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OF EMERGING TECHNOLOGIES
AND INNOVATIVE RESEARCH**

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ज्ञान - विज्ञानं विमुक्त

**National Seminar on
EMPOWERMENT OF WOMEN : RECENT TRENDS & CHALLENGES
CONFERENCE PROCEEDINGS**

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WOMEN'S EMPOWERMENT

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Women's empowerment is the process in which women elaborate and recreate what it is that they can be, do, and accomplish in a circumstance that they previously were denied. Empowerment can be defined in many ways, however, when talking about women's empowerment, empowerment means accepting and allowing people (women) who are on the outside of the decision-making process into it. "This puts a strong emphasis on participation in political structures and formal decision-making and, in the economic sphere, on the ability to obtain an income that enables participation in economic decision-making." Empowerment is the process that creates power in individuals over their own lives, society, and in their communities. People are empowered when they are able to access the opportunities available to them without limitations and restrictions. Feeling entitled to make your own decisions creates a sense of empowerment. Empowerment 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.

Alternatively, it is the process for women to redefine gender roles that allows for them to acquire the ability to choose between known alternatives whom have otherwise been restricted from such an ability. There are several principles defining women's empowerment such as, for one to be empowered, they must come from a position of disempowerment. Furthermore, one must acquire empowerment themselves rather than have it given to them by an external party. Other studies have found that empowerment definitions entail people having the capability to make important decisions in their lives while also being able to act on them. Lastly, empowerment and disempowerment is relative to other at a previous time; therefore, empowerment is a process, not a product.

Women empowerment has become a significant topic of discussion in development and economics. It can also point to the approaches regarding other trivialized genders in a particular political or social context.

Women's economic empowerment refers to the ability for women to enjoy their right to control and benefit from the resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and well being.

While often interchangeably used, the term gender empowerment refers to a more comprehensive concept of gender empowerment referring to people of any gender, stressing the distinction between biological sex and gender as a role.

Importance of women's empowerment in societies:

Entire nations, businesses, communities and groups can benefit from the implementation of programs and policies that adopt the notion of women empowerment. Empowerment of women is a necessity for the very development of a society, since it enhances both the quality and the quantity of human resources available for development. Empowerment is one of the main procedural concerns when addressing human rights and development.

Women's empowerment and achieving 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, and 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. 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.

Methods:

Scholars have identified two forms of empowerment, economic empowerment and political empowerment.

Economic empowerment:

Economic empowerment increases women's agency, access to formal government programs, mobility outside the home, economic independence, and purchasing power. Policy makers are suggested to support job training to aid in entrance in the formal markets. One recommendation is to provide more formal education opportunities for women that would allow for higher bargaining power in the home. They would have more access to higher wages outside the home; and as a result, make it easier for women to get a job in the market.

Strengthening women's access to property inheritance and land rights is another method used to economically empower women. This would allow them better means of asset accumulation, capital, and bargaining power needed to address gender inequalities. Often, women in developing and underdeveloped nations are legally restricted from their land on the sole basis of gender. Having a right to their land gives women a sort of bargaining power that they wouldn't normally have; in turn, they gain more opportunities for economic independence and formal financial institutions.

Race has a huge impact on women's empowerment in areas such as employment. Employment can help create empowerment for women. Many scholars suggest that when we discuss women's empowerment, discussing the different barriers that underprivileged women face, which makes it more difficult for them to obtain empowerment in society, is important when examining the impact of race in connection to employment. Significantly examining how opportunities are structured by gender, race, and class can transpire social change. Work opportunities and the work environment can create empowerment for women. Empowerment in the workplace can positively affect job satisfaction and performance, having equality in the workplace can greatly increase the sense of empowerment. However, women of color do not have the same accessibility and privileges in work settings. Women of color are faced with more disadvantages in the work place. Patricia Parker argues that African American women's empowerment is their resistance to control, standing up for themselves and not conforming to societal norms and expectations. In connection to power, feminist perspectives look at empowerment as a form of resistance within systems of unequal power relations. Within the societal setting of race, gender, and class politics, African American women's empowerment in work environment "can be seen as resistance to attempts to fix meanings of appropriate identity and behavior, where such meanings are interpreted as controlling, exploitative, and other-wise oppressive to African American women." When talking about women's empowerment, many scholars suggest examining the social injustices on women in everyday organizational life that are influenced by race, class, and gender.

Another popular methodology for women's economic empowerment also includes microcredit. Microfinance institutions aim to empower women in their community by giving them access to loans that have low interest rates without the requirement of collateral. More specifically, they aim to give microcredit to women who want to be entrepreneurs. The success and efficiency of microcredit and microloans is controversial and constantly debated. Some critiques claim that microcredit alone doesn't guarantee women have control over the way it is used. Microfinance institutions don't address cultural barriers that allow men to still control household finances; as a result, microcredit may simply be transferred to the husband. Microcredit doesn't relieve women of household obligations, and even if women have credit they don't have the time to be as active in the market as men.

Political empowerment:

Political empowerment supports creating policies that would best support gender equality and agency for women in both the public and private spheres. Popular methods that have been suggested are to create affirmative action policies that have a quota for the number of women in policy making and parliament positions. As of 2017, the global average of women who hold lower and single house parliament positions is 23.6 percent. Further recommendations have been to increase women's rights to vote, voice opinions, and the ability to run for office with a fair chance of being elected. Because women are typically associated with child care and domestic responsibilities in the home, they have less time dedicated to entering the labor market and running their business. Policies that increase their bargaining power in the household would include policies that account for cases of divorce, policies for better welfare for women, and policies that give women control over resources (such as property rights). However, participation is not limited to the realm of politics. It can include participation in the household, in schools and the ability to make choices for oneself. Some theorists believe that bargaining power and agency in the household must to be achieved before one can move onto broader political participation.

Role of education:

It is said that education increases "people's self-confidence and also enables them to find better jobs and they can work shoulder to shoulder with men". They engage in public debate and make demands on government for health care, social security and other entitlements". In particular, education empowers women to make choices that improve their children's health, their well-being, and chances of survival. Education informs others of preventing and containing the disease, and it is an essential element of efforts to reduce malnutrition. Furthermore, it empowers women to make choices that can improve their welfare, including marrying beyond childhood and having fewer children. Crucially, education can increase women's awareness of their rights, boost their self-esteem, and provide them the opportunity to assert their rights.

Despite significant improvements in recent decades, education is not universally available and gender inequalities persist. A major concern in many countries is not only the limited numbers of girls going to school but also the limited educational pathways for those that step into the classroom. More specifically, there should be more efforts to address the lower participation and learning achievement of girls in science, technology, engineering and mathematics (STEM) education.

The Internet as a tool of empowerment:

The growing access of the web in the late 20th century has allowed women to empower themselves by using various tools on the Internet. With the introduction of the World Wide Web, women have begun to use social networking sites like Facebook and Twitter for online activism. Through online activism, women are able to empower themselves by organizing campaigns and voicing their opinions for equality rights without feeling oppressed by members of society. For example, on May 29, 2013, an online campaign started by 100 female advocates forced the leading social networking website, Facebook, to take down various pages that spread hatred about women.

In recent years, blogging has also become a powerful tool for the educational empowerment of women. According to a study done by the University of California, Los Angeles, medical patients who read and write about their disease are often in a much happier mood and more knowledgeable than those who do not. By reading others' experiences, patients can better educate themselves and apply strategies that their fellow bloggers suggest.

With the easy accessibility and affordability of e-learning (electronic learning), women can now study from the comfort of their homes. By empowering themselves educationally through new technologies like e-learning, women are also learning new skills that will come in handy in today's advancing globalized world. Often times, the internet is very useful as source of

empowerment for women through its creation, dispersion, and utilization of hashtags on social media. One prime example of hashtags supporting women empowerment was in 2017 when the #AintNoCinderella hashtag came into existence. This hashtag spread like wildfire on social media after Varnika Kundu (a 29-year-old woman in India) was driving home past midnight on August 4 when she was followed and harassed by two men in a SUV. Kundu was blamed for being out late at night, particularly by the BJP government Vice-President Ramveer Bhatti. This led to women all across India and the world posting pictures of themselves out late at night with the hashtag "# AintNoCinderella" to show that women do not have a particular curfew to which they have to adhere to (like Cinderella did).

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