



Synergistic Gain In Gender Equality And Economic Dimension Of Women Empowerment

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Abstract

The capital, in its all the forms, is the fundamental element of life on this planet and the economics of it is the fundamental principle. It is the possession and independency of individual, in terms of capital, is the key to have life standards, identity, honour, equality and finally the power in decision-making spectrum at every level of his/her formal and informal life pattern and social structure. Unfortunately, the women lagged nearly in all respect to participate and represent their potential for the development of self, their family, community belonging and the nation as a whole. This communication attempts to address: what is women's empowerment? What is the gender equality? why and how should we empower women first towards economic and financial independency under achieving gender equality? Further, attempt has been made to understand how this gender inequality came into picture as a norm in Indian Social Fabric under good faith but now it has become the basic hurdle for women empowerment in 21st century. Along with these, the concept of Synergistic Effect has been introduced for the empowered human resource working force and related vibrant work-force culture at the workplace, to attain the desired efficacy in production quality and quantity, happiness index in satisfaction and fullness of having positive vibes in every situation in day to day life.

Key Words: Economic Dimension, Women Empowerment, Gender Equality, Synergistic Effect.

1. Introduction:

The whole physical and biological world have their "*being and meaning*" only when they are economically sound in terms of having natural resources, their possession and ability to utilize for their progress. So, is the case with men and women. From the days of early settlements itself, women are taken as granted and taught also to sacrifice their will and wishes for the family and always placed as assistant or attendant in the family and unfortunately this is still existing, at large scale, even in 21st century too. It is not that they are not empowered but they are empowered just for their psychological satisfaction with social relations only and their recognitions are as mother, sister, mother-in-law, sister-in-law and similar many more. But these are informal in character. As such, formally they are deprived of from the possession of any type of capital except the jewellery which belongs to them. But indirectly this is also the capital of the whole family in case of

emergency. This economical deprived state of women is the main cause behind the women's all kinds of sufferings and not being able to progress with time. This communication addresses that the first and foremost aspect towards women empowerment is the **"Economic Dimension"** which includes: skill development, know-how calibration, confidence-building, opportunities-creations and sustainability-attitudes and aptitudes both to be capable and aware as well to always upgrade and update themselves. The 21st century is the age of digital-science and nano-technology where the fast growth in innovations in terms of online interfaces and social media, this communication claims that the 21st century is the **"Century of the Women"**. It resolves all the issues in form of barriers and hurdles for women empowerment which restricts their participation, representation and contribution towards the progress of their self, their family, community and nation as a whole. *"The author has a strong and firm conviction that from the beginning of the settlement of various social groups, throughout the world, irrespective of region, caste, creed and religion, the women are more educated but less qualified while men are more qualified but less educated"*. Now, time has come that men should introspect their outdated, irrelevant and unscientific perceptions towards women that they are weaker and inferior in this modern era of science and innovations and educate themselves that they are not stronger, more capable and more sensible than women, but yes definitely they are more privileged. The men should use their privilege to have the comprehensive study about women and their potential and understand the importance of women-potential and the need of empowering them for full exploration of their ability in the sustainable development of their nation in terms of equal participation and equitable representation. The gender equality should have its worldly meaning in terms of rights, participation options, mutual respect, care and concern. Regarding duties and responsibilities there should be always equitable approach under the consideration of natural instincts of both the genders. By nature, both the genders so empowered that they are complementary and collaborative not the competitive and comparative.

2. Conceptualisation of Terms:

2.1 Synergistic Effect:

In physical and medical sciences, the Synergistic Effects (SE) are the nonlinear cumulative effects of two active ingredients with similar or related outcomes of their different activities or sequential / supplemental activities which is more than the sum of their individual outcomes [3]. In social and other sciences, synergy is that interaction or cooperation which gives rise to a whole that is greater than the simple sum of its parts and it implies the concept of "working together". In terms of human activities, the *human synergy* arises when two persons with different complementary skills cooperate and collaborate. This is the basic reason why people, organisations, corporate houses, educational institutions, government officials and many more cooperate and collaborate because it brings synergy. When synergy occurs at work place, the energy, pace and power of individuals get to work becomes highly vibrant and productive. **Rob Goffee and Gareth Jones** state that *"highly engaged employees are, on an average, 50% more likely to exceed expectations than least-engaged workers. The companies with highly engaged people out perform with the most disengaged folks-by 54% in employee retention, by 89% in customer satisfaction and by fourfold in revenue growth [4]"*. Similar is the *corporate synergy* in terms of marketing, revenue, financial, management and the cost-analysis. This communication invokes the SE in women empowerment strategies to enrich and outshine the economic dimension of women in society. We can explore the SE in emotional aspect, psychological aspect, confidence

aspect, leadership aspect, imagination aspect and many more regarding women attitude and aptitude for participation, representation and contribution towards the economic growth of a nation.

2.2 Natural Empowerment to Men and Women:

One of the fundamental principles of cosmos is that none of its creations are completely empowered in all respect. They are also not made to stay in isolation and insulation. The cosmos loves synergy in its all the activities for investment of its energy and work to be done. This communication defines this aspect of cosmos as “**Principle of Cosmic Synergy**” which is free from any kind of disparity, biasedness and isolation. This advocates that any act or individual has meaning only in terms of: co-existence, togetherness and equitable representation. Same is applies to human beings also where the stake holders are men and women. Individually they are incomplete in every domain of life but being together their unit becomes complete an all respect: **Energy, Exergy and Synergy**. Men and women are made by nature in such a way that they are complementary and should be collaborative rather competitive and comparative. The nature’s empowerment to a gender is as follows [1]:

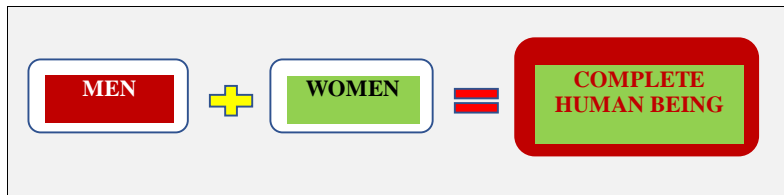
- In general, girls develop their right side of brain faster than boys which leads to talking, vocabulary, pronunciation and reading earlier and better memory mechanism. Complementary to this, boys develop left side of their brain faster than girls which leads to visual-special logical skills, perceptual skills, better numbers and math, problem solving inclination, building and figuring out puzzle’s mechanism.
- Biologically a girl contains XX pair of chromosomes while a boy contains XY pair of chromosomes. Since,

$(XX \div XY) = (X \div Y)$ which is not equal to 1, may be greater than 1 or less than 1.
That is, Men and Women are neither same nor identical nor similar. They are distinctly coded and empowered by nature.

Because of this, their developmental characteristics are different. In adulthood, in general, women talk about and give importance to: relationship, people concern, food and diet, clothing and physical appearance. Complementary to this, men talk about to: sports, work, money and its gain, cars and technology, news and politics and the mechanics of things around.

- The women’s sense of self-being, in general, is defined through: their feelings and quality of their relationships. Under the drive of this, they prefer to spend much time in: supporting, nurturing and helping each other. They experience fulfilment through sharing, caring and relating. Complementary to this, the men’s sense of self-being is defined through: their ability to achieve results, materializing efforts into success and accomplishment, achieving goals and prove their worthiness with guts of competence.
- In general, the men are more logical, analytical and rational while complementary to this the women are more intuitive, holistic, creative and integrative.
- In general, the men tend to be more functional in approaching problem-solving while the women are aesthetically-oriented in addition to being functional. The women are always in touch with a much wider range and deep intensity of feelings than the men.

From this understanding, one should infer that by the cosmos under the coding of natural empowerment, men and women are differently empowered but not contrary. Actually, they are complementary to each other and “being together only at equal footing” the visualised goals of sustainable development can be realized in practice. This communication concludes the following equation under the principle of cosmic synergy:



2.3 Worldly Empowerment to men and Women:

The worldly empowerment of men and women can be defined as: “a multi-dimensional social process that helps people to gain control over their own lives. It is a process that fosters power in people, for use in their own lives, their communities, and in their society by acting on issues that they define as important” [5,6,7]. **Robert Adams** defines this worldly empowerment as “the capacity of individuals, groups and/or communities to take control of their circumstances, exercise power and achieve their own goals and the process by which individually and collectively, they are able to help themselves and others to maximize the quality of their lives” [5,6,8]. All the indices, formulated by a nation for self or by United Nations in general for becoming the developing nation, can be achieved only when both the pillars of human resource as men and women must be equally and optimally empowered in all respect without any gender biasedness, preferences, superiority, gender-gap and gender-disparity. The empowerment of human resource constitutes the following aspects of human life as given in Table-1. Out of these, the most important is the economic-empowerment because it is the fundamental source of all other empowerments.

Table-1: The Various Empowerment aspects of Human Resource towards Informal and Formal aspects of human development [6].

Informal Aspects of Empowerment	Formal Aspects of Empowerment
<ul style="list-style-type: none"> • Self-Being empowerment • Psychological empowerment • Gender empowerment • Physical empowerment • Sexual empowerment • Cultural empowerment • Ethical empowerment 	<ul style="list-style-type: none"> • Educational empowerment • Economic empowerment • Social empowerment • Political empowerment • Organizational empowerment • Technological empowerment • Spiritual empowerment

Due to hidden *fear-psychosis* among the men, as a guardian of the individual families towards the conventional division of work between men and women, culminated in form of gender-gap and gender-disparity. Under this, the women were understood conclusively as a *weaker-section* of the society and intentionally, for being safer side, women are deprived from their participation in the basic fields of economic-growth, social-development and environmental- protection to contribute their role for the sustainable development. Here, lies the importance of **“Women Empowerment”** to optimize their full potential to uplift their individual life standards, self-being, their family status in society, their representation in social groups, in administration and most importantly in political system.

2.4 Economic Dimension:

In this physical world, motion is the life and state of economy is its driving force. Without having and well-being in every aspect of economy neither any individual nor a family, community or nation can think of its existence, identity and ability to address the challenges of present and progress on the path of sustainable development. The economic dimension and its various aspects empower the stakeholders to overcome nearly all the limitations for sustainable development in terms of: move from limited: power, voice, choice and decision-making options to unlimited: scope to explore the full potential and intellect.

In absence of economic empowerment, all other projected empowerment dimensions as social, political, environmental and human rights, and the Sustainable Development Goals (SDGs) of United Nations by the year 2030 are either incomplete or next to impossible. In social teachings, preaching and norms in practice, more or less, the role of women is restricted towards equal participation and equitable representation along with no possession rights and conventions in property, assets, etc. In general, the Indian society can be classified as: Elite Class, Middle Class and Marginalized Class. In Elite Class, which is very small fraction of total, there is nearly no problem to women towards economic equality and its possession. But the problem of economic disparity is very severe for the women of middle and marginalized class which constitutes more than 90% of Indian society. The actual problem in these classes is that, in the family, the women is not considered as a separate entity and its identity. It is assumed, in good faith, that whatever is that of the family, it is by-default theirs but unfortunately it is unofficially. Ultimate decision is that of the men and men only. Even the earnings by women in the family, more or less, controlled by men. Unfortunately, even in this first quarter of 21st century, which is ending, women are not included in most of the sayings, paying, having and utilizing the assets for defining their self-being.

2.5 Gender Disparity:

Under the dynamics of its transformation from one state to the other, the nature is full of various activities. But at any stage of its quasi-static equilibrium, it always follows the **“rules of parity in participation and equity in representation”**. *“The gender-disparity can be understood in terms of irrational and unscientific variation in women’s and men’s access to resources, status, well-being, participation and representation which favour men and institutionalised through law, justice and social norms”* [5]. There is no as such any concept of disparity in nature. Unfortunately, the disparity appears among humans in form of gender-gap and gender- disparity. Let us find its origin. It has its root in traditional proceedings in social settlements, state of affairs and group formations within the framework of safety and security towards women. But now the time has changed where relatively the safety and security measures have improved. But the fear psychosis in the

minds of men towards women is still same. This is the big challenge in women empowerment in terms of partial participation and exposure towards their: education, know-how, training in vocational fields, learning science, innovations and technology. Because of this, still the women's contribution towards economically self-well-being, their children's grooming, family upliftment and national Gross Domestic Product (GDP) is insignificant.

Commented [ks1]:

2.5 Gender Equality:

In social terms, the gender-equality is not as the mathematical equality in every aspect of life. It is so only towards rights, possession, freedom and participation. In all other aspects as representation, performance, duties and responsibilities, it is the equity which is the ultimate because separately men and women are differently abled while together, they become completely abled. This is so because under the natural empowerment, the men and women are distinct with complementary character and collaborative nature. This distinction, in inherent qualities which maintains their beautiful and unique identity, but it can be retained only by equitable representation and assuring the existence through equality and parity.

Under the scheme of natural empowerment, there are certain domains of life in which men are blessed to perform better than women but not all. There are some specific domains of human life in which only women can do not only better but best also. In fact, nowhere it is written that men are better than women, yes there are conventions, norms and perceptions developed that women are not as par as men. It is these unfortunate practices have taken the shape of the problem termed as "gender-disparity" in the modern age. The 21st century is the age of innovations and their applications. Since information is ready to reach at every place without any barrier to its access, what is the relevance of maintaining and following the causes responsible for gender-disparity? Now, the time has come to work-together to empower the women to come out from within to this outside world and walk parallel to men for the economic development of their self, family, community and nation as a whole. By nature, both are capable to perform whatever the visualised but the question is: individually what is the level of satisfaction derived, the happiness index attained, good physical, emotional and mental health maintained along with the longevity of life? The author has a **"firm conviction that the fundamental base of this physical world is female in character to perceive, conceive, create and nurture"**. Towards humanity, the women are the intrinsic base human life in terms of: *replica of cosmos on this planet, window of this planet to observe the outer cosmos and power to communicate with the cosmos dynamics of sustainable evolution, development and revolution*. So, in any team / group / organization, the presence, participations and representations of women are must at right equity and lawful equality for the sustainable development of a nation in particular and world as a whole in general.

2.6 Rights and Opportunities:

In natural empowerment, the rights and opportunities for women are well defined and assured too. The problem is in the worldly empowerment of perceptions, norms and conventions. Scientifically and rationally as well, since men and women both are the equivalent citizen of their nation, leading member and stakeholder of their family, they must be equally provided and protected to access and exercise their rights and opportunities to excel in their life extended from existence, identity to name and fame. A big question is that why in some social norms and conventions, the certain human activities are prohibited to women in general?

Actually, they are highly scientific towards women biology and physiology and such activities are not good

for women. Due to lack of exhaustive and extended education system, the conventions came in to existence to regulate the health of society and its sustainability. But, today the scientific know-how behind these restricting conventions must be explained so that there should not be any issue between men and women towards equality in every walk of life. But, if rights and opportunities are denied due to any fear psychosis or social taboos, these must be eliminated and women should be encouraged and empowered to move together with men to shape the sustainable future of their nation.

In this age of innovations, technology and rational approach towards this physical world happenings, the leading and deciding heads of various institutions / organizations / government offices / corporates must change the perceptions about the potential, ability and performance of women that they can not be as par as men. Following the path of cosmic activities as full of synergistic gain, in every walk of human life we should design and decide also to move together as a human not as men or women separately. On the path of sustainable development, the mental picture of an empowered men and women should be as: *"I am the men as well as the women both towards the creation, nurturing and weeding out the unethical happenings from all the practices in society and outcomes of human life"*. It is this approach and path, which will ignite, invoke and bring the gender-equality in true sense regarding rights and opportunities towards: existence, identity, respect, dignity, education, complete health of mind body and soul, training and know-how at workplace and last but not the least as equal pay. Further, the men must come out of their unscientific traditional perceptions developed under the shadow of fear psychosis to be friendly (in terms of the act / behaviour etc where friend means *fear ends*) at both the platforms indoor and outdoor / informal and formal.

2.7 Duties and Responsibilities:

The duties and responsibilities to individuals or a group of empowered people have two aspects: formal assigned and informal understood. Technically, in case of formally assigned duties and responsibilities, the tasks should be free from the gender type but this communication advocates that in real practice the tasks must be allotted in such a way that their character, nature, roughness and toughness should resonate with the vibes of the gender under their natural empowerment scheme. If it not so and the technical guidelines uphold the ultimate saying then it will not only adversely affect the health of the candidate but output also. In the natural developmental schemes, none is working in isolation and individually. At least three things perform together as: conscious skill of the candidate, subconscious vibes of the candidate and nature's consciousness associated with the environment in which the candidate is working. To yield the holistic and amplified result with full of synergistic gain, all these three factors must be in same phase and same state of polarization. Same should be there in case of a team / group / organization to select the members. The selection criteria for the members of the team / group should be on the line of gender equality in participation and gender equity in representation with full of human kindness and consciousness.

Now, the question is: what about the informally understood aspect of duties and responsibilities? As per this communication, the answer is that "in this aspect to both men and women are well educated to work together in life and leading the life for each other and perform accordingly irrespective of their gender type by overcoming out dated social norms and conventions. This path is full of logic, sanctity, friendly and the synthesis of temporal and spatial coherence of all the empowered qualities under natural and worldly empowerment schemes. This communication believes that the goals of human activities should be of the

character that: work allotted/opted is done, satisfaction is derived and happiness is realized which is possible only through the practice of togetherness and only togetherness in every aspect of human life.

3. Equally Empowered Women with Synergistic Gain:

Every activity of human is performed by at least three basic components of participating together as: skill-developed, self-consciousness and cosmic-consciousness where the skill-development is the output of human's conscious mind empowerment and self-consciousness is the subconscious empowered state of human mind. The cosmic-consciousness is omnipresent. So, every act of human is always under Synergistic Effect (SE) but the output is decided by the phasor relationship among the above three components. When they are in constructive phase, the output is full of gain in all respect but in case of destructive phasor relationship the output is highly marginalized. Exactly, same is true when we talk about representation of a gender in constituting a team / group / committee / organisation / institution / collaboration / government formation. Since men and women together becomes a complete human pair, the SE is always higher in comparison to the combination of equally empowered "men and men" or "women and women". This does not mean that always equal representation is mandatory. The real human synergy concept implies that in any team / group / committee / organisation / institution / collaboration / government formation if both the genders are optimally represented on equitable basis then only the desired output will be assured and will be full of quality, quantity and perfection in totality. Hence, the gender-gap and gender-disparity have no scope to exist in this modern era of science, technology and fast innovations. So, it is the spirit of "*working-together as a team constituted on the equity basis*" which is actually the "*consciousness of our ecosystem*" in following its dynamics and develop sustainably.

4. Economic Dimension of Women Empowerment:

When a child grows till the age of his/her childhood from their beginning, they are free to ask for their demands without any hesitation. But at adulthood and onwards by nature they are not able to speak their mind with same freedom as the childhood duration regarding their wishes and desires. Question is why? The answer is that it is the logical and emotional growth that they go under the cost analysis of wishes and desires materialization which will be beard by others even though they are family. This in-built characteristic of cost analysis strongly affect both men and women and here comes the concept of money, wealth and economic independences. So, financially men and women both should be empowered to define their individuality and live better life collectively. This communication addresses the economic dimension of women for their full participation, representation and contribution for sustainable social development.

4.1 Self-Reliant:

Women should be sufficiently empowered through education, know-how training to participate, represent and contribute to society and become self-reliant: financially. Every individual wants his/her own identity in society. This is not possible unless and until one have his/her voice and its importance. This is possible only when the individual is financially self- reliant to acquire all the capabilities of mind, body and soul to its full potential, to have the existence and identity. In human races, on an average, women are given and acquired as well the least identity and opportunity. This self-reliant will give them to nurture their self in terms of further empowerment to contemporary life standards, health, wealth and for the realization of their future wishes.

4.2 Family-Domain:

The empowerment to women is the empowerment to the whole family especially children and elders. The financially sound women can spend the needed money to groom their children better in terms of health, education and expert trainings to excel in their life. They can also afford to take care the elderly family members health and happiness because these are of utmost needs to the basics of life. Further, their earnings become additional added value to the whole family earnings and gives strong support to shape the future life standards and materialization of the noble and kind wishes of the whole family.

4.3 Social-Domain:

After getting assured in terms of existence and identity, a human being searches for respect and dignity which will be offered by the society and within the society. Once women are financially well off, they can contribute in many ways for the development of society e.g., sharing their resources to ones who don't have, donating for cultural, sanitation, health and educational activities to downtrodden social groups and many more. In return, the society offers the respect and dignifies the help contributed to society. Society measures individual in terms of how much work has been done in terms of contribution. So, work is the only thing which gives substance to life. This intrinsically invites the economic empowerment.

4.4 Innovations and Technology Domain:

The 21st century is the age of digital-science and nano-technology where innovations are changing fast in terms of both knowhow and life style. If individuals are not capable enough, in terms of willingness and affordability of new technology, it becomes very tough for them even to survive and sustain. The modern technological break-throughs are boon for women because it provides safe, economical, less outing issues to earn money and side by side invest the same to become wealthier. The innovations and technologies interface have opened many fields for women to empower in terms of both: Educating themselves and grooming as well along with contributing to Gross Domestic Product of a nation. In this new age, women can participate in many fields at various capacity.

5. Conclusions:

- The men should educate themselves towards women's persona regarding their in-built capabilities and multi-task ability. Women are the ultimate creation of nature which are full of all the characteristics and capabilities of cosmos.
- 21st century is the **"Century for Women"** in terms of understanding and estimating their potential, power and scope. Based on need of the hour and feasibility, women should be duly empowered for their participation, representation and contribution for the economic development of their selves, their families, communities and their nation.
- The economic dimension of women empowered is the pivotal aspect of women's life in terms of existence, identity, health, respect in society, honour at occasions along with the future of their children.
- In certain domains as rights and opportunities, women and men must be addressed in terms of equality but in other dimensions that of duties and responsibilities they should be addressed on equitable basis because their natural empowered capabilities are not at equal footing.

- Both the genders must be equally cared, nurtured, loved, suitably empowered and sufficiently qualified so that they can support each other for their sustainable financial gain and stability. This is so because they are made by cosmos as complementary for each other.
- The social conventions, norms and teachings made the women passive and assumed themselves as meant for mostly household activities only. But this age is the age of innovations and advanced technology which demands and dictates also that no one can survive and succeed in life without being digitally empowered. This requires investment of both money and self. So, women should be inspired and looked after to develop the dynamic attitude and powerful aptitude to give importance for being empowered and apply the same for their economic upliftment.
- During empowerment processes and pathways along with employing the empowered women, under all the aspects of economic dimensions, those approaches should be opted which are including synergistic effect results. This improves the output yield in addition to health, happiness and longevity of individuals.

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