

WOMEN EMPOWERMENT : WOMEN & MEN EQUALITY (GENDER EQUALITY)

YEJAS SOLANKI

St. Vincent Palloti College , Near Kapa School , Mova , Raipur (C.G)

ABSTRACT:-

India is known as **male - dominating** society. Here, women's are often seen as sub-ordinate or inferior to man. The **rights** of the women are always **exploited** by our society. However, India is moving away from this **male - dominated** society. The rights of the women are being executed by law & the violation of their rights is being strictly **prohibited & punishable**. Government has made women equal to the men in every purpose in the eye of law. However, throughout the country many of the women had not known about their rights due to illiteracy. Thus, the **violation** against **women's rights** seems to be continued in many areas of our country. The **exploitation** of the **Girl Child, Child Marriages, Dowry System** etc. are still present in some rural & remote areas of our country. **Women empowerment** has although played a great role in eradicating this problem. **Gender Equality** will be the best possible solution for the problems relating to Women's Exploitation.

KEYWORDS:- Women Empowerment, Gender Equality , Rights , Exploitation , Equality , violence , Prohibited & Punishable , Male - Dominating.

INTRODUCTION:-

From the ancient times , the topic of women & men equality is prevailing in this world. Many of the people , Saints , Philosophers have different ideologies regarding Gender Equality. women's are always being treated as inferior to men. The society has always made women low to the male members. the system like **Dowry , Parda Pratha , Child Marriage** etc, have dominated the rights of women to a great extent and , therefore as a result now society is being suffering from Gender Inequality resulting a great barrier in development of our country. To escape & remove this barrier women's empowerments is essential.

Empowerment of women & her rights mainly refers to increase the Social , Political , Economic & Legal Strength of women & Giving her all the deserved rights or Acknowledging her about her rights. According to "**INDIAN CONSTITUTION ARTICLE 14** ", "Every citizen shall be likewise protected by the laws of the country i.e. state won't distinguish any citizen of India on the basis of their Gender , Caste , Creed etc". Therefore , The fundamental Right of the citizen i.e. Right to Equality states this.

Achieving Gender equality is althought a greatest challenge that too in a country like India where women are'nt their rights are being exploited as in regularly. But , the rights of women given by our constitution have led them to live a life with dignity & respect. Their are also some laws made against the Humiliation & Violation faced by women.

The equality of women & men is not just a condition to be achieve but it is essential for the development of the country. As we grow into an economic & political arena, the quote of equality has started going prominence. It is then in this context , that awareness of the legal rights mandates by Indian law has gained significance.

Under the provisions of the equal Remuneration Acts , no one can be discriminated on the basis of their gender for salary or wages. If the man working at the post of manager gets Rs.50,000 per

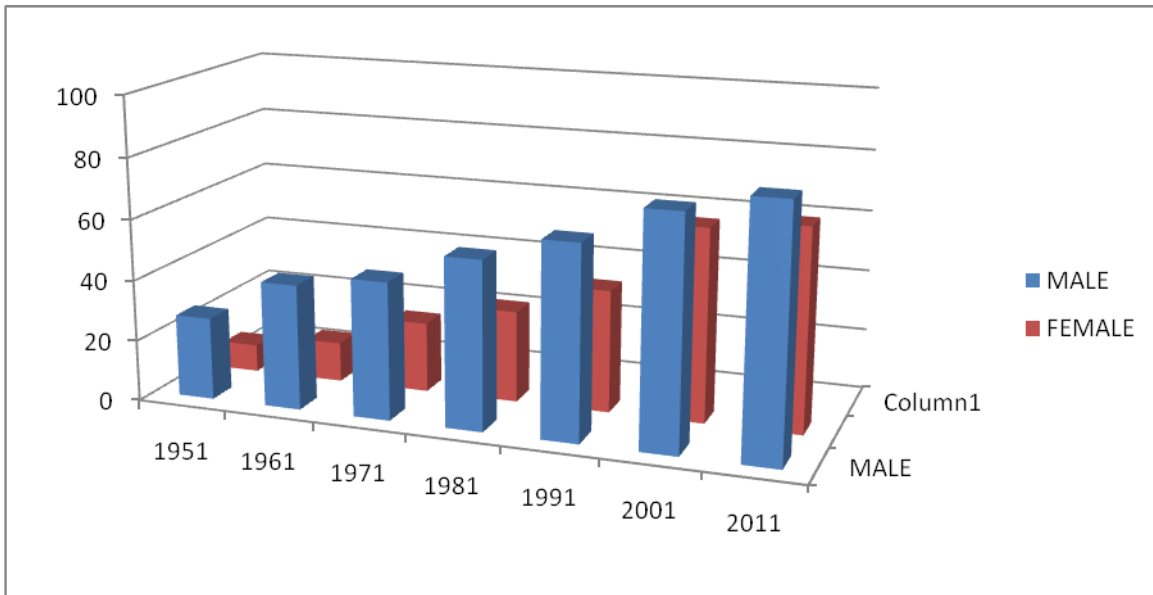
month as his salary then the women working at same post (in same organization) has right to get the equal salary .

For safety of her dignity , a women has the right to file a complaint against any of her co- employee if harrasshed physically or mentally at her workplace . Even the girls now have the right to get the equal share from her father's property. The status of woman in India is mainly connected with the family. The Indian families are regarded as the guideline for their girls. A woman who relates to a orthodex family will be somehow lets educated & not aware whereas who relates to a modern one will be fully aware og her rights.

In the deficiency of the awareness of the rights of woman , illiteracy is a great hurdle. The education of women is less concern as of the men. As it is considered as women's are only for the household work. Therefore , the literacy rate of girls is less than that of boys.

Government has taken many steps to empwer women. Many NGO's are opened for the safely of their rights. But still in some rural areas the exploitation continues. The Government of India had declered 2001 as the year of Woman's Empowerment.

LITERACY RATE IN INDIA : 1951-2011



The steps taken by government in favour of woman empowerment:-

1:- Equal Remuneratio Act, 1976 :-

The implementation of the Equal Remuneration Act, 1976 is done at two levels. In the Central sphere, the enforcement of Equal Remuneration Act, 1976 is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM). The Central Government has appointed Labour Enforcement Officers as Inspectors for the purpose of making investigation by causing production of relevant registers/records as to whether the provisions of the Equal Remuneration Act, 1976 are being complied with by the employers, who are required to maintain the roll of employee in Form-D.

2:- Maternity Benefit Act, 1961:-

The Union Cabinet, chaired by the Prime Minister Shri Narendra Modi, has given its ex-post facto approval for amendments to the Maternity Benefit Act, 1961 by introducing the Maternity Benefit (Amendment) Bill, 2016 in Parliament

The maternity benefit Act 1961 protects the employment of women during the time of her maternity and entitles her of a 'maternity benefit' – i.e. full paid absence from work – to take care for her child. The act is applicable to all establishments employing 10 or more persons. The amendments will help 1.8 million (approx.) women workforce in organised sector.

3:- The Sexual Harassment of women at Workplace Act, 2013:-

The Sexual Harassment at The Workplace (Prevention, Prohibition and Redressal) Act and Rules, 2013 have been notified by the ministry of WCD. The legislation has in force from December 9, 2013. MINISTRY OF WOMEN AND CHILD DEVELOPMENT NOTIFICATION New Delhi, The 9th December, 2013

In exercise of the powers conferred by sub-section(3) of section 1 of the Sexual Harassment of Women at Workplace (Prohibition, Prevention & Redressal Act, 2013), the Central Government hereby appoints the 9th of December, 2013 as the date on which the provisions of the said Act shall come into force.

Conclusion:-

Although the sex discrimination is a barrier in development of our country but we have greatly achieved success in removing this barrier still, some areas are left but government is trying to eradicate this problem from its roots. But society has to also support from removing Gender Inequality & therefore, the Rights & Duties of Women & men would be equal.

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