



## WOMEN EMPOWERMENT IN THE WORK PLACE.

Shilu Varghese\*      Dr. AparnaRao\*\*

\*Research Scholar, Bharathiyar University.

\*\*Director, GIBS, Anekal.

### Abstract

The article explores the concept of women's empowerment and highlights ways in which women can be empowered. Women Empowerment is an intrinsic rather than an instrumental goal, explicitly valued as an end in itself rather than as an instrument for achieving other goals. The topic on "Women Empowerment" is a burning issue all over the world. "Women empowerment" and "women equality with men" is a universal issue. **Women Empowerment** refers to the creation of an environment for women where they can make decisions of their own for their personal benefits as well as for the society.

**Key Words:** Women Empowerment ,Gender Equality ,Non discrimination, Workplace Safety.

**Empowerment of Women** in the Work Place means giving women employees a degree of autonomy and discretion to perform their tasks in a safe working environment with gender equality and non discrimination and generating a feeling of self efficacy among them in the workplace. It allows women to have more control over their lives. It means giving them the freedom to make their own schedules, learn new skills and gain self-reliance. Empowerment is created when the strengths that women already bring to the company are recognized and utilized. Research provided by the United Nations has shown that businesses that promote women empowerment and gender equality are more profitable. As more businesses take part in gender equality measures and see their revenue increase as a result, the case for empowering women in the workplace is likely to become a more recognized goal. It includes achieving gender equality in areas such as hiring, pay, and career development, as well as representation of women in their management ranks and on their boards.

The Women's Empowerment Principles formulated by UN woman offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community.. In brief, the Principles are:

- Establish high-level corporate leadership for gender equality.
- Gender equality, also known as sex equality is the view that both men and women should receive equal treatment and not be discriminated against based on their gender. This is the objective of the United Nations Universal Declaration of Human Rights, which seeks to create equality in law and in social situations, such as in democratic activities and securing equal pay for equal work.
- Treat all women and men fairly at work—respect and support human rights and nondiscrimination.
- Prohibit discrimination in hiring and employment on the basis of sexual orientation or gender identity by employers.
- Ensure the health, safety and well-being of all women workers .
- Promote education, training and professional development for women
- Implement enterprise development, supply chain and marketing practices that empower women Promote equality through community initiatives and advocacy .
- Measure and publicly report on progress to achieve gender equality.

### How women can be empowered in the work place by the leaders.

Following are a few things leaders can do to build an environment that empowers women.

1. Give power to those who have demonstrated the capacity to handle the responsibility.
2. Create a favorable environment in which women are encouraged to grow their skills.
3. Don't second-guess others' decisions and ideas unless it's absolutely necessary. This only undermines their confidence and keeps them from sharing future ideas with you.
4. Give women discretion and autonomy over their tasks and resources.

### Importance of Women Empowerment

Why Women Empowerment is Important?

1. Under-employed and unemployed: Women population constitutes around 50% of the world population. A large number of women around the world are unemployed. The world economy suffers a lot because of the unequal opportunity for women at workplaces.
2. Equally competent and intelligent: Women are equally competent. Nowadays, women are even ahead of men in many socio-economic activities.



3. Talented: Women are as talented as men. Previously, women were not allowed higher education like men and hence their talents were wasted. But nowadays, they are also allowed to go for higher studies and it encourages women to show their talents which will not only benefit her individually but to the whole world at large.
4. Overall development of society: The main advantage of Women Empowerment is that there will be an overall development of the society. The money that women earn does not only help them and or their family, but it also help develop the society.
5. Economic Benefits: Women Empowerment also leads to more economic benefits not to the individuals but to the society as well. Unlike earlier days when they stayed at home only and do only kitchen stuffs, nowadays, they roam outside and also earns money like the male members of the society. Women empowerment helps women to stand on their own legs, become independent and also to earn for their family which grows country's economy.
6. Reduction in domestic violence: Women Empowerment leads to decrease in domestic violence. Uneducated women are at higher risk for domestic violence than an educated women.
7. Reduction in corruption: Women Empowerment is also advantageous in case of corruption. Women empowerment helps women to get educated and know their rights and duties and hence can stop corruption.
8. Reduce Poverty: Women Empowerment also reduces poverty. Sometimes, the money earned by the male member of the family is not sufficient to meet the demands of the family. The added earnings of women helps the family to come out of poverty trap.
9. National Development: Women are increasingly participating in the national development process. They are making the nation proud by their outstanding performances almost every spheres including medical science, social service, engineering, etc.
10. Irreplaceable in some sectors: Women are considered irreplaceable for certain jobs.

#### Reference

1. Empowering Your Employees to Empower Themselves by Marshall Goldsmith; Harvard business review. APRIL 23, 2010.
2. Empowerment: The Emperor's New Clothes by Chris Argyris; Harvard business review. MAY-JUNE 1998.
3. Gender equality and women's empowerment: a critical analysis of the third Millennium Development Goal by Naila Kabeer; Gender and Development Vol. 13, No. 1, March 2005.
4. Women in the Workplace 2015 –A study report by McKinsey & Company in 2012.
5. The Women's Empowerment Principles formulated by UN woman.