

# EMPOWERMENT OF WOMEN IN PRIVATE AND PUBLIC SECTOR

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**ABSTRACT:** The principle of gender equality is enshrined in the Indian constitution in its preamble Fundamental Rights, Fundamental duties and Directive principles of state policy. The constitution not only grants equality to women but also empowers the state to adopt measures of positive discrimination in favour of women. Within the frame work of a democratic policy. Our laws, development policies plans and programmes have aimed at advancement of women in different spheres.

In recent years, women empowerment is recognized as Central to Socio-Economic Development of a nation. This has gained significance in the light of emphasis laid on women empowerment in India's National Population Policy (2000) as well as the "Millennium Development Goal" to which India is a party. The United Nations Entity for Gender Equality of Women (UN Women) established in 2011 too has the same core theme, gender equality and women empowerment.

**Keyword:-** Principal, gender, equality, enshrined, constitution, democratic.

## **INTRODUCTION:**

The principle of gender equality is enshrined in the Indian constitution in its preamble Fundamental Rights, Fundamental duties and Directive principles of state policy. The constitution not only grants equality to women but also empowers the state to adopt measures of positive discrimination in favour of women. Within the frame work of a democratic policy. Our laws, development policies plans and programmes have aimed at advancement of women in different spheres.

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## **THE GENDER EQUALITY AND WOMEN EMPOWERMENT CONSISTS OF A FEW CRITICAL ELEMENTS.**

They are recognizing women as an individual.

- 1) The right to make and exercise her choice.
- 2) Asserting self-reliance and self belief.
- 3) A part of decision making process.
- 4) Equal access to society and its benefits.
- 5) Developing a sense of self worth
- 6) Create a more just social and economic order.

### **➤ STRATEGIES AND APPROACHES TO WOMEN EMPOWERMENT.**

Women empowerment at the outset appears to be a general cause affecting all women. But among women, there are many disadvantaged sections such as destitutes tribals, Widows, Physically challenged etc., who need to be focused keeping in mind their specific requirement. Therefore, an effective strategy must involve a multi dimensional approach.

### 1) Education :

Educated women create educated families. Because, the family values and norms are developed around mother and she is more accessible to children than the male counterparts. It is in this background that greater emphasis is laid on educating the girl child.

Education not only develops awareness of surroundings but also helps in developing and changing attitudes and improving skills. Information combined with application makes women face the society with a new vision and a better perspective Vivekananda has aptly said “education not only gives food for thought but also wings to flight.

### 2. Economic Empowerment

It is said, “one who holds the purse holds the nation” True to this, any kind of equality is fruitless economic or financial independence. Economic Empowerment includes

- Creating employment opportunities
- Capacity to generate and spend income, “entrepreneurship (starting a business) through cooperatives or self help groups.
- Access to credit
- Ownership of land and assets.
- Access to responsible positions.

### 3) Political participation:

The participation in the decision making process by way of contesting in elections to various representative bodies such as the panchayats, municipal council, Assembly and parliament provides a platform to air the demands and seek suitable remedy. The proposed 33% reservation for women is aimed at empowering them.

### 4) Psychological Conditioning.

The women are too often labeled as weak, timid and subordinate. This develops an inferiority complex leading to self pity and insecurity. Building the virtues of self esteem, self respect and self sufficiency helps overcome these perpetuated weaknesses. Equal participation and equal entitlement can be achieved in the absence of mental blocks.

### 5) Social Conditioning.

- \* Freedom of choice.
- \* No discrimination against girl child.
- \* Access to higher education for girls.
- \* Access to higher positions for women.
- \* Active participation and interaction in social activities.

### 6) Inter personal (family) decision making.

- \* Freedom in family decision making
- \* Control over marriage and spouse selection.
- \* Choice and child bearing
- \* Control over hygiene general and reproductive health.
- \* Freedom from violence.

### 7) Legal awareness:

- \* Proper knowledge of the constitutional provisions.

- \* Awareness of rights and duties.
- \* Utilization of Judicial system for redressal

### 8) Political Awareness

- \* Awareness about the rights.
- \* Knowledge of the political system and its working.
- \* Political participation including right to vote as well as right to represent.

#### ➤ CONSTITUTIONAL PROVISIONS FOR WOMEN.

- 1) Article – 14 Equality before law for women.
- 2) Article – 15 – The state not to discriminate against any citizen on grounds only of religion, race, sex, place of birth or any of them.
- 3) Article 15 (3) The state to make any special provision in favour of women and children.
- 4) Article 16 – Equality of opportunity for all citizens in matters relating to employment or appointment to any office under the state.
- 5) Article 39 (a) The state to direct its policy towards securing for men and women equality the right to an adequate means of livelihood.
- 6) Article 39 (d) Equal pay for equal work for both men & women.
- 7) Article 42 – The state to make provision for securing just & human conditions of work & for maternity relief.
- 8) Article 46 The state to promote with special care the educational and economic interests of the weaker sections of the people and to protect them from social injustice and all forms of exploitation.
- 9) Article 47 . The state to raise the level of nutrition and the standard of living of its people.
- 10) Article 51 (A) (e) To promote harmony and the spirit of common brotherhood amongst all the people of India and to renounce practices derogatory to the dignity of women.
- 11) Article 243 D (3) Not less than one –third (including the number of seats reserved for women belonging to the SC & ST) of the total number of seats to be filled by direct election in every panchayat to be reserved for women and such seats to be allotted by rotation to different constituencies in a panchayat.
- 12) Article 243 D (4) Not less than one-third (1/3) of the total number of offices of chairpersons in the panchayats at each level to be reserved for women.
- 13) Article 243 T (3) Not less than one-third (including the number of seats reserved for women belonging to the SC & ST) of the total number of seats to be filled by direct election in every municipality to be reserved for women and such seats to be allotted by rotation to different constituencies in a Municipality.
- 14) Article 243 T (4) Reservation of offices of chairpersons in municipalities for the scheduled castes, the scheduled tribes and women in such manner as the legislature of a state may be law provide

## 2) Legal Provisions

To uphold the constitutional mandate the state has enacted various legislative measures intended to ensure equal rights, to counter social discrimination and various forms of violence and atrocities and to provide support services especially to working women.

Although women may be victims of any of the crimes such as “murder”, Robbery, Cheating etc. the crimes, which are directed specifically against women, are characterized as “Crime Against Women, The crimes identified under the Indian Penal Code (IPC) are

1. Rape
2. Kidnapping & Abduction for different purposes.
3. Homicide for dowry, Dowry deaths or their attempts.
4. Torture, both mental and physical.
5. Molestation.
6. Sexual Harassment, and
7. Importation of girls (up to 21 years of age)

### ➤ CONCLUSION :

Empowering women socially, Economically, Educationally, Politically & legally is going to be a Herculeam task it is not going to be easy to change the culture of disregard for women which are so deep rooted in Indian society. But it does not mean that it is implausible only revolutions bring changes in a day, but reforms take their time this one, in particular, will take its time as well. The idea of women empowerment might sound hard by the yard, but by the inch it is just a einch. All we need is a concentrated effort focused in the right direction that would rest only with the liberation of women from all forms of evil.

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