

**“WOMEN, EDUCATION, EMPLOYMENT AND EMPOWERMENT –
A COLOSSAL REPRESENTATION IN INDIA”**

-NEETU AGGARWAL¹

Abstract

All countries share a common characteristic. Their women are unable to give their best to the National development. The resulting curricula and materials help prepare women for self-development as active members of their family, community and nation. They seek overall personal development and account for the notorious double responsibility that women shoulder as economic producers and as mothers and wives. This approach concentrates on imparting knowledge, skills and attitudes that help women operate as efficient and equal partners of men. It is important to stress collaboration between the sexes and to make sure that empowerment does not mean "pitting women against men". Empowerment is better defined as a concept than in practical terms, which leaves many questions unanswered. This is particularly true with education for empowerment. How does one educate to empower? How does learning for empowerment differ from other programmes for women? This document discusses about how education and suitable employment programs which is part of the UNDP funded project "Expansion of Skills-based Literacy Programme of Women", better known as Educate to Empower from the title of the manual it produced. This represents an effort to answer some of the above questions and also raises some other questions related to education and employment for women's empowerment.

Keywords: Women, Education, Employment, Empowerment, Gender Equality, ILO, UNESCO, UNDP

¹ Professional, M.B.A , LL.M,CS

Introduction

The very first Prime Minister of India Pandit Jawaharlal Nehru once said , “To awaken the people, it is the women who must be awakened, once she is on the move , the family moves, the villages moves and nation moves “ (Pillai , 1995, p.62)."

The significance of women education was first perceived in eighteenth century. Presently a lot later UNESCO has underlined the significance of survey by young ladies and ladies to specialized and professional instruction for monetary and social improvement and they sorted out a meeting on this issue in 1962, after this different gatherings and gathering have been held and have define a few objectives. The enabling job of ladies' training influences lives of the ladies, yet in addition the lives of their youngsters and their wards –, for example, the matured – Education particularly expert and specialized instruction is additionally liable to upgrade ladies' monetary autonomy by outfitting them with the aptitudes important to accept up paid work open doors. At the national dimension, instructed ladies has brought about improved efficiency, improved salary and monetary advancement just as in a superior personal satisfaction, prompting an eminently more beneficial and better sustained populace (World Bank 2001a)

Since the "UN Declaration of the Decade of Women" in 1975, consideration and activity on ladies' worries have consistently expanded and training, regardless of whether it is the type of awareness raising or abilities securing, was one of the territories ladies' associations, government offices and global contributor organizations concentrated on. The fundamental suspicion was that if ladies comprehended their conditions, knew their rights and learned abilities generally denied to them, strengthening would pursue. Over thirty years have passed and there are distinctive perspectives concerning whether such presumptions about expanding access to training and work have brought about the tilting of the power balance for ladies.

Indian ladies are practically half of the Indian populace and they specifically just as by implication add to the financial parameters of the country. Since ages the majority of their monetary commitments have not been accounted and their unassuming administrations have been underestimated. The opportunity has already come and gone to perceive the job of ladies clique in the development of an economy and find a way to include the country uneducated females in the development procedure all the while alongside the urban uneducated just as

instructed females. By and large it has been seen that females are progressively included into little scale business exercises as business visionaries yet with time change has been seen and they are moving towards expert open doors too. Presently administration and mechanical areas are seeing the development of female specialists. Government has thought of a few sachems to improve the job and commitment of ladies. Here we will investigate different development prospects money related strengthening of ladies through work and feature the serious issues that impede these development forms.

It is apparent that there are similarities in the states of ladies' instruction in the distinctive pieces of the world, for example stereotyping in the formal instruction framework which further fortifies the conventional sexual orientation jobs. Then again, it is likewise called attention to that one ought not disregard the distinctions of the states of ladies because of explicit monetary, political or socio-social components.

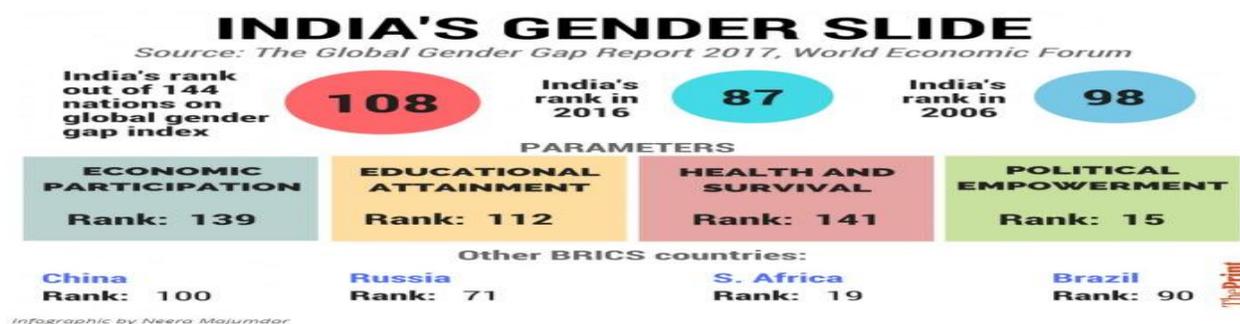
Overview of the Currently Self-employed / Wage-employed Women and Professional Women

Instruction and work are the two fundamental devices which can change the financial and societal position of females sooner rather than later just as over quite a while. Further ladies strengthening is the most extreme prerequisite for the comprehensive development and advancement of a country like India which is rising after some time and records for 614.4 million female populace (1.27 billion absolute populations). According to the 2011 registration female education rate happens to be 65.56% when contrasted with male proficiency of 82.14%. On the off chance that we consider the following serious issue which can prompt female strengthening at that point masked business underpayment of compensation is very unmistakable. In opposition to normal observation, an expansive level of ladies in India work. National information gathering organizations acknowledge that measurements truly downplay ladies' commitment as specialists. In any case, there are far less ladies than men in the paid workforce. In urban India, ladies take an interest in the workforce in great numbers. As indicated by the ILO's Global Employment Trends 2013 report, India's work compel cooperation rate for ladies tumbled from a little more than 37 percent in 2004-05 to 29 percent in 2009-10. Out of 131 nations with accessible information, India positions eleventh from the base in female work drive investment.

Additionally again as per the International Labor Organization, India positions in the last 20 of a rundown of 131 districts in female work compel investment. "Senior dimension female representatives in India are only 5 percent contrasted with the worldwide normal of 20 percent," In India right around 48 percent ladies drop out of workforce before they achieve the center of their vocations, contrasted with the Asia local normal of 29 percent." In the zone of ladies' business enterprise, and in spite of the fact that administration arrangements and advancement procedures have been giving new chances to ladies, few have approached. As per the equivalent MSME Annual Report 2011-12, just 13.72 percent of endeavors in the enlisted MSME area were undertakings overseen by ladies. It is essentially since the most recent two decades that endeavors to configuration projects to advance ladies business visionaries as a piece of national improvement plans have started to be paid heed to by ladies.

Ladies Empowerment alludes to the production of a situation for ladies where they can settle on choices of their own for their own advantages just as for the general public. They can uninhibitedly carry on with their existence with a feeling of self-esteem, regard and respect. They have measure up to ideal for social and monetary equity. They are getting sheltered and open to workplace and also have approach rights to take an interest in Social, Religious and Public exercises.

In Hindu sacred writings, lady has been portrayed as the epitome of Shakti. In any case, in actuality, she is treated as Abla. Ladies are leaving the workforce by the thousand for being at home. Not to be a homemaker, however as occupation making business visionaries. The expanding nearness of ladies in the business field as business people has changed the statistic qualities of business and monetary development of the nation. Women-owned businesses enterprises are playing a more active role in society and the economy, inspiring academics to focus on this interesting phenomenon. Before going to elaborate separately let us have a quick view of the overall status of women in terms of Gender Gap Index released by World Economic Forum in 2017 as below:



According to the World Economic Forum's "Global Gender Gap Report 2017", India's ranking has fallen by 21 places from last year. Not only are we currently far below the global average but also behind our neighbors China and Bangladesh. One of the areas where we have fared poorly is in wages and participation of women in the economy where our rank is an abysmal 139. This is not the first report to highlight the plight of our women. In fact, as per the World Bank report, we have one of the lowest workforce female participation rates, ranking 120th among 131. Even in terms of contribution to gross domestic product (GDP), women are currently under-represented. At 17%, India has a lower share of women's contribution to GDP than the global average of 37%. What is even more alarming is that the participation levels have been dropping in the last few years. The National Sample Survey found that while in 1999-2000, 25.9% of all women worked; by 2011-12 this proportion had dropped to 21.9%.

Outlooks

- Across the globe, teaching ladies and enabling them to remain without anyone else feet has been a need. In India, social shades of malice and a rising assault rate are standing up to ladies in urban and provincial zones, paying little heed to which ideological group is in charge. Ladies are not being allowed to end up more grounded in the political division.
- The Women's Reservation Bill of 2013 is by and large vociferously contradicted in light of the fact that it will preclude chances to people from securing different gatherings. With regards to enactments which plan to diminish sex imbalance, India has far to go.
- Ancient India was a focal point of learning and noted ladies researchers amid that time added to the progression of society. Ladies symbols in India's rustic regions are few and far in the middle. While most know about the prominent woman business visionaries and corporate heads in urban India, ladies in provincial zones keep on confronting abuse. On the off chance

that ladies are permitted to access training, they can have an enormous effect in improving the profitability of the economy.

- Noted rustic business visionaries, for example, JashwantibenPopat who spearheaded Lijjatpapad are verification of the solid abilities of Indian ladies to shape positive social change in India. From 7 ladies working in one working to more than 43,000 woman laborers, Lijjatpapad is a corporate activity that is fuelling the economy.
- Empowered Indian ladies can likewise pioneer self improvement gatherings and activities for making positive social change in country or immature zones. There are outstanding instances of ladies self improvement gatherings in India which have created work and pay for some families in towns and communities.
- Women can likewise add to the social welfare of the nation. Noted woman activists have supported the reason for sex equity and value. They are sparkling instances of what India can achieve if woman pioneers are in charge. Ladies cordial arrangements and laws will be surrounded therefore. This can change the way the world takes a gander at India.
- Stalwart ladies pioneers, for example, Vijalakshmi Pandit and Sarojini Naidu assumed a key job in the Indian opportunity development.
- Now, ladies, for example, Ela Bhatt who established SEWA are engaging ladies to pick up opportunity from destitution and joblessness. Ladies business visionaries are additionally profiting by a portion of the very much actualized administrative projects at focal and state level. They can contribute fundamentally to the development the advancement of India in multifaceted ways.

Information initially

- As per late report by ILO, India and Pakistan have the most reduced rates of ladies' work constrain cooperation in Asia. In India, the stressing cause is further declining of work drive investment.
- According to National Sample Survey, in 1999-2000, 25.9% of all ladies worked and by 2011-12 this extent had dropped to 21.9%.

- This is conversely with worldwide patterns just as nations like Nepal, Vietnam, Laos and Cambodia in Asia that have the most noteworthy ladies work constrain support. Indeed, even nations like Singapore, Malaysia and Indonesia are put behind them.
- Of the 185 countries that are a piece of the ILO database, since the 1990s, 114 nations have recorded an expansion in the extent of ladies in the workforce. 41 nations have recorded the decay and India is standing out here.
- Even the Economic Survey 2016-17 communicated worry that the statistic profit is as of now subsiding, lessening the open door for the Indian economy to get up to speed with its East Asian partners.
- The declining investment of ladies in labor drive and thusly in economy recounts a grieved tale about India's development. It should be seen what troubles the tumbling down of ladies investment.

Access

- One clarification can be, with rising livelihoods, ladies have the chance to escape cruel work in ranches and on building locales. They would now be able to concentrate more on families.
- But another view, potentially progressively sensible one is-with declining ranch sizes, rising motorization, and thusly waning work requests in farming, ladies are being constrained out of workforce.
- If the last view is valid, it has a genuine ramifications on future approaches relating to farming, economy and ladies strengthening.
- Research demonstrates that when ladies approach more work openings, they take them in a flash.
- India Human Development Survey (IHDS) with different accomplices found that work arrangements under MGNREGA have brought increasingly rustic ladies into compensation work.
- This can be confirmed from the way that 45% were not in pay work before the plan was started.

- Moreover, expanded accessibility of pay work additionally upgrades ladies' authority over family basic leadership.

Horticultural to non-agrarian work

- Because of contracting ranch work, there is have to make open doors for ladies to move from horticultural to non-agrarian manual work.
- A inquire about by University of Maryland finds that where streets were developed between the initial (2004-05) and second (2011-12) overview of IHDS, the two people were bound to embrace non-horticultural work however this impact was more prominent for ladies.
- The development of streets has falling impact, for example, improvement in transportation administrations, for example, transports, which thusly can encourage development of the rustic workforce, particularly ladies, into non-farming work in neighboring towns and towns.

White collar job access

- On the other end of the employment spectrum too, it is necessary to make possible for educated women to continue work even while raising families.
- In India, the prevalence of a rigid work environment and dearth of family-friendly work institutions create impediments to women's access to white-collar jobs in the formal sector.
- Also, long distances between the home and the workplace increase both commuting time and work burdens, leaving workers with even less time for family duties.
- Hence, there must be a work environment that allows more women, especially urban and educated women, to take up salaried jobs.

Single handed responsibility

- It has been known worldwide that women continue to bear the major share of household work and childcare.
- The women are expected to invest more in child's education over professional achievement thereby surfacing the skewed work-family equation.

- However, this highlights the contrasting situations- in west, there is decline in fertility rates because women prefer to opt out of marriages for better employment prospects whereas here, children's future achievements take the front seat instead of career development. This has led to urban and educated Indian women dropping out of the labour pool.
- Neither of these, however, seems an optimal outcome for society.
- The only thing that can address this issue is by encouraging workplaces to become more responsive to family needs and to promote sharing of household responsibilities between both genders.

Sharing the burden

- The global competition has made the companies make the employees work even on weekends as well as increasing the work hours.
- A study has found that young workers in India worked 52 hours per week as against 42 hours by their counterparts in Canada.
- Work-family balance requires increased participation by men in household chores and caring for children. However, workplace inflexibility makes for difficult choices, involving trade-offs between investing in careers of either of couple, often resulting in women taking a back seat and at times even dropping out of the workforce.

Recommendations

Japan's 'Womonomics' needs to play an important role in the Indian economy by investing and encouraging more female participation in workforce and in positions of leadership. The beginning has been done in terms of passage of a landmark Maternity Benefits Bill which will benefit women returning to the workforce with availability of quality childcare centers at workplace. Beyond education, skilling, pay parity and board positions, India's agenda should also include providing women leadership positions in political life. The recent violent experience in Nagaland, wherein the local community refused to let women have 33% reservation in local governments, shows how far the distance has to be covered yet.

Conclusion

It is suggested that there are a few broad conclusions that can we draw when considering the role of education and employment in empowerment outcomes. It is not enough to say that work empowers women, or that anything empowers women for that matter, without discussing *how* it empowers women and the ways in which it allows women to make better choices in their life and challenge existing power structures.

A number of fundamental changes must occur for employment to be more empowering for women:

First, while increasing the jobs available to women is an important step to improving women's empowerment through employment, these jobs must go beyond what is traditionally available to women and the opportunity structures for women in all positions must be enhanced.

Second, the most successful economic empowerment programs are those that provide not only jobs skills training or financial assistance to start small businesses, but those that incorporate rights awareness education, provide a network of supportive peers and those that work to improve women's self-esteem. Improving women's self-esteem and knowledge about their rights can increase their negotiating power and their ability to assert themselves and make choices that best meet their needs and their children's needs. **Third**, the importance of education for women and girls cannot be underestimated. Education not only expands women's economic opportunities, but it has repeatedly been shown to delay age at marriage, delay age at first birth and improve women's capabilities on a whole host of issues. Ensuring women and girl's education is fundamental to improving women's empowerment and furthering women's rights and equality. **Fourth**, policies must be put in place that guarantee women's rights and protect women in the workplace, the home and the community. These four points are only some of the things that must occur for work to be more empowering and to continue the push from empowerment as a process towards empowerment as an outcome. We cannot forget that empowerment a state of being as well as state of mind and before full empowerment can be realized, women need to not only act differently, but to think differently, to value themselves more, and to really believe that they are equal.

Of course the challenge lies not just in individual women, but also in society and so while promoting individual women's empowerment is incredibly important, it is not enough to change the environment for women in India or in other developing countries. As so many scholars have

noted, empowerment must occur at all levels of society. Women must mobilize and fight for their rights, men must participate in the process, and governments must actively support women's equality in all spheres of life. Globally and at a local level, women must be empowered in the home, in the community, in the economy and in politics. When thinking of women's empowerment in this way, it is easy to see why individual women's empowerment is so important: it is a seed for change at the most basic level. The importance of individual women's empowerment in the home cannot be underestimated and understanding the connections between employment and empowerment is necessary in order to understand the barriers to empowerment and to

understand how employment can make a difference in women's lives.

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