



Women Empowerment

Sakshi Malik and Priyank Soni

M.Sc. Research Scholar

*Department of Extension Education and Communication Management, I.C. College of Home Sciences,
Chaudhary Charan Singh Haryana Agricultural University, Hisar
Haryana- 125001*

*B.Sc. (Hons.) Agriculture Graduate
College of Agriculture, CCSHAU, Hisar, Haryana-125001*

Date of Submission: 08-01-2023

Date of Acceptance: 22-01-2023

What is women's empowerment?

According to the UN Commission on the Status of Women (2002), Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.

Why Empower Women?

- Women and girls make up 43% of the agricultural workforce in the global south. In Eastern, Central, and Southern Africa, women and girls produce nearly 70% of the region's food crops by volume.
- But women have a 27% higher chance than men of being severely food insecure.
- For every dollar made by a man, a woman earns 77 cents, and 90% of that income is invested in their family, compared to 40% for men.
- Women farmers have significantly less access to, control over, and ownership of land and other productive assets than their male counterparts: women account for only 12.8 percent of agricultural landholders worldwide.
- Environmental degradation and climate change have disproportionate impacts on women and children - Globally, women are 14 times more likely than men to die during a disaster.
- Women are less likely to be entrepreneurs and face more disadvantages starting businesses: In 40% of economies, women's early-stage entrepreneurial activity is half or less than half of that of men's
- In many developing countries, women suffer from domestic violence and unequal rights. In

most cases, women are considered second-class citizens compared to their male counterparts. Traditionally, women are still expected to submit to their husbands and run the household while men bring food to the table and support the family. Although many women have already been empowered greatly, many are still silenced; hence, organizations have seen the need to address this issue. Behind women who are silenced are organizations that support them and have had the initiative to open up grants specifically to aid them.

Facts on Women

- Despite progress in recent years, women and girls continue to account for 6 out of 10 of the world's poorest.
- Two-thirds of the world's illiterate population are women.
- Women perform 66% of the world's work, and produce 50% of the world's food but earn only 10% of the income and own only 1% of the property.
- Only 19% of the world's parliamentarians are women.
- One-third of all women are subjected to violence whether in conflict situations or the home.
- Despite the disproportionate impact of conflict on women, fewer than 3% of signatories to peace agreements are women. Out of 585 peace agreements signed worldwide since 1990, only 16% contained any reference to women, and only 7% mentioned gender equality or women's human rights.
- Of the 72 million children worldwide who are not in school, 57% are girls – even though if a country educates its girls, its mortality rates usually fall, fertility rates decline and health and education prospects improve overall (World Bank).



- On average, women earn 20% less than men worldwide – although, this figure varies from country to country.
- In some developing countries, one in 65 women risks death during pregnancy or childbirth.
- Approximately 100 to 140 million girls and women in the world have experienced female genital cutting/mutilation. In Africa, more than 3 million girls continue to be at risk of FGM/C every year.
(UNSTATS, UN Fast Facts sheet, Facing the Future, UN Women)

Women Empowerment Principles:

- Principle 1: Establish high-level corporate leadership for gender equality
- Principle 2: Treat all women and men fairly at work – respect and support human rights and non-discrimination
- Principle 3: Ensure the health, safety, and well-being of all women and men workers
- Principle 4: Promote education, training, and professional development for women
- Principle 5: Implement enterprise development, supply chain, and marketing practices that empower women
- Principle 6: Promote equality through community initiatives and advocacy
- Principle 7: Measure and publicly report on progress to achieve gender equality

These principles are the result of collaboration between the UN Global Compact and UN Women and are adapted from the Calvert Women's Principles. They are informed by real-life business practices and input gathered from across the globe. These Principles also can inform other stakeholders, including governments, as they engage with a business.

Ways to Empower Women for Sustainable Development

As issues of women's economic empowerment and gender equality gain momentum on the global stage, nations across the globe are implementing incredible measures to reduce the gender gap and promote economic equality. To play your part in the movement, some of the ways we can follow of achieving women's economic empowerment for sustainable development are discussed below:

1. Place women as leaders and give them decision-making roles

Although many women are now powerful contributors to the economy of some states, gender equality is still a myth in the greater part of the world. Women have actively started participating in the tech industry, food production, natural resource management, domestic wellness, entrepreneurial work, as well as energy and climate change. But, most women still don't have access to good job opportunities and resources to get a better-paid job. As the focus shifts towards inclusive economic structures, providing women with leadership opportunities and making them a part of decision-making can go a long way in achieving women's empowerment.

2. More Job Opportunities for Women:

Despite significant contributors to social and financial development, women don't have equal job opportunities. Equal rights programs can invest significantly in promoting decent jobs and public policies, advocating growth and development.

3. Invest in Women's Entrepreneurial Ideas, Emotionally and Financially:

An effective way of tackling gender inequality is entrusting women with entrepreneurial work. The state can take the initiatives to train women in business skills for better job opportunities. Looking at global developments, many developing countries are spending a percentage of annual revenues on women's development. By investing in women's education and providing them with entrepreneurial opportunities, the unequal pay gap can be ruled out from the socio-economic scene, encouraging women to increase their participation in the supply chain.

4. Taking Action against Unpaid Labour Work:

One of the biggest concerns about gender inequality is women's unpaid labor. Many marginalized groups, including rural women and domestic workers, are often deprived of economic independence, and many times their labors go unnoticed by society. With empowerment policies striving to raise the incomes of women, resources can be appropriately managed to eradicate the issue. Unpaid labor is a growing concern among many developing countries, and this is primarily associated with rural and low-skilled workers. By controlling the driving factors and protecting women from violence and social abuses, women can be encouraged to explore and utilize their potential.



5. Mentoring Women Professionally and Personally:

Implementing fancy rules cannot drive away unequal pay gaps and the lack of job opportunities for women. Gender-sensitive economic policies should be deployed to eliminate the problem from the grass-root levels. To help women actualize their entrepreneurial goals and promote them as leaders, mentoring programs should adopt a more holistic approach wherein both personal and professional aspects are taken care of. Income-making skills are not always successful in building empowering personalities, and empowerment schemes can launch competent mentoring programs to cater to the growing fiduciary demands.

International organizations for women development:

1. Canadian Association for the Advancement of Women and Sport and Physical Activity
2. Women's Global Empowerment Fund:
3. Centre for Reproductive Rights:
4. National Organisation for Women:
5. UN Women:
6. Oxfam International:
7. International Planned Parenthood Federation:
8. Friendship Bridge:
9. Every Mother Counts:
10. Dress for Success:
11. Urban Leaders – Global Program 2021: Empowering Women Through Knowledge and Mentoring

Beijing World Conference on Women

○ The 1995 Fourth World Conference on Women in Beijing marked a significant turning point for the global agenda for gender equality. The Beijing Declaration and the Platform for Action, adopted unanimously by 189 countries, is an agenda for women's empowerment and is considered the key global policy document on gender equality. It sets strategic objectives and actions for the advancement of women and the achievement of gender equality in 12 critical areas of concern

1. Women and poverty
2. Education and training of women
3. Women and health
4. Violence against women
5. Women and armed conflict
6. Women and the economy
7. Women in power and decision making

8. Institutional mechanism for the advancement of women
9. Human rights of women
10. Women and the media
11. Women and the environment
12. The girl-child

UN Women Strategic Plan 2022-2025

The Strategic Plan 2022-2025 will guide UN Women's work for the next four years. With an eye toward the 2030 deadline to achieve the Sustainable Development Goals, it details how UN Women will catalyze urgent and sustained action to achieve gender equality and the empowerment of all women and girls.

The Strategic Plan is based on key findings from an extensive consultative process, drawing on lessons and recommendations from evaluations, audits, and other assessments, including those from the 25-year review and appraisal of the Beijing Declaration and Platform for Action

Impact Area: -

1. Ending violence against women
2. Women's economic empowerment
3. Governance and participation in public life
4. Women, peace, and security

How do they work?

1. Gender-responsive policies and institutions
2. Women's equitable access to services, goods, and resources
3. Financing for gender equality
4. Production analysis and use of Gender Statistics and Sex-Disaggregated Data
5. Positive social norms including engaging boys and men
6. Women's voice, leadership, and agency
7. UN system coordination for gender equality

Bibliography

- [1]. <https://www.unglobalcompact.org/take-action/action/womens-principles>
- [2]. <https://womenandsport.ca/about/our-story/>
- [3]. https://namati.org/network/organization/center-for-reproductive-rights/?gclid=CjwKCAiA76-dBhByEiwAA0_s9VqrEH_N1RcJnHSp0WkjGBLa0A90ILTbRIFafK2Ak52btiQa0A60mRoCNOcQAvD_BwE
- [4]. https://en.wikipedia.org/wiki/National_Organization_for_Women
- [5]. <https://www.unwomen.org/en/about-us/about-un-women>



- [6]. <https://www.oxfam.org/en/our-history>
- [7]. <https://www.ippf.org/about-us>
- [8]. <https://www.friendshipbridge.org/helping-women-in-guatemala/empowering-impooverished-women/>
- [9]. <https://everymothercounts.org/our-approach/>
- [10]. <https://dressforsuccess.org/about-us/>
<https://www.unwomen.org/>