

# Gender empowerment within the Larger Constitutional Scheme



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# Empowerment



- A process of enabling individuals to understand the relationship between their actions and outcomes allowing people the power to achieve the results they desire.
- Empowerment is an intrinsic motivation made up of four cognitions- meaning; competence; self determination; and impact. (NCBI BookShelf)

# Dimensions of Empowerment



- Skill
- Purpose
- Autonomy
- Community
- Engagement
- (SPACE)

# Gender Empowerment



- Five components –
  1. sense of self worth
  2. their right to have and to determine choices
  3. their right to have access to opportunities and resources
  4. Their right to have power to control their own lives, both within and outside the home.
  5. Their ability to influence the direction of social change and economic order nationally and internationally.

# Means to achieve GE



- Education
- Training awareness raising self confidence
- Expansion of choices
- Increased access to and control over resources
- Actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality.

(UN Commission for Women (2002). Agreed conclusions on Eradicating Poverty, including through the empowerment of women throughout their life cycle. & UN Statistics Division (UNSD) –global gender statics program.

# Means of GE



- Empowering persons belonging to different genders involves granting them tools, opportunities and autonomy. It is essential for rectifying historical discrimination and ensuring fairness. Economic Empowerment through education and entrepreneurship is crucial.
- Education plays a pivotal role in women/gender empowerment.

# Ways to Achieve GE



- Awareness and Sensitivity
- Unlearn Gender Biases
- Diversity in Workplace
- Supporting Women Run Businesses
- Communicate and educate

# Principles of GE



- Establish high level leadership for gender equality
- Treat all women and men fairly at work –respect and support human rights and non discrimination
- Ensure health and safety and well being of all women and men workers.
- Promote education, training and professional development for women/persons belonging to different genders



# Principles of GE



- Implement enterprise development, supply chain and marketing practices that empower women.
- Promote equality through community initiatives and advocacy
- Measure and publicly report on program to achieve gender equality.
- (these principles are result of collaboration between the UN Global Compact and UN Women.)

# Types of GE



- Social
- Educational
- Economic
- Political
- psychological

# Stages of GE



- Entry
- Advancement
- Incorporation
- Commitment

# Major Areas for Developing GE



- Health and Physical wellbeing
- Finances
- Relationships
- Social Leadership
- Wisdom and Intellect
- Vocation and Mission

# GE and the Constitution of India



- Art 32 is the central pillar of the protection of fundamental rights and a beacon of hope for getting justice
- Art 21 Right to life imbibes the whole idea of human life to be preserved and treated with dignity. The examples are Shahbano and Shayra Bano's case which held the spirit of the constitution.
- Art 14 Equality before Law and equal protection of law which gave Gita Hariharan hope to call herself natural and legal guardian of her own child and at the same time gave hope to large number of women who were single parent.

# GE and the COI



- The people belonging weaker section of the society and were denied their rights due to their identity, the people were treated at par due their gender were given a support by the constitution of India in Art 15 and Art 16 (3).
- Still Constitution is out of bound for many as they are not aware of it. It is duty of those who know the Constitution of India to spread awareness about it among those who do not know it.
- Let us make a pledge to take it to the last person of Bharat and make it truly a Constitution of “We the People”.



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**THANK YOU FOR TIME AND PATIENCE**