

Recognition of Women Strength in the Organization

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Abstract- Women empowerment means that women have independence, gender equality, proper education, good health, and the ability to take every decision in their lives. From the later Vedic period onwards, women's empowerment gradually declined and its ramifications flourished in various sectors of society. Women are the backbone of any society and equality is important for the development of any society. Therefore, it's monumental to take steps for women's basic rights and freedom.

Keywords- Women, Empowerment, Equality, Independence.

1.0 Introduction

Women's Empowerment influences every woman to stand on their own feet, helps to develop their confidence, indicates how much their value is, assures that a woman can build, do, and Create Something in her life, and also even has the power to change the world. Many low-thinking people in society or many superstitious people are harboring the same thoughts for ages that women are fit only to work at home and give birth to children. So, woman empowerment helps to awaken that latent belief within women that they can do anything if they want to.

2.0 Objectives

- 2.1 To show the usefulness of women's empowerment and circulate it into the world as well.
- 2.2 To gain knowledge about Govt. schemes regarding this and make the women conscious of it.
- 2.3 To educate all the women and let them realize their value across society, they are born to shine not to work as a household always.

3.0 Review of Literature

3.1 What Is Women's Empowerment?

Empowerment is the process to become stronger and more confident about your own identity and decisions as well. It helps to grow individuals' relationships between their actions and it's a favorable outcome and also makes people more capable to achieve their desired goals in life. At that point, we introduce WOMEN's EMPOWERMENT acquired more power for women to realize their rights and to be more confident about their decisions. [2]

3.2 Historical Background of Women's Empowerment

- From the Vedic age, women are neglected by the socials. They have been oppressed for ages. Despite this, women are silently bearing it all. But it needs to be changed, they cannot be oppressed like this all the time.
- In the early ages, women were getting

married at an early age.

- Many reformers take some legal action against this and successfully removed the most barbaric ritual **sati daha pratha** and many more like this.
- In the path of a few reformers started a fund for women's education and named it **Nari shiksha bhandar** in Bengal, besides this, he opened around 35 girl's school to let them educated.
- Even these days women are locked in a room all alone in the time of their menstrual process which is a very crucial time for each woman.[8]

3.3 Importance of Women's Empowerment

- **Education:**

Education is the fundamental right of every human being. Men as well as women have humongous roles in our national life but owing to a deficiency of education, they are unable to play their roles. In addition to being aware of the minimal values of life, women also need proper education for their empowerment.

- **Society:**

Women, the backbone of any society, contribute their whole life to their family, community, and society. Even though women are not getting the status that they deserve. So, through proper education, society can understand the value of women.

- **Gender equality:**

In a masculine society, women are still deprived of many basic rights. Both men and women need equal contributions to the society. A developing nation cannot be built by a patriarchal society alone. Therefore, it is very necessary for the upliftment of women for gender equality.[1] [4]

- **Women's autarky:**

In the 21st century, women's self-reliance and self-identity is an important issue. So that she can fulfil all her needs without any dependency. Therefore, women's empowerment is necessary

3.4 Challenges for Women's Empowerment

- **Religion and cultural attitude:**

Under the cover of religion, the oppression of women continues unabated. Some benevolent people are still trying to prevent women's development by keeping religion in front. Not only religion but also social practices are the cause of hindrance to women's empowerment.

- **Lack of opportunities and resources:**

The materials needed for women's development are still limited, even though the amount of substance these needs have increased, they are facing many obstacles in various fields. Even today the doors of various fields are shuttered for women. These are the biggest obstacles to women's empowerment.

- **Violence:**

women are being tortured in various places around the world. One of the main reasons for this is violence. Various forms of this violence are unfolding in front of everyone such as female feticide, child marriage, rape, malnutrition, dowry deaths, etc. that are major obstacles to women's empowerment. The National Population Policy 2000, 12 specifically identified the low status of women in India as an important barrier to the achievement of goals towards maternal and child welfare (G.O.I., 2000). [5] [9]

3.5 Reasons for Growth in Women's Empowerment:

- **Acts and articles:**

Many acts and articles of our Indian constitution help in women's empowerment. Some examples are mentioned below:

- i. Article 14
- ii. Article 39(d)
- iii. Article 300 (A)
- iv. Article 15(3)

- **Laws:**

Some laws of the Indian constitution help in women's empowerment. Some are mentioned below:

- Equal Remuneration Act-1976
- Medical Termination of Pregnancy Act-1971
- Maternity Benefit Act-1961
- Commission of Sati (Prevention) Act-1987
- Prohibition of Child Marriage Act-2006
- Sexual Harassment of Women at Workplace (prevention, prohibition and redressed) Act- 2013

- **Project:**

Some projects of the Indian government help in women's empowerment which are mentioned below

- Kasturba Gandhi Balika Vidyalaya
- Beti Bachao, Beti Padhao
- UDAAN
- Saakshar Bharat

- **Supportive people:**

Even though women face many obstacles in various fields, we still have been able to move one step towards the growth of women's empowerment with the well-wishers of modern-thinking people and a one-sided supportive society.

3.6 Women's Empowerment in Some Fields:

- **Education:**

The spread of women's education has increased tremendously in the present era. In schools, colleges, and also for higher education women are progressing today. The only key for women to fight society is education, For example, Savitri Bai Phule is the first female teacher in India.

Literacy Rate of India (Census 2011) [7]

- **Service sector:**

Women's empowerment is evident in various fields of work in the present era. Women's progress in various government as well as private jobs such as teachers, police, army, engineers, and drivers of various vehicles is commendable. [3]

- **Science and technology:**

Ce ns us ye ar	Total Population (per cent)	Males (per cent)	Females (per cent)
19 51	18.3	27.2	8.9
19 61	28.3	40.4	15.4
19 71	34.5	46	22
19 81	43.6	56.4	29.8
19 91	52.2	64.1	39.8
20 01	64.8	75.3	53.7
20 11	74	80.9	64.6

Women have also helped in the sector of science and technology, for example, Kamala Sohonie was an Indian biochemist who became the first Indian woman to receive a PhD in a scientific discipline. Women's progress in science and technology is also commendable in 1987 Anna Mani won the K.R. Ramanathan Medal.

- **Health Care:**

Women's empowerment in health care is also commendable. Doctors, nurses, and working as various service workers, the progress of them in various administrative tasks in the hospital is commendable. For example, Anandibai Gopalrao

Joshi, known as India's First Female Doctor, Bai Kashibai Ganpat, was the First Indian Nurse to come for training.

- **Political Area:**

Women have occupied their place in politics today. There were also sluggish gains in the development of women parliamentarians in 2020, as shown in the IPU's annual report.[6]

The Rate Of Annual Women Labor Force Participation in India (in percent)...



3.7 Conclusion

A woman is born with many different dreams, desires, and wishes knowing that they will go through various difficult paths in the future to make it successful. So, in the present society, it is important for girls to create their own identity and also important to create a place for themselves where no one dares to disrespect them. For that reason, the main key to success is education. Mahatma Gandhi very aptly said, "If you educate a man, you educate an individual, but if you educate a woman, you educate an entire family".

To avoid this type of tradition which are going on for decades, the thought of women's empowerment has been introduced to society so that every individual girl can prove their worth today. But these powers are being abused to show that women are superior to men. So, we all should know that gender discrimination is absurd. We should balance both sides and understand that girls don't want to surpass anyone, they just want little respect, chances, and opportunity which It will make the journey easier. [10]

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