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Women Empowerment: what, why and how

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Article history	Abstract
<p>The First International Conference of the Kuwaiti Association for Graduate Studies</p> <p>"Modern Perspectives in Management: Evidence from Developing Countries (in light of digital transformation)"</p> <p>Kuwait University, Kuwait 2022</p>	<p>Women empowerment starts from the childhood and not only through the civil organizations. Women empowerment begins through encouraging her education as an obligatory matter since women empowerment begins through encouraging her education as an obligatory matter since some families do not believe in her right to learn and join the school. Through the concept of women empowerment, we should be aware about the term because there are some projections, historical and cultural requirements related to every society. The empowerment of women means her emancipation and certain her identity as a human entity who lives and deals with the other according to the requirements of humanity that transcend gender's badge. The question mark about empowerment of women is here that is when it becomes an obligation towards her family, but this aspiration is sometimes to handcuff her day schedule of rigorous work and will move her away from her small kingdom, to become restored, exhausted and ailing spirit. Actually, empowerment is basically driven by the individual's belief in their capability to influence the society and to overcome their sense of powerlessness and through using well their resources and chances.</p>

Keywords: Women, Empowerment, Capability

1. Introduction

The pursuit of women empowerment is a critical object and one that is globally shared. We cannot say that there is one single country in the world in

which woman enjoys all her rights or has the same and equal status in society to men. Women are not able to enjoy completely equal opportunity, which makes the sound and claims of the empowerment of women increase?. In any country in east or west, south or north, women empowerment is a first and foremost human right and woman is entitled to live in dignity and freedom from want and fear.

Empowerment is multidimensional with imperfect associations among its different dimensions. Women empowerment in the private and public spheres are often dissimilar. The pursuit of women empowerment is confined to the non-conscious docile projects of her western counterparts. The society practices an intangible barrier within a hierarchy that prevents women from obtaining upper-level positions by “glass ceiling” concept. This unfair system or set of attitudes that prevents women from getting the most powerful jobs.

For centuries, women were treated as less than equal to men in many ways, women were not allowed to vote, to have own property or to work in many jobs. Now we are in the twenty first century and we are out of the dark ages of women oppression so women should be more empowered. This means that women should be able to choose their own destiny, job, vote and do anything a man can do.

Through many feminists writers have raised the issues of women and it has even caused awareness in some sections of the society, but still there is a need for consideration and discussion of these issues.

2. Problem Statement

The topic of Women empowerment is an overlapped, controversial and a burning issue all over the world. Women try to get their voices heard in order to have their rights. They are increasingly participating in national development process. They participate in Nation Building through their outstanding performance almost every sphere including medical science, engineering, social service and etc. but they are still illiterate, uneducated, exploited, underprivileged, sexually abused and assaulted and not treated fairly because of traditional mindsets.

The women throughout the history suffered by the man and by the society as well. Actually, each society has its own culture, has its own tradition. So the way of women empowerment depends on such factors that distinguish the society.

3. The significance of the research:

The role of the women is very important and crucial in Nation Building. So discussing such matters about the empowerment of the women must go to the right path to fulfill this matter.

4. Objectives of the research:

1. To highlight the view of the empowerment of the woman.
2. What and why women empowerment and to explain why we endeavor to empower women and why women empowerment is important.
3. To raise such issues to ensure possibilities for women empowerment
4. To focus on the education as a main factor in empowering the women.

5. Women's empowerment as a huge necessity:

women's empowerment is very essential for the development of the society. Empowerment means individual acquiring power to think and act freely, exercises choice and fulfill their potential as full and equal members society.

The need for women's empowerment and activate her capabilities in a more positive and productive is the subject of an agreed upon majority. But we should define : what is the empowerment ? what is the goal of the endeavor to achieve it? and how it can be achieved? Women empowerment and women equality with men is a universal issue when we talk about women empowerment we should remember the French philosopher (Roger) saying, " the first the first prosecution in history is the oppression of women. Which

makes blow up the foundation of persecution necessary to below up all the persecution of the last step.”

Women empowerment starts at home in her childhood as a child will not differ from man in this age / period. So women empowerment related to the environment when she lives as well as depends on control of the man either materially or intellectually.

Furthermore, the development and progress of any society is stipulated by women empowerment. Women's aware of role is a very important thing in order to create a suitable conditions to empower her role in her society. In addition to that her fear of participating in political experience or other aspects of life is dangerous and undermines her size in the society. Furthermore, the economic empowerment is a very important factor as well as the financial integration, sometimes the clever man changes this empowerment into a burden for women as a kind of equality and equity. (they may make women interact opposite to her interests.

The modern women keenly desire to enter into a work career because of the pressing economic needs of the family. In middle class families, much emphasis is given to the maintenance of high standard.

Spheres of empowerment for women:

Family: (education , marriage, health, decision about her reproductive Behaviour, birth control).

Community or society (Recognition and acceptance to prevent atrocities).

Market (demand for her product, better bargaining power, access to credit through short / long term loans).

State (raising the issues concerning women's development)

What is the empowerment of the women ?

Oxford American Dictionary defines “ empowerment” as to make someone stronger and more confident especially in controlling their life and

claiming their rights. It means to give women power and help face the challenge of being women in society.

Empowerment indicates certain aspects of life such as; spiritual. Potential, social, educational ,gender or economic strength of individuals and communicates of women. Women's empowerment depends on variables such as; location/ educational states, social status- caste – class –age.

According to the Oxford dictionary, “women's Rights are the rights, that promote a position of social and legal equality of women to men.” According to Oxford dictionary, ‘they are the rights, claimed for the women, equal to those of men, as regards to suffrage that right to vote, as regard to property, etc.

Women population is round 50% of the total population of the world. They have every right to be treated equally with men in every sphere of life and society. Women empowerment refers to strengthening the social , economic and educational powers of women. It refers to an environment where there is no gender bias and has equal rights in community, society and workplaces.

When talking about woman's empowerment, we talk about women taking more freedom and power and having vast field of leadership role. Empowerment refers to increasing the spiritual, political, social or economic strength of individuals and communities, through our daily life as people of third world we find that woman is treated with discrimination in different spheres of life and from early time of her age and she continues with different and inferior position during her life. A study had been done which summarizes some indicators of the relative position of women and men circa 1900 and circa 2009 in poor countries. Both the relative deprivation of women and the extent to which there have been improvements over the last twenty years, are apparent in a number of spheres. In access to education in low and moderate-income countries, the enrollment rate for girls in secondary school was 34 percent in 2010, while that for boys was 41 percent. Twenty years before, the rates were respectively 22 percent and 30 percent. Meanwhile primary, school enrollment has become nearly universal for both boys and girls. (United Nations. 2014).

The reality of using distance e-learning in public and private schools by preparing a questionnaire consisting of (20) paragraphs distributed over four areas that were distributed to a sample of (22) school principals. The study, made in Yemen in Taiz City about distance e-learning, showed that the reality of using distance e-learning in public and private schools from the point of view of principals and supervisors was medium, with a percentage (30.20%), and the arithmetic mean of the tool as a whole was (2.05), with a medium degree. In the first rank came the field of "knowledge of the concept of e-learning at a distance" with the highest arithmetic average, which amounted to (2.01) and a percentage (37%) and a medium degree, and in the second rank came the field of (employment of e-learning tools at a distance) with an arithmetic average of (1.20). In percentage (22%) and at a medium degree. The third rank was followed by the field (obstacles of distance e-learning) with an average of (1.10) and a percentage (19%) and a medium degree, and the field (awareness of the importance of distance education) achieved the last rank, with an arithmetic average of (0.42) and a percentage (0.4%). and to a low degree, The results of the study also showed that there were no statistically significant differences at the significance level ($\alpha \leq 0.03$) between the average responses of the study sample towards the reality of using distance e-learning in schools due to the variable years of experience and educational qualification, while statistically significant differences were found ($\alpha \leq 0.03$). attributed to the gender variable and in favor of females, and the study recommended the necessity of increasing training programs on distance-learning e-learning applications and software, and providing the educational field with educational brochures on distance education to spread e-learning culture.

When we talk about women empowerment we should classify or specify the view of this empowerment because the look of the western societies differs a little bit from eastern societies. Here we can emphasis that one of the most important factors to empower women is the view towards women as a mental entity and not a body. In spite of boom that empower the women in many fields which were limited only to man. The body of the women becomes a very profit project and this kind of investment transfer the women into material entity. There are many barriers on the way of women empowerment as the bogus claims which emerge occasionally to achieve some advantages especially in political programs.

The women empowerment starts from domestic sphere; from family. Then expand to society, to the homeland and continue going to regional and international levels. The empowerment means that women should gain new individual capabilities as well as she should beliefs in her right in order exercise these capabilities and take advantage of opportunities in the community.

The function of great deal of feminist writing in the early 1980's was self-empowerment , to leave the reader with the notion or belief that she or he could overcome the obstacles in life and changes it to the better.

Why women empowerment is important ?

A women was an important limb of the society in her own right and enjoyed social position almost at par with men. women empowering is most important because they have to right guarantee equal opportunities in the field of education, employment and social, economic and political opportunities.

Equally competent and intelligent:

Women are equally competent. Nowadays, women are even ahead of men in many socio-economic activities.

Economic benefits:

women empowerment helps women to stand on their own legs, become independent and also to earn for their family which grows country's economy. Women empowerment also leads to more economic benefits not to the individuals but to the society as well. Unlike stuffs, nowadays, they roam outside and also earn money like the male members of the society.

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.

Reduction in domestic violence :

Women empowerment leads to decrease in domestic violence, uneducated women are at higher risk for domestic violence than in educated women.

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.

How to empower Women?

When women contribute equally along with men for the benefit of society, the world would surely become a better place to live. There are several ways to empower women, some of them are discussed below:

Educated women are capable of bringing socio-economic changes. In the constitution of all countries, including grantee equal rights to both men and women.

Barriers to empowerment of women:

Many of the barriers to women's empowerment and equity lie ingrained in cultural norms. Many women feel these pressures, while others have become accustomed to being treated inferior to men. Even if men, legislators, NGOs, etc. are aware of benefits women's empowerment and participation can have , many are scared of disrupting the status quo and continue to let societal norms get in the way of development.

The recent studies also show that women face more barriers in harassment, unfair hiring practices, career progression, and unequal pay where women are paid less than men are for performing the same job. Such barriers make it difficult for women to advance in their workplace or recompensation for the work they provide.

The challenges of women empowerment are the following :

High level of domestic responsibilities

In our society , the boy child often gets preference for education and healthy diet over the girl child.

Restrictions to participate in social , economic and religious activities

Because of inherent superiority complex among the male, they often do not allow their female counter part to raise as high as them.

Preferences for male child still exists among many families in the societies.

The society should be made aware that both boy child and girl child are equal, and they both should have equal access to resources . Gather national data and identify the areas where instances of voice and gender inequality are the most. This data can be used by the government, NGOs and field workers to raise the study of women. Education through mass communication is very important. Both women and men should be made aware of their responsibilities to promote and practice gender equality.

6. Conclusion

Essence and goals of women empowerment must be through a comprehensive vision of human life in this world and as an opportunity to upgrade and unlimited sublimation not as a close race between man and women.

Women empowerment starts from the childhood and not only through the civil organizations. Women empowerment begins through encouraging her education as an obligatory matter since omen empowerment begins through encouraging her education as an obligatory matter since some families do not believe in her right to learn and join the school.

Through the concept of women empowerment , we should be aware about the term because there are some projections, historical and cultural requirements related to every society. The empowerment of women means her emancipation and certain her identity as a human entity who lives and deals with the other according to the requirements of humanity that transcend gender's badge.

The question mark about empowerment of women is here that is when it becomes an obligation towards her family but this aspiration is sometimes to handcuff her day schedule of rigorous work and will move her away from her small kingdom, to become restored, exhausted and ailing spirit.

Actually, empowerment is basically driven by the individual's belief in their capability to influence the society and to overcome their sense of powerlessness and through using well their resources and chances.

7. Recommendations

Skill providing program should be launched and provide them the job as per their skill for their economic survival.

There must be an obligation in studying through enact laws to account families for making their children join schools on certain age.

Seats should be separated for women in Higher Education.

A core curriculum to develop a positive image of women should be developed.. technical, vocational and professional education should be easily available to girls.

A national Programme to introduce and strengthen teaching in girl's schools should start. The technical education should be quantitatively as well as qualitatively improved for women, especially in rural areas by establishing ITI's, polytechnics etc,

Opportunities in non-traditional and emergent technologies should be open to women.

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