



Impact of Employment on Women Empowerment

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ABSTRACT: Every year Women's Day is celebrated on March 8th to stand together as a united force and to advance gender equality around the world. However, gender inequality and biases still remain a global challenge. To fill the gap there is a need to empower women through employment. Following this has myriad advantages. Employing women can make them independent. There should be more work openings accessible to women that are not just exclusively open to the females who live in metropolitan cities but also to the individuals who live in tier II, III cities and villages. According to the International Finance Corporation study, incorporating more females to work makes them independent but at the same time, it is also good for business growth. When a woman is independent she can stand against any physical and emotional abuses. Women strengthen team dynamics. Women have the skill to unite people and draw together opinions and proposals, this is the reason a woman should be given a chance to work in the organisation. Overall this favours the creation of teams, furthers participation and optimizes the decision-making process. Organizations should be committed to build policies focussed on encouraging women to take leadership roles and try every way to fight back gender inequality.

KEYWORDS: women, global challenge, business growth, women organization, leadership roles

I. INTRODUCTION

Improved productivity and innovation-Diversity is key to the company's growth where women should be employed equally with the number of male employees in any organisation. There is evidence highlighting that the co-existence of men and women in the same organisation delivers better and enhanced productivity.[1] These are the reasons why women should be empowered. To achieve this, proper skilling of women is of utmost importance. It is important to skill women so that they can sustain competition and stay relevant. However, it is also essential to connect with mentors and peers who can support and enable growth. However, companies have started realising that empowering a woman is equal to empowering the entire society. While there have been trailblazers like Rebecca Parsons,[2] Indra Nooyi and Gita Gopinath, recently people are realizing that business benefits through diverse leadership. For example, SEBI regulations from 2014 made it mandatory to have at least one woman on a company's board. The step was initiated to increase the diversity in the boardroom from just 6% in March 2014 to 17% in 2020. Companies like Nestle[3] are internally building a more diverse company through its Gender Acceleration Plan to raise the proportion of women in its top 200 senior executive positions to 30% by 2021. Many organizations today have robust Diversity & Inclusion programs. But there are still some areas where inequality appears entrenched in many organizations. In the public sectors of India[4] the benefits and compensation are equal regardless of gender, but the private sector still has a long way to fill the gender gap.[5] Companies still showcase a certain level of hesitation in the matter like maternity leave, during probation periods and when it is the hiring of female personnel right after maternity leave.[6]

Reducing limitations and ensuring equitable access to quality jobs for females requires focused and targeted action by the private sector as well as from the Government side, even though the Indian Government has taken certain steps in this direction.[7]

The Government's role is also pivotal in empowering women. To encourage the women owners of MSME, the government offers them certain schemes with lucrative offers. Some of the schemes like Bharatiya Mahila Bank Business Loan, Mudra Yojana Scheme, etc. are few of the Government's initiative that aims to improve the status of women by making them financially independent and self-reliant. Our Prime Minister[8], Mr Narendra Modi in his Mann ki Baat radio program asserted, "Our dream of New India is India where women are empowered, strengthened, where they



become equal partners in the all-round development of the country.” The Prime Minister quote highlights that the Modi [9] Government is very much serious about women orientation. It can be concluded that empowering women is essential. No country can gain its actual potential if half of its human capital is not contributing to its growth. However, Indian society will have to dampen gender inequality in all forms. With the hybrid working model gaining prominence, it is hoped to bring more women back into the workforce post COVID-19.[10]

II.DISCUSSION

India has certainly made substantial progress in recent decades, but the country has a long way to go when it comes to women empowerment. According to a World Bank report, India ranks 120th among 131 nations in women workforce. Improving women empowerment and employment in India are very important steps in achieving a poverty-free country. India ranks 38th among the 51 developing countries in female literacy rates. Forty eight percent of females in India have attended till 5th standard, out of which only 15 percent of females who attended second standard are literate.[11] India falls short in female literacy rates in comparison to neighboring states like Nepal, Pakistan and Bangladesh; fortunately, though, the government is taking significant actions. To provide better education for the women, especially for the tagged “below poverty-level” families, the government has made concession packages on free books, uniforms, clothing and midday meals.[12] An article from the a 2016 Economic Times article states that “32 educational institutes have been built in villages of Rajasthan, Madhya Pradesh, and Tamil Nadu.” Things cannot change in one go, but efforts are being made to increase women literacy rates, which are crucial to women empowerment and employment in India. India is not the only nation with frequent stories of domestic violence [13]— it happens all around the world. The only feature that sets India apart from other countries is that most women in India suffer in silence. According to a study done by ICRW, 52 percent of women have experienced violence in their entire lifetime, and 60 percent of men admitted acting violently against their partners.

The rate of reported incidents have increased in 2013 than 2003 and reporting is higher in areas where women are more educated and vocal. Varsha Sharma, senior police officer in Crime Against Women cell in Delhi said,[14] “it’s a good thing that the number of cases is consistently rising because it means that women are refusing to suffer in silence.” The Labor Force participation rate has declined from 42 percent (1993-94) to 31 percent (2011-12). Nearly 20 million Indian women quit work between 2011/12 and May 2014. The predictable reasons for this occurrence have always been patriarchy, marriage, motherhood, late nighttime schedules and security. The female participation rates have been dropping since 2005, despite having 42 percent of women graduates per graduating cycle. As article from Hindustan Times says, “Women want to work but there are not enough jobs being created.”[15]

According to BBC news, another possible reason for this drop in employment could be the recent expansion of secondary education; that is, women opting to continue studies rather than join work. At the same time, getting a higher education also does not ensure that women will eventually go to work. Ela Bhatt, Indian Co-operative organizer and activist, states a very important fact:[16] “Employment is empowering. It helps women to develop their identity and when they become organized they build up courage and confidence to talk to the police, the courts, banks or their husbands as equals.” India ranks fifth among all the nations in regard to skewed ratio of girls to boys[17]. Gender discrimination begins at a very young age and starts, in fact, right from the beginning because of cultural preference for having a son rather than a daughter. USAID, India and its partners are promoting programs of gender equality in the fields of food security, clean energy and environment, education, sanitation and health care. The outcome of these efforts was that 2.5 million girls and boys received equal attention and opportunity in classrooms. India may be significantly behind in growth prospects with two thirds of women not working, so improving women empowerment and employment in India is very important to acquiring a more prosperous nation.[18]

III.RESULTS

UNICEF is supporting a women’s organization in Souf, Jerash, to provide youth in their community with training and economic opportunities. Beit Souf was founded to empower local women who had limited employment opportunities to generate income through artisanal food production in their village in Jerash – a popular tourist destination. One third of young people in Jordan are economically inactive and many have limited opportunities to engage. UNICEF is helping youth reach their full potential[20] through its Amaluna programme, aiming to support 30,000 young people with quality



vocational training programmes that can help them to successfully enter the labour market. In Souf, like in many parts of Jordan, young people face limited opportunities when transitioning from school to work.[19]

Since it opened, Beit Souf has offered a haven for youth who have finished education but cannot find further opportunities - many of those now engaged in the UNICEF-supported training have spent years volunteering in the space, getting much-needed support from its female leaders. UNICEF's Amaluna programme targets youth in economically disadvantaged areas and equips them with the skills they need to increase their employability so that they can access meaningful and sustainable employment, and self-employment through entrepreneurship. [21]

"We just needed someone to back us up and support us," says Balqees, 22, who has been taking training in food production and marketing in the newly[28] improved Beit Souf - refurbished with UNICEF's support to include a training centre for youth. UNICEF is also assisting the women and youth to build stronger links with the private sector so that they have sustainable market access for their artisanal goods, including those who are now running home-based businesses.[29]

Some of the new linkages with the country's thriving tourism industry has opened up Beit Souf to receiving more visitors with hiking and cycling activities now launching from their space, attracting more hungry tourists to eat and shop there.[22]

IV.CONCLUSIONS

There are various channels of interaction through which the trade environment affects women's employment. Trade openness often induces changes in the structure of production, with sectors producing for export expected to expand and other sectors[27] sensitive to import competition expected to contract. This, in turn, causes changes in the level and distribution of employment of different categories of workers, including men and women, as well as in their remuneration. Hence, trade outcomes can be either beneficial (in the case of a reallocation in female intensive sectors) or, on the contrary, detrimental (in the case of a reallocation in male intensive sectors) to women. Drawing from UNCTAD's work,[23] the panel will discuss existing evidence of how the trade environment,[26] and specifically export-oriented policies, has influenced the gender patterns of employment in selected countries. The capacity to assess the nexus between trade and gender, including the likely impact of trade measures on women's employment opportunities and on the quality of their jobs, is essential for gender-sensitive policy-making. UNCTAD, with the financial support of Finland and Sweden, has developed a number of knowledge tools to support countries in deepening their understanding of the links between trade and gender[24] and in enhancing their ability to evaluate the potential effects of trade on women and formulate corrective or accompanying measures. This panel provides an opportunity to discuss more broadly the impact of trade on women's employment patterns, wages and working conditions.[25][30]

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