

WOMEN EMPOWERMENT IN A GLOBALIZING WORLD IN RELATION TO INDIA

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Abstract

There is no doubt that significant progress has been made toward gender equality, and this progress is particularly visible in the workplace. There is also no doubt that the goal of full gender equality has yet to be met – either in terms of pay or position scale. Gender prejudices accounted for a large proportion of the barriers to women's rights identified in recent studies with female managers. Although we have all heard the term "gender" in grammar class, it is now being used in a new way. Gender is now being used sociologically or as a conceptual category, and it has a specific meaning. Gender refers to the socio-cultural definition of man and woman and assigns them social roles in its new incarnation. It is used as an analytical tool to comprehend social realities pertaining to men and women. The purpose of this paper is not to promote feminism, but to define what people believe about gender roles. Today, it is also taught in children's school textbooks that a woman is meant to be a housewife, a teacher, or a nurse, whereas a man is meant to be a doctor or a businessperson. When these jobs are reversed, we are thrown into a massive whirlpool of thoughts, wondering if it is even possible. And we sometimes consider these things to be incorrect. However, this is not how gender roles work.

Keywords

Gender Roles; Gender Stereotypes; Sustainable Development Goals; Gender Prejudices; Gender Division of Labour

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Introduction

Women's empowerment seems to be an essential element that must be met. The rights and liberties that girls have nowadays are the consequence of fights waged by strong women. The actions of these powerful women demonstrate that it is past time for women to appreciate the same liberties and freedoms as men. India is a nation where female equality is lacking. In India, women do not have access to quality education. Rather, the marriages are arranged off when they are youthful. The country has the highest rate of child marriage. Because they lack schooling, the women are unable to pursue their own careers.

Women's empowerment can occur in a variety of ways in the country. One of the most important methods is to educate women. The learning that they obtain could enable them to achieve their hopes and ambitions. They must be given the same opportunities at jobs in all fields. Guardians must inculcate in their daughters the importance of returning home if they are in an abusive situation. As a result, the women would then believe they have the support from parents and would be able to end the domestic abuse. Women should be allowed to chase their dreams and accomplish all of their goals and priorities.

Women's rights are not so much a basic human right, but it is a prerequisite for a peaceful, thriving, as well as the sustainable world. During the last few decades, there's been advancement: more girls are attending school, very few women are forced into child marriages, more girls are provided in legislature and roles of governance, and regulations are being renewed to progress gender parity. Despite this progress, many challenges still exist: discriminatory policies and social standards persist, women are underrepresented throughout all forms of public governance, and one in every five females between the age group of 15 and 49 reported having sexual and physical violence by an intimate partner throughout the previous 12 months.

Gender Stereotypes

Gender stereotypes are generalizations about what men and women are like, and there is usually a lot of agreement on them. Gender stereotypes, according to social role theory, stem from the unequal distribution of men and women into social roles at home and at work. Gendered labor divisions have existed for a long time, both in foraging societies and in more socioeconomically complex societies. Women have traditionally done the majority of routine domestic work and have been the primary caregivers in the home. Women have traditionally been employed in people-oriented, service occupations rather than things-oriented, competitive occupations, which have traditionally been occupied by men. This disparity in the distribution of men and women into social roles, as well as the inferences it prompts about what men and women are like, gives rise to gender stereotypes.

Gender stereotypes are used to characterize not only others, but also oneself. Self-stereotyping has the potential to shape people's identities in stereotype-congruent directions. Stereotyped characteristics can thus be internalized and become a part of a person's gender identity – an important aspect of self-concept. Young boys and girls learn about gender stereotypes from their surroundings and the media, and they learn how to behave appropriately for their gender.

Gender division of labor, refers to the different roles, responsibilities, and tasks to women and men based on societal ideas of what men and women should do and are capable of doing. Different tasks are assigned to girls and boys, women and men according to their sex-gender roles, and not necessarily according to their individual preferences/ capabilities.

Because men and women's labor is not valued or rewarded equally, gender division of labor creates hierarchies and inequalities. Even now, in most countries, equal pay for equal work is not the norm; housework is unpaid; and women are the first to be laid off when a recession hits the workplace. The gender division of labor is not uniform throughout the world. It is specific to culture, location, and time. To challenge the gender division of labor in society means challenging what being a "man" and "woman" in a society entails. The gender division of labor is responsible for statistics like: Globally women hold only 14 percent of senior management positions (UNDP Human Development Report, 1995); the ratio between women's salaries and men's salaries in the US continues to be 3:5 and this has not changed in the last one hundred years. Seventy percent of the world's poorest and most illiterate people are women. This data exactly show that what we thought of gender roles and what they really are. These are how the tactics work in this world. It is said that, "Woman's place in the house, therefore women should be in the both houses of Parliament".

Covid-19 Crises and Women Empowerment

The COVID-19 pandemic seems to have the potential to reverse the restricted progress being made in women's rights as well as equality. The coronavirus eruption magnifies already-existing disparities for females in all areas, from health and economic to safety and social safeguards. Women are playing a disproportionately large role in the virus's response, including those of frontline health professionals and caregivers at home. As a consequence of education cuts and the enhanced requirements of the elderly, women's unpaid housework has significantly increased. Women are indeed vastly disproportionately affected by the economic consequences of COVID-19, as they collaborate in unprotected job markets. Almost 60% of women, who work inside the shadow economy, put them at a higher risk of falling into

economic hardship.

The disease outbreak has also resulted in an uptick in sexual violence against women. With shutdown precautions in place, numerous women are stuck at houses with their sexual predators, unable to access content that is being cut or limited. According to new data, violence against children – particularly family abuse – has increased since the pandemic’s eruption.

Covid-19 Response

Women are not just the ones most affected by the disease outbreak; they are also the foundation of community healing. Putting women and young girls at the core of economic systems will profoundly end up driving healthier and more sustainable development results for everyone, support a quicker recovery, and put the country back on course to meet the SDGs. Every COVID-19 action plan, as well as every healing package as well as resource financial planning, must discuss the gender impacts of such a disease outbreak. This includes: (1) involving women as well as women’s organizations in COVID-19 emergency preparedness as well as decision-making; (2) converting the disparities of caring responsibilities into a fresh, encompassing care economy that works for all; and (3) developing social-economic proposals with a particular campaign on the lifestyles and future prospects of women.

Issue 7-Women Empowerment (United Nations)

Women’s empowerment as well as personal freedom, as well as improvements in their ideological, sociocultural, financial, and medical outcomes, are all important goals in and of themselves. Furthermore, it is required for the progress of the nation. Active participation and partnering of both males and females are necessary for productive and reproductive living, which would include distribution of responsibilities for child regular care, as well as basic household. Women all over the world face threats to their lives, health, and well-being as a result of being overloaded with work and lacking power and authority. Women receive less formal education than men in most parts of the world, and their own knowledge, abilities, and coping mechanisms are frequently overlooked. Power dynamics that obstruct women’s pursuit of healthy and fulfilling lives exist at many levels of society, from the most personal to the most public.

To enact change, planning and policy steps need to be taken to enhance women’s access to safeguard livelihood opportunities assets, ameliorate their severe household chores obligations, eliminate legal barriers to their inclusion in society, and elevate social intelligence through efficient learning and information dissemination initiatives. Furthermore, working to improve women’s rights improves their decision-making institutional capacity throughout all aspects of life, notably in the field of

sexual matters. In turn, this is crucial to the long achievement of population initiatives. Encounter has shown that demography and development projects are also most efficient when stages to enhance women's rights are taken concurrently.

Learning is among the most significant ways to provide women with the understanding, abilities, as well as self-confidence they need to completely participate in the implementation process. The Universal Declaration of Human Rights stated and over four decades ago that "everybody has the access to learn." Authorities attending the World Conference on Education for All in Jomtien, Thailand, decided to commit to the concept of inclusive school enrollment in 1990. Nonetheless, despite notable efforts by countries around the world to significantly expand access to basic education, there are approximately 960 million illiterate adults in the world, with women constituting two-thirds of the population. More than one-third of the world's adults, the majority of whom are women, lack access to printed knowledge, new skills, or technologies that would improve their lives and allow them to shape and adapt to social and economic change. There are 130 million children who are not enrolled in primary school, with 70% of them being female.

Empowerment of Women (Global Partnership for Sustainable Development Data)

UN Women is a United Nations organization dedicated to gender equality and women's empowerment. UN Women was founded to accelerate growth in addressing the needs of women as well as women all over the world. UN Women assists the UN Member States in developing global standards for gender equality, and collaborates with governments and civil society to develop the laws, policies, programs, and services required to ensure that the standards are properly implemented and benefit significantly women and girls around the world. It works on a global scale to make the Sustainable Development Goals vision a reality for females, and it advocates for rule of law and human involvement in all facets of life, focusing on four key plans.

- Women control, take part in, as well as an advantage from governance structures on an equal basis.
 - Women have financial stability, meaningful work, as well as economic independence.
 - All females have the right to live free of any and all types of violence.
 - Women and girls donate to and have a stronger influence in constructing sustainable peace as well as adaptability, and fully benefit again from preventative measures of organic disasters and calamities and emergency relief.

UN Women furthermore coordinates as well as helps promote the job of the UN system in promoting gender equality, as well as all discussions and agreements related to the 2030 Agenda. The organization works to establish gender equality as

a fundamental component of the Sustainable Development Goals and a more encompassing world.

Women Empowerment Principles (United Nations Women) and SDG 5

Women's empowerment to completely contribute to economic life throughout all industries is critical to building larger economies, achieving universally recognized advancement as well as sustainability goals, but also enhances the quality of life for females, men, family members, and societies. The personal sector is an important partner in furthering equality between the sexes and women's empowerment. The Women's Empowerment Fundamentals provide business as well as the private industry with practical information on how to inspire women in the workforce, global market, and society. The Precepts, designed in partnership with UN Women as well as the United Nations Global Compact, are intended to assist businesses in analyzing current strategies and legislation — or developing new ones — to achieve women's issues.

The Precepts, labeled Equality Implies Business, emphasize the strategic plan for a corporate entity to create equality as well as female equality, and thus are notified by actual business procedures and insight from around the world. They also represent the interests of various government bodies, as equal opportunity necessitates the involvement of all characters at all tiers.

Women and girls everywhere must have equal rights and opportunities, as well as the freedom to live without violence and discrimination. Women's equality and empowerment are one of the 17 Sustainable Development Goals, but they are also essential to all aspects of inclusive and sustainable development. In short, the achievement of Goal 5 is critical to the achievement of all other SDGs.

Gender equality by 2030 necessitates immediate action to address the numerous root causes of discrimination that continue to limit women's rights in both the private and public spheres. Discriminatory laws, for example, must be changed, and legislation enacted to proactively advance equality. Despite this, 49 countries still do not have laws protecting women from domestic violence, and 39 prohibit equal inheritance rights for daughters and sons. Gender-based violence is a top priority because it is one of the most prevalent human rights violations in the world today. According to data from 87 countries, one in every five women and girls under the age of 50 will have been subjected to physical and/or sexual violence by an intimate partner in the previous 12 months. Every year, harmful practices such as child marriage rob 15 million girls under the age of 18 of their childhood.

Women perform 2.6 times the amount of unpaid care and domestic work as men. While this work is essential for families, societies, and economies, it results in lower earnings and less time for non-work activities for women. In addition to equal

distribution of economic resources, which is not only a right but also accelerates development in many areas, a fair balance of responsibility for unpaid care work between men and women is required. Sexual and reproductive rights are critical in and of themselves. Shortages in these areas amplify other forms of discrimination, such as denying women access to education and decent work. However, only 52% of married or in-union women make their own decisions about sexual relations, contraception use, and health care.

Despite the fact that more women have entered political positions in recent years, including through the use of special quotas, they still hold only 23.7% of parliamentary seats, falling far short of parity. The situation is not much better in the private sector, where women account for less than a third of senior and middle management positions globally. Throughout all of its programs and advocacy, UN Women works to empower women and girls. With increased gender equality action, every region of the world can make progress toward sustainable development by 2030, leaving no one behind.

Gender Equality via Peace Corps

Women have fewer economic participation opportunities than men, less access to basic and higher education, higher health and safety risks, and less political representation globally. Women's rights and opportunities to reach their full potential are critical not only for achieving gender equality, but also for meeting a wide range of international development goals. Women and girls who are empowered contribute to the health and productivity of their families, communities, and countries, creating a virtuous circle that benefits everyone.

Gender refers to the socially constructed roles and responsibilities that societies assign to men and women. Gender equality means that men and women have equal power and access to financial independence, education, and personal development. The empowerment of women is a critical component of achieving gender equality. It entails increasing a woman's self-esteem, decision-making power, access to opportunities and resources, power and control over her own life both inside and outside the home, and ability to effect change. Gender issues, however, are not limited to women, but also to the relationship between men and women in society. Men's and boys' actions and attitudes are critical to achieving gender equality.

Education is a major focus. Although the world is making progress toward gender parity in education, girls continue to outnumber boys in terms of out-of-school children. One-quarter of girls in developing countries do not attend school. Typically, low-income families who cannot afford school fees, uniforms, and supplies for all of their children will prioritize education for their sons. Families may also

rely on girls' labor for housework, carrying water, and childcare, leaving little time for education. Prioritizing girls' education, on the other hand, may provide the single highest return on investment in the developing world. A well-educated woman is more likely to delay marriage, have a smaller family, have healthier children, and send her own children to school. She has more possibilities to earn a living and engage in political procedures, and she is less likely to become infected with HIV.

Another critical area is women's health and safety. HIV/AIDS is becoming a more serious issue for women. This could be due to fewer opportunities for health education for women, unequal power in sexual partnerships, or gender-based violence. Maternal health is another area of particular concern. Women in many countries have limited access to prenatal and infant care, making them more vulnerable to complications during pregnancy and childbirth. This is a major issue in countries where girls marry and have children before they are ready, often before the age of 18. Quality maternal health care can serve as an important entry point for information and services that empower mothers to make informed decisions about their own and their children's health.

The Final Area of Focus

Women's economic and political empowerment is a final area of emphasis in achieving gender equality. Despite accounting for more than half of the world's population, women own only 1% of the world's wealth. Unpaid domestic work is performed by women and young girls across the world. In some places, women still do not have the right to own land or inherit property, to obtain credit, to earn a living, or to advance in their careers without facing job discrimination. Women are vastly underrepresented as decision-makers at all levels, including at home and in the public sphere. Women outnumber men in legislatures around the world four to one, but women's political participation is critical for achieving gender equality and genuine democracy.

The United States was recently ranked 19th in the world on the World Economic Forum's gender gap index. With women making up less than one-fifth of elected members of Congress, the report identifies political empowerment as the most pressing issue for gender equity in the United States. The United States ranked higher in terms of economic empowerment, but women's earning power remains roughly 20% lower than men's. Women in the United States, on the other hand, have extremely high levels of educational attainment, with high levels of literacy and enrollment in primary, secondary, and university education. Currently, more women than men attend college in the United States. No countries have achieved full gender equality on a global scale. Scandinavian countries such as Iceland,

Norway, Finland, and Sweden are leading the world in terms of closing the gender gap. There is a relatively equitable distribution of available income, resources, and opportunities for men and women in these countries. The greatest gender disparities have been identified in the Middle East, Africa, and South Asia. However, a number of countries in these regions, including Lesotho, South Africa, and Sri Lanka, rank higher in terms of gender equality than the United States.

Conclusion

What are the findings' implications for understanding the persistence of gender inequality? Although the findings indicate a reduction in some aspects of traditional gender stereotypes, they also show that they persist in many ways. Men's unrelenting image of women as lacking in attributes deemed essential for success in many traditionally male fields is particularly significant – an image that serves as the foundation for gender bias in many evaluative decisions. Women, on the other hand, are not immune to the influence of gender stereotypes; while they see women as equal to men in several key agentic qualities, they see themselves as less competent than men in both leadership competence and assertiveness and less competent in these agency dimensions than women in general. These findings, which are the result of taking into account multiple aspects of the agency construct, bode ill for women's tendency to limit their opportunities.

There is a need to focus on the positions women are placed in the society. Because a woman gives birth to a child and feeds the child, this does not imply that women's only role is to nurture. To assess the position we need to look at the social relations of gender or power relations between men and women. To improve women's position the existing norms, structure and power relations between men and women have to be changed.

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