

## EMPOWERMENT OF WOMEN

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### Introduction

Women play a crucial role in the development of the nation. Every educated woman is akin to a University. It is not enough if a woman acquires a degree or diploma. Knowledge is power. Knowledge has to be differentiated from memorizing facts. What is required of a woman is wisdom and prudence. Nowadays it is pleasing to observe that a good number of women are coming out of their shell. It is a redeeming feature to observe that women are becoming dynamic and aware of current problems. Empowerment of women does not confine to teaching of three 'R's i.e. Reading, Writing and Arithmetic.

True empowerment can be conceived in terms of certain factors namely,

*Achievement of entrepreneur skills*

*Leadership qualities*

*Value attainment*

*Sound mental hygiene and*

*Knowledge of Indian constitution, Fundamental rights and Human rights.*

The aspects mentioned above shall be helpful in empowering women.

### Entrepreneurship Skills

Entrepreneurship plays a crucial role in the growth of any society particularly in a fast developing country like India. The entrepreneur is an important agent in our society who can be a catalyst of social and economic changes. Entrepreneurship offers excellent scope for it can offer unlimited scope development, and diversity of choices. It is the only profession where there is absolutely no bar of any sort be it age, sex, education or any other. Though a lot of successful women entrepreneurs are in our country, still lot more have to come.

India is a developing country and has been facing acute and chronic problem of unemployment. It is believed that tremendous latent entrepreneur skills that exist in youngest which is properly harnessed could help in solving many of the problems the country is facing, particularly the unemployment problem. There is an urgent need to promote development of entrepreneurship amongst the Indian men that they can effectively contribute to the nation's social and economic development.

In almost all of the definitions of entrepreneurship, there is agreement that we are talking about a kind of behaviour that includes:

- Initiative taking
- Organizing and reorganizing of social and economic mechanisms to turn resources and situations to practical account
- Acceptance of risk or failure.

An entrepreneur, a man or woman, is one of the important segments of economic growth. Basically, an entrepreneur is a person who is responsible for setting up a business or an enterprise. In fact, a woman entrepreneur is one who has the initiative, skill for innovation and who looks for high achievement. She is a catalytic agent of change and works for the good of people. She puts up new grain in field projects that actually creates wealth, opens up employment opportunities and fosters other sectors in terms of economic feasibility.

The entrepreneurship is a critical factor in the socio-economic change, which envisages new opportunities, new techniques, new lines of production, new products and coordinates all other activities. The entrepreneur brings in overall change through innovation for the maximum social good.

Human values remain on top priority and inspire her to serve society. She has firm belief in social betterment and she carries out this responsibility with conviction. In the process, she accelerates personal, economic as well as human development.

The entrepreneur is a visionary and an integrated human with outstanding leadership qualities. With a desire to excel, the entrepreneur gives top priority to Research and Development. She always works for the well-being of the society. More importantly, entrepreneurial activities encompass all fields/sectors and foster a spirit of enterprise for the welfare of mankind.

### **Leadership**

Leadership quality *is an important element in empowering women. Leadership has been defined in various ways.*

1. "Anyone who acts as a model to others in a group is often called the 'leader' of the group". - Spratt
2. "The Process of inter-personal influence by which the executive or manager influences the activities of others in choosing and attaining given ends". - Mc Farland
3. "The ability of a manager to induce subordinates to work with confidence and Zeal". - Koontz and O'Donnell

### **Qualities of Leadership**

The leader must have an adequate *knowledge of group psychology*. He should have a functional knowledge of the group mind or group behaviour. He should use his knowledge

of group dynamics to make the group structurally sound and cohesive and functionally efficient.

The leader should be *dynamic and flexible* in his attitude, interests and other behaviour patterns. In every case, he must fit in with the expectations of his followers. He must be able to play the democratic and authoritarian role depending upon the need of the situation.

A leader must receive habitual obedience from his followers i.e., there must be *acceptance of his leadership*.

Leadership concerns about *inter-personal influence*. It is rooted in feelings and attitudes that have grown out of reactions of individual personalities to each other. A manager can lead continuously because leadership is not a static but *ever evolving process*. Leadership involves *directing, guiding, motivating and influencing* the behaviour of individuals and groups so that future activities and behaviours can be modified in the appropriate direction. There must be *working relationship* between the leader and his follower. That means the leader himself must be an active participant.

The leader must *set an ideal* before his workers. His behaviour must induce the followers for hard and successful work.

### Characteristics of a Leader

1. *Energy* - both mental and physical
2. *Emotional Stability* - enabling a leader to act with self-confidence, avoid anger and deal his subordinates with understanding.
3. *Knowledge of Human Relations* - requiring an understanding of human behaviour.
4. *Empathy* - enabling him to look at things objectively and from another's view point.
5. *Objectivity* - preventing him from getting emotionally involved.
6. *Personal Motivation* - fostering enthusiasm clearly within himself to get the job done.
7. *Communication Skills* - enabling him to talk and write clearly and forcefully
8. *Teaching Ability* - helping him to develop and inspire his subordinates.
9. *Social Skills* - enabling him to understand people; know their strengths and weakness and present him as a friendly and approachable person, and
10. *Technical Competence* - providing him with an effective working knowledge and insight of the operations under his guidance.

### Values

Values are unique verbal concepts that relate to the worth given to specific kinds of objects, acts, and conditions by individuals and groups. At least three dimensions can be found for values:

1. A quantitative element, which indicates the amount of worth one allocates to the particular phenomenon;
2. A quality of elasticity, which is evidenced by the extent to which a person holds to his ideals; and
3. The interrelationship or system frequently referred to as the individual's hierarchy of values. As social concepts, values are involved in the educative process because they are basic to the society of which the child and the school are parts.
4. The values to be discussed should be related to the interests, needs, and experiences of the group.
5. Basic knowledge that pertains to the value under consideration should be made available to pupils.
6. Learning should be organized around a particular situation as realistic and close to pupil needs as possible.
7. The problem that is presented should involve conflicting values.
8. Free expression of present and future consequences of values should be encouraged.

Values are not isolated from other learning but exist as integrated elements of the total organism; they influence behavior and are influenced by behavior. School learning depends upon these concepts for motivation and in turn produces changes in them. It is this quality of interrelatedness that makes deliberate attempts to change values a difficult and lengthy process. But the fact that values permeate the organism accounts for their diversified influence upon behavior, and makes value-information a justifiable educational concern.

### **Mental Hygiene**

If a woman possesses healthy mental hygiene that will strengthen her to achieve what she aims at. She could think and act properly.

### **Characteristics of mentally healthy individual**

1. Accepts short comings
2. Sense of personal worth
3. Wanted and loved
4. Ability to succeed
5. Can go along with other people
6. Understanding of his environment
7. Lives in a world of reality
8. Tolerates frustration
9. Emotional maturity

10. Rational attitude to problems
11. Can think for himself
12. Well balanced life, work, rest and recreation
13. Self actualisation

#### Mental hygiene - advantages

1. Decision Making
2. Assuming Responsibilities in accordance with one's capacities
3. Finding satisfactions
4. Success in life
5. Happiness
6. Accomplishment of every day task
7. Living effectively with others.
8. Showing socially considerable behaviour.

#### Rights and Duties

Women can said to be empowered when they are aware of rights and duties for which they are entitled. Only by performing one's duties one can claim for his rights. Unless a woman knows about the constitution of India, fundamental rights and human rights, she is liable to undergo suppression. She will be in total darkness depending on the other sex who may not be fair to them. She should never be in a state of dependency. Knowing about her right may give her access to approach the right sources for getting genuine help without being exploited.

#### Conclusion

Of late, women get qualified in all fields. Awareness is being inculcated on educating girl children. Nowadays mostly women teachers are employed in the primary level of education. Lot of women are employed in the field of Information Technology. Government has fixed an increased ceiling of income for women for their tax liability.

Despite all these positive aspects, still our country has to go a long way in the empowerment of women. Government of Taminadu in order to empower the women has enacted legislation for 33.3% share for women in Panchayat and local bodies. Government of India is pursuing for the enactment of similar share for women in the parliament as well.

Empowerment of women may be essayed through inculcation of democratic values, cultural values and training for leadership, creating awareness to the current social problems of unemployment, self-employment, and work-cult according to the changing need of the hour. Every woman should have mastery over life skills. No woman should lag behind any man in acquisition of knowledge regarding latest scientific trends and

technology. Women should know the gravity of problems associated with HIV, Population Explosion, Environmental Hygiene and Early child care.

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