is protected by the father in her childhood, by the husband in her adulthood, and by the son in her old age. It has been noticed that

women tends to speak with a different voice which as rule lays stress on the social ethos of development, that is to say education, health, children, environment, dialogue and peace. Conversely men tend to concentrate on the economic aspects such as production, trade, profitability, finance, technology, and national defense. If we really aspire to any development of the human lot involving both economic growth and social equity, the best way to achieve this coveted objective will be by having men and women sharing in decision making.

Decision Making

Why is it essential for women to play an equal role in decision making? It is clear question that women make up half the population and more than one third of the workforce and so their right to full citizenship and equality of opportunity and treatment in employment must be clearly expressed by their participating in all levels of activity. It is an essential requirement for the effectiveness of development as women are capable of providing a difference sort of ability and creativity which has not been so far been tapped. Women can ensure a better balance in allocation of resources and distribution of the benefits of progress. Today there is a need for change. Change in right direction, change from quantitative to qualitative. As long as women would be left behind in the process of decision making, it would be hard to get the democratic process started. Action participation in social, economic and political spheres would help in enhancing the process of empowerment and it would also give women the desired self respect and social dignity and these of course are the pre requisites of empowerment.

Role of Spiritual Knowledge in Women Empowerment

Spiritual knowledge gives a deeper level of understanding to understand the self, and free oneself from the confines and constraints of the physical limitations. The knowledge of 'Who am I?' divinizes the intellect and opens the third eye of wisdom; It is the wisdom that women must embody. This wisdom is born from the depth of spiritual consciousness and has been remembered as Shakti—will-power received directly from God. Such wisdom brings security in one's life and also has a truly transforming effect on the lives of those around us. If we want a happy crime free life and society, we must emerge the security of our inner values and powers, because world is going to

change, and if we are not going to change us by time, we are not going to qualify for the new world. It's the time for change, and we must. Inner transformation requires that both men and women believe in the beauty of one's innate worth and see the self and others in the context of the eternal reality, rather than just the transitory physical appearance. "Respect girls & women's, because they are all Laxmi & Saraswati of their home. i.e. Goddess of the house, if goddess are happy in home & outside, everyone will feel the same." Though historically women have succeeded in various capacities but their participation in various spheres has not been as high as men. It is a matter of pain that despite their expertise and competencies, women are looked down when they try to compare with men and excel. The society collectively has to come forward and behave like a motivator and facilitator to keep the torch burning. If this attitude is not changed; 50 percent of population will remain deprived of making achievements and economy of that particular country will not progress. Their working style in the family in various kinds of roles successfully. We have witnessed many women leaders have made remarkable achievements in every sphere be it politics, economics, social responsibility, administration etc. Time has come to recognize and applaud their achievements as leaders and promote them as equal with their male counterparts. It has been rightly said that "Where women are honored, there the Deities or Gods dwell." It can only be God who can redress the imbalance. Spiritual knowledge brings power to be aware of inner self, be confident and win over the unworthy feelings and attitudes. This is the security that women need to invoke within themselves. Women need to be aware of their inner dignity thorough spirituality which will help to bring a change in the consciousness of world as large. Women are often associated with love, care, respect, trust, patience, loyalty, empathy, and mercy but it has often been equated with their weakness, however when these qualities are replenished with spiritual power, it becomes a force powerful enough to transform the discriminatory attitudes and perceptions prevalent in the world.

Suggestions

- Leadership programs, mentoring and leadership education is necessary but not sufficient.
- Women should internalize a leadership identity and develop a sense of purpose. There

purposeful action needs to be appreciated than resisted by others.

- Women can assume challenging roles and projects and prove her capabilities and competencies.
- Their interactions with unforeseen situations and complex human behavior will give them fortitude to step outside a comfort zone.
- Women themselves should feel skills and talents.
- Women should be involved in Decision Making Policies.
- Rights to maternity leave and pay and a guarantee of adequate health and safety at work for pregnant women are very urgent.
- The government should encourage good practice on positive action, vocational training, and childcare, combating unemployment, equal opportunities in schools, integrating women in to working life, combating unwanted sexual behavior at work, education, and updating protective legislation affecting women.
- Training should be provided to women for growth and technological developments. For getting more involvement of women in to earning is possible by promoting job opportunities, entrepreneurship and local employment should be the aim.

Conclusion

The change in women's contribution to society is one of the most striking phenomena of the late twentieth century. It has been established since ages that women successfully discharge multiple role in various capacities as a family member. But a women moving out as an employee or as a boss has remained as a taboo in our country. Women specially married women were not accepted holding a position of a commander in any sphere despite the fact that they are assertive, persuasive and equally strong like their male counterparts. Indian has its own pool of bold and fearless women who have made a mark for themselves both within the country as well as overseas. Most of the women are still in lower paid jobs, and most still work mainly with other women in similar jobs and field. Women are still represented in many sectors of industry,

the profession and public service. More and more women are involved in paid work. There is no job they cannot do and they are entitled to equal pay for equal work, as well as the same terms and they are entitled to equal pay for equal work as well as the same terms and they are entitled to equal pay for equal work as well as the same terms and conditions at work and the some opportunities for promotion. Giving women the opportunity to realize their potential in all spheres of society is increasingly important, for all only by involving both sexes to the full can we develop human resources on really democratic lines. Equal treatment in social security as well as for self employed are very much needed.

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