Conceptual View on Gender Equality through Women Empowerment

R. Padma
PhD Research Scholar
Department of Education, Mother Teresa Women's University
Kodaikanal, Dindigul District, Tamil Nadu

Dr. P.B. Beulahbel Bency
Assistant Professor
Department of Education, Mother Teresa Women's University
Kodaikanal, Dindigul District, Tamil Nadu.

Abstract--- Promoting gender equality is stylish economics, and the right thing to do- we cannot make over our world unless the place of women within it is transformed. Indian Women have adopted so many roles in their own lives before entering the portals of the corporate world, that the skill of flexibility is always ingrained in her psyche. Wherever she is, be it at home or at work place, she has vital roles to play. At home as a nurturing care give to her children, the mental and physical well development of her children is in her hands. Mother is the first agent of Socialization and hence her role is valuable. At the work place, she is expected to display exemplary skills to that of her male counter parts. Presence of children restricts the mobility and career choice of a woman. Women need to be super human beings to be a perfect employee, a friendly mother, and a caring and daring spouse. In this juggling of roles, she needs to be careful in the nurture and well being of her children as they are the future human resources. Socialization of the children, inculcating the idea of Gender and Developmental Approach are the important concerns of today’s women. To achieve and fulfill these roles women empowerment is essential. In this article the researcher intends to conceptually discuss Gender Equality through Women Empowerment.

Keywords--- Women Empowerment, Socialization, Developmental Approach, Mental Development and Physical Development.

Introduction

Women play a number of roles in her life like daughter, sister, mother, wife and grandmother. On the whole in India 50 percent of the human resource are women. In historical period women were treated as equals in every field. In the medieval period rights were taken away by men. As far as women empowerment is concerned, women are equal to men in all process like social, political, educational, decision making, legal and economical avenues. This chapter deals with evolution of women empowerment in post independent period, wherein position of women in India and the ways to empower women from family background, employment background are conceptually discussed in accordance with women’s genesis and social background.
Evolution of Women Empowerment

In ancient India women were equal to men including education. Women have been written so many books and recognized as authors. In that days women have the right to live single, if he likes to get marriage she can choose her life partner without any compulsion. There is a evidence to prove that co-education existed in the Ashrams. But after that conditions changed, women started to lose their rights one by one, marriage age come down, they lost their equality, came to be considered as mere possessions. This law giver has said “By a girl, by a young women, or even by an aged, nothing must be done independently even in her own home”. In course of time, women are completely illiterate and fully dependent on men – father, husband and son, economically, socially and culturally (Pillai & Rajeswari 1988).

Post Independence Period

Perhaps no date in the history of Modern India is of greater significance in the emancipation and education of Indian women than that of our political freedom. The struggle for freedom, a non – violent and peaceful Satyagraha movement attracted women from its very inception. In fact the women behind the Mahatma, including his own valiant wife Kasturba were perhaps even the backbone of his peaceful and successful struggle for freedom. An especially important feature of emancipation at the time of independence was the emergence of middle - class women from the shelter of their homes. The Report on the post - war Educational Development in 1944 observed that “Whatever is needed for boys and men, not less will be required for girls and women”.

Status of Women in India

Two-Third of women in India are dependent on men for their everyday needs. In a progressive society men and women are all equal in terms of living and economic development. Moreover, there should not be a bias in approach in terms of abilities and suppression based on gender. The status of women in India shall be enhanced only through acquiring unbiased and quality education. In India many of the villages still do not have primary schools. This has necessitated the female children to travel a long distance to the nearest town to pursue their education. Furthermore, it has adverse effects in terms of security measures in the current context. Hence, their parents forbid them to continue schooling.

Ways to Empower Women-from Family Background

Life Choice

Women empowerment should start from the family and prosper in the society. As a girl child, she should have the right to choose her favorite course of life, what to study and where to study. The process should facilitate the women to decide the age of marriage in such a way that she should decide the life partner of her choice without any influences from family members. She should be independent to select her dress code, education and professional pursuits without any familial and societal influences (World Affair Project, 2007).
**Working after Marriage**

In many families, particularly in India, women continue her job after marriage is not possible and seems like a labor. She is compelled to quit her job immediately after getting marriage. She is forced to take care of her husband’s family only. Whether to continue with same job or quit it is decided by him, but in reality it should be decided by the husband and his family, even though she have a right to earn on his own (Priya, 2014).

**Safe Environment**

The charity begins at home, commencing from birth of boy child and girl child, which needs to be treated equally. There should be no discrimination between them. As parents, we should teach our boys how to treat the girl child and humans in general. We should not use words which under estimate girls or women in front of boys and also parents fight in front of children, if the father beats the mother in front of the child, he should apologize in front of the child and accept that it is wrong. Only then, he will ponder twice before violent towards his female counterparts.

**Surrogacy**

Nowadays, the method of surrogacy is developing in India. In many places, it is done by the compulsion of parents or husband due to financial reasons. The women undergoing this process do not know the physical and emotional pain behind this. The surrogacy law should be stricter to safeguard the surrogate mother. Even after delivery, also that surrogate mother faces a plethora of problems. So, this process should start with full support of the woman undergoing this process and after knowing the issues problems behind this. The surrogate mother should not be shunned and ostracized from the society. This is also a form of women empowerment, as it allows her to choose what she wishes to do with her body.

**Maternal Family**

The family which gives importance to mother’s ancestry, is referred to as ‘maternal family’. This is largely practiced in Kerala in some groups of families. This is also a paradigm of women empowerment because while getting a child, the mother is facing so much of pain. It doesn’t end there as the contribution of women in raising a child is immense.

**Ways to Empower Women-Employment Perspective**

**Salary Structure**

The salary structure should be equal to both men and women for the same type of work. But in many companies, laborers and daily wage earners are treated unequally, even though they are spending same amount of time and effort, which needs to be avoided.

**Occupation**

In relation to occupation, there should not be any straight jacket rules that this work is related to boys and another work is only done by girls. Compared to man woman have more intellectual power in decision making and can multitask more effectively and efficiently at a same time with balance. Women are also bestowed with the patience to handle various arduous tasks in a calm manner (Nagarajan, 2009).
Women in Business

It is extremely difficult for a woman to start a business of her own. If she desires to do so, she has to depend on her male counterparts like her husband or her father for initiating the business. The Government is extending special schemes of loans for women even though financial strains are not the primary reason for her hesitation in becoming a business woman. The main aspect which she lacks is cooperation and motivation from her kith and kin. Lending a helping hand in looking after children, housekeeping and taking care of elders is one step forward to achieving the same. A women can most certainly be a successful entrepreneur because she knows how to use resources effectively, avoid unnecessary expenses, knows the value of savings, how to gain cooperation from employees, prompt decision making, etc, scores of women are ready to engage in business activities but, they hesitate a great deal fearing the breakdown of her home’s sanctity especially her children’s future. It is no doubt that women have the capacity and the capability to earn for her home and there are no bars for her to become the sole breadwinner of the winner. Economically phrasing the same, her employment ensures a surge in the country’s GDP levels. To empower women in the arena of business, the government should relax the stringent norms placed in order to get loans from the banks and also, should ensure that no barriers are placed between her and her dreams.

Ways to Empower Women

Ruling the Country

Women should participate actively in politics and we should fight for equal seats in the Parliament and in assembly. Only women know the needs of women. The discrimination against in various fields can be decreased by active participation of women in the political events. In India, percentage of women serving in politics is very low. This should be increased for healthy development of the country.

Awareness of Rights

Rules are favor for women, but many women don’t know their rights and how to fight for it. It should be taught in schools, because then only girls will come out with confidence and bravery to face the society. After completion of school life, this will be more helpful in higher education, working environment and also in society (Malala’s Speech; News Point T.V., 2016).

Conclusion

The sustainable socio-economic development is possible only through women empowerment at large across the globe. The reason being women represent half of the world population, but women are discriminated all around the world. Hence, the rights for women needs to be protected and policies have to be amended frequently to invoke women’s participation in all the sectors. This in turn, emancipates women to be aware of their role and become conscientious of subtle inequalities and march towards progression. Moreover, education is the first step towards empowerment because 876 million illiterates are emerging from the developing countries, wherein two-third portion constitute women. Also, women accounts for fifty percent of world’s food production. Hence, they should be respected and regarded at par with men without inequality.
References

Malala's Inspirational Speech to Empower Women, Published in News Point T.V., 7th March, 2016.


