Role of Home Scientists at KVK'S for Women Empowerment

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ABSTRACT: Meaning of Women Empowerment: Woman is considered to be the power of creation, and an essence of human race. To this creator, Social, economic, political justice, freedom of thought, belief, religion and worship, opportunity is essentially to be given. Because providing opportunities for equality is women empowerment. To improve the social and economic status of women, they should be provided with employment, education, economic progress etc. Opportunities can be provided, so that she can achieve social freedom and progress. This is the way by which even women can fulfill all her desires like a man. This paper is meant to give freedom to women to decide their life or to inculcate such capabilities in them so that they can fulfill their role in the society. They can set the correct location. Status of women from ancient to modern times – social, political and economic recession has not been the same.

KEYWORDS: women empowerment, creation, freedom, education, desires, society, status, thought

I. INTRODUCTION

Women's empowerment and achieving gender equality help society ensure the sustainable development of a country. Many world leaders and scholars have argued that sustainable development is impossible without gender equality and women's empowerment. Sustainable development accepts environmental protection, social and economic development, including women's empowerment. In the context of women and development, empowerment must include more choices for women to make on their own. Strengthening women's access to property inheritance and land rights is another method used to economically empower women. This would allow them better means of asset accumulation, capital, and bargaining power needed to address gender inequalities. Often, women in developing and underdeveloped countries are legally restricted from their land on the sole basis of gender. Having a right to their land gives women a sort of bargaining power that they would not normally have; they gain more opportunities for economic independence and formal financial institutions.

Race has an integral impact on women's empowerment in areas such as employment. Employment can help create empowerment for women. Many scholars suggest that when we discuss women's empowerment, discussing the different barriers that underprivileged women face, which make it more difficult for them to obtain empowerment in society, is important when examining the impact of race in connection to employment. Significantly examining how opportunities are structured by gender, race, and class can transpire social change. Work opportunities and the work environment can create empowerment for women. Empowerment in the workplace can positively affect job satisfaction and performance, having equality in the workplace can greatly increase the sense of empowerment.In the case women have the opportunity to settle for stable jobs, Women of color encounter a lack of equal accessibility and privileges in work settings. They are faced with more disadvantages in the workplace. Patricia Parker argues that African American women's empowerment is their resistance to control, standing up for themselves and not conforming to societal norms and expectations. In connection to power, feminist perspectives look at empowerment as a form of resistance within systems of unequal power relations. Within the societal setting of race, gender, and class politics, African American women's empowerment in the work environment "can be seen as resistance to attempts to fix meanings of appropriate identity and behavior, where such meanings are interpreted as controlling, exploitative, and otherwise oppressive to African American women." When talking about women's empowerment, many scholars suggest examining the social injustices on women in everyday organizational life that are influenced by race, class, and gender.

Aims & Objectives for Women Empowerment:-

1. Microfinance institutions aim to empower women in their community by giving them access to loans that have low-interest rates without the requirement of collateral.

2. More specifically, they(micro-finance institutions) aim to give microcredit to women who want to be entrepreneurs.

3. The success and efficiency of microcredit and micro-loans are controversial and constantly debated.

4. Some critics claim that microcredit alone doesn't guarantee women have control over the way the loan is used.

5. Microfinance institutions don't address cultural barriers that allow men to still control household finances; as a result, microcredit may simply be transferred to the husband.

6. Microcredit doesn't relieve women of household obligations, and even if women have credit, they don't have the time to be as active in the market as men.

II. REVIEW OF LITERATURE

Theories related to Women Empowerment

Political theory:

Political empowerment supports creating policies that best support gender equality and agency for women in both the public and private spheres. Methods that have been suggested are to create affirmative action policies that have a quota for the number of women in policy making and parliament positions.As of 2017, the global average of women who hold lower and single house parliament positions is 23.6 percent. Further recommendations have been made to increase women's rights to vote, voice opinions, and the ability to run for office with a fair chance of being elected.Because women are typically associated with child care and domestic responsibilities in the home, they have less time dedicated to entering the labor market and running their businesses. Policies that increase their bargaining power in the household would include policies that account for cases of divorce, policies for better welfare for women, and policies that give women control over resources (such as property rights). However, participation is not limited to the realm of politics. It can include participation in the household, in schools, and the ability to choose for oneself. Some theorists believe that women bargaining power and agency in the household must be achieved before they can move on to broader political participation.Women will be less likely to be selected to lead and be involved in politics to make decisions.Women have been unable to become leaders in their communities due to financial, social and legal constraints.[27][28] Organizational and cultural limitations also affect women in the fields where men are dominant. Those industries include science, engineering, finance and much more. António Guterres, the secretary-general of the United Nations mentions that women can gain knowledge, wisdom, and insights only if they are included equally in all aspects of society. Equal representation of women contributes to peace, reduces conflict, and support long-term sustainable development. United Nations Development Programme (UNDP) raises the concern gender equality in party policies and platforms, and commits to take actions for supporting the presence and influence of women in political parties. Erin Vilardi, the founder of VoteRunLead points out that it is an opportunity to create real change but to recognize social inequalities in women's access to political office despite the number of women who are standing up to volunteer on campaigns and run for office themselves. According to United Nations Development Programme (UNDP), to increase the participation of women in politics:

1) Incorporating statement on gender equality into policy

2) Having a quota for women's involvement and election

3) Establishing goals for female representation

4) Increase the number of female candidates and train them

5) Increase women's presence in the campaign through greater media exposure

6) There are many more ways in planning and development.

III. BASIS OF WOMEN EMPOWERMENT

Digital skills can facilitate women's engagement with local government and increase their decision-making power in their communities. The Women-gov project in Brazil and India, for instance, has helped women improve their

understanding of and communication with local government via ICTs.In Brazil, the project trained female community leaders to access and utilize online data on government health services to better respond to public health concerns in their communities. In India, the project worked with women's collectives to establish women-run, internet-connected community information centres to facilitate applications for government assistance (including welfare and entitlements), which in turn improved linkages between the collectives, local authorities and public institutions. Women with digital skills are better able to make their voices heard on local issues and influence the outcome of decisions that affect themselves and their communities. Digital skills can also empower women to participate in political movements.For instance, the anonymity of ICTs may allow some women to avoid limitations on freedom of speech in repressive societies, while collective mobilization through online networks can enable women to campaign on gender-based issues. Studies show an Iraqi women's group used a multimedia campaign, including an online component, to successfully lobby the Kurdish regional government to outlaw the practice of female genital mutilation. Images taken on mobile phones and distributed via social media have called attention to domestic violence in China and influenced media treatment of court cases on forced abortion. According to the Food and Agriculture Organization, there are seven success factors to empowering rural women through ICTs:

1. Adapt content so that it is meaningful for them.

2. Create a safe environment for them to share and learn.

3. Be gender-sensitive

4. Provide them with access and tools for sharing

5. Build partnerships

6. Provide the right blend of technologies.

7. Ensure sustainability

The regulatory role of governments (at local, national, regional, and international levels) is crucial in addressing infrastructural barriers, harmonizing and making the regulatory environment inclusive and gender-responsive, and in protecting all stakeholders from fraud and crime.

As a progressive society, standing for women's rights and empowerment, we must stop viewing culture only as a barrier and an obstacle to women's rights. Culture is an integral and huge part of diversity and a medium that seeks to ensure women's equal opportunities. It recognises their freedom to take pride in their values, whether they are orthodox or modern in nature. This is not to say that centuries of abuse clothed in the spirit of culture should be allowed to continue, let alone be celebrated. Undoubtedly, traditions cloaked in the idea of empowerment should be objected to in light of feminism. For example, some research indicates that women only have an equal chance to have their written work published in peer-reviewed journals if the sex of the author is absolutely unknown to the reviewers. This is a result of historical habitual culture which has led to lack of representation of women in literary and therefore, strongly demonstrated why all cultural legacies cannot and should not be celebrated or encouraged.There is a need for equal cultural rights for women to be acknowledged and implemented which would in turn help to reconstruct gender in ways that would rise above women's inferiority and subordination. Furthermore, this would significantly improve the conditions for the full and equal enjoyment of their human rights on the whole as argued by the UN expert in the field of cultural rights, Farida Shaheed.Shaheed continues to add that the perspective and contributions of women must transcend from the margins of cultural life to the centre of the process that creates and shapes cultures around the globe today. "Women must be recognized as, and supported to be, equal spokespersons vested with the authority to determine which of the community's traditions are to be respected, protected and transmitted to future generations."

IV. IMPLICATIONS

Basic rights of women:-

Feminism is defined by the movement's goal of creating women's empowerment. Two methods feminists use to facilitate a sense of women empowerment are consciousness-raising and building relationships with the women participants and their external oppressors.

1. Raising consciousness

To create women empowerment, feminists commonly use consciousness raising. When raising consciousness, women not only become knowledgeable about their personal struggles but how it is related to political and economical issues.

Raising consciousness allows marginalized individuals to see where they are placed in the larger social structure and pinpoint the root of their oppression. Awareness of their problems will initiate self-mobilization which precisely creates empowerment. However, scholars Shane Brady and Mary O'Connor have pointed out the term "raising-consciousness" may be misunderstood and offensive to participants.Using the term "raising-consciousness" inflicts the notion that the marginalized community is not aware of their oppression and how to deal with it.

2. Building relationships

In addition, feminists, specifically feminist organizers, focus on building relationships as a medium for creating women empowerment.Scholars claim that building relationships results in empowerment because the increasing presence of power gaps in society are due to the lack of relationships that are needed to bridge them. When it comes to forming and maintaining relationships, there needs to be a balance of both collaboration and conflict between the two parties. Conflict commonly arises in situations where community members attempt to build relationships with external power figures like government representatives. Fostering a space for collaboration as well as deliberation of conflicting ideas is important because sorting out disagreements allows for the formation of trust between the parties. In addition, conflict individually benefits the women participants because it fosters problem-solving skills and opens them to a new pool of knowledge and perspectives on society.Scholars observe that building relationships has a depoliticizing tendency as the activity does not directly challenge the oppressive structures affecting women.A specific observation of this depoliticizing tendency is story telling. When building relationships, feminists encourage women participants to share their personal experiences involving gender oppression, rather than deliberate about strategies to approach the oppressive system.

The definition of Domestic Violence is well written and wide-ranging and holistic. It covers, mental as well as physical abuse, and also threats to do the same. Any form of harassment, coercion, and harm to health, safety, limb or well-being is covered. It includes Physical abuse, Sexual abuse, Verbal abuse, emotional abuse and Economic abuse.Furthermore, the Act also provides relief to domestic violence committed by both male and female relatives of the husband or male partner (which would aid in situations where family members harass the wife etc.). Where, an aggrieved party is suffered from abuse while being in live in relationship is also covered by the purview of this act.Additionally, the definition of "child" is also inclusive of foster, adopted and stepchildren. The protection of women from Domestic Violence Act, 2005 is a shield against all forms of abuses and discrimination against the patriarchal mind-set of India. Under the Act, one can ask for protection orders by informing protection officers. Also, by filing an application one can seek government functions. The aggrieved person can also avail off medical facilities or counselling. Also, separate residence orders or maintenance orders can be guaranteed to the victim.

3. Right to reside in a shared household.

4. Protection orders for victim's safety.

5. Maintenance or monetary relief.

6. Custody of children.

7. Penalty for not following orders.

8. Penalty to protection officer for not taking an appropriate action.

V. RESULTS

Barriers to women empowerment:-

Many of the barriers to women's empowerment and equity are the result of cultural norms. While many women are aware issues posed by gender inequality, others have become accustomed to it.Many men in power are hesitant to disrupt societal norms that are unfair to women.Research shows that the increasing access to the Internet can also result in an increased exploitation of women.Releasing personal information on websites has put some women's personal safety at risk. In 2010, Working to Halt Online Abuse stated that 73% of women were victimized through such sites. Types of victimization include cyber stalking, harassment, online pornography, flaming, and especially sexual harassment in the workplace. It occurs most frequently in business, trade, banking and finance, sales and marketing, hospitality, civil service, lecturing, teaching, and education.According to the International Labour Organisation (ILO),

sexual harassment is a clear form of gender discrimination based on sex, a manifestation of unequal power relations between men and women. The UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is urging for increased measures of protection for women against sexual harassment and violence in the workplace. 54% (272) had experienced some form of workplace sexual harassment. 79% of the victims are women; 21% were men.

Studies show that women face more barriers in the workplace than men. Gender-related barriers involve sexual harassment, unfair hiring practices, career progression, and unequal pay where women are paid less than men are for performing the same job.When taking the median earnings of men and women who worked full-time, year-round, government data from 2014 showed that women made $0.79 for every dollar a man earned. The average earnings for working mothers came out to even less—$0.71 for every dollar a father made, according to 2014 study conducted by the National Partnership for Women and Children. While much of the public discussion of the wage gap has focused around women getting equal pay for the same work as their male peers, many women struggle with what is called the "pregnancy penalty". This occurrence is difficult to measure, but the possibility of having a baby can be enough for employers to disrupt women's pay.[52] Women are put in a position where they need to make the decision of whether to maintain in the workforce or have children, which has led to the debate over maternity leave in the United States and many other countries in the world.

In March 2016, tech career website Dice released a study of more than 16,000 tech professionals that found that when equivalent education, experience and position are compared, there is no pay gap and there has not been one for the last six years.The pursuit of gender equality remains a global challenge. With long-standing gender gaps continuing across countries in all sectors of social and economic life. The Pursuit of Gender Equality: An Uphill Battle was released at the Women's Forum in Paris to highlight the issue (according to a global OECD report). [53] Understanding gender inequalities and removing the particular barriers are the only ways to establish a sustainable management. There are three significant gender imbalance that pose challenges in managing a sustainable environment

1. The effects of land rights

Land is important to cultural identity and ensures resources for daily survival such as food, housing and income. Despite playing a significant role in using land for food, income and household resources, women account for 13.8% of land globally. They are also face numerous legal and social obstacles in all facets of their land rights (such as to sell, manage or control). This led to the reason why women find it difficult to participate in activities due to unsure land rights. According to the study by the Intergovernmental Panel on Climate Change (IPCC), women's access to land promotes investments and managements.

2. The effects of leadership and decision-making

Women's responsibilities at home make it difficult to take part and engage in decision-making. As this indicates that women's needs, priorities and skills are being ignored when managing resources and making decision. This affects empowerment in community and the power to create changes.

3. The effects of violence against women

Human Rights Watch claims that a lot of women all across the world are faced to toxic environment at work where they encounter a variety of unwanted sexual acts. [56] This effects women in a long-term, from physical and mental health to public engagement. [54] A barrier to women's growth value and a factor in the discrimination of jobs based on gender is the fear of enduring violence at work.

Health care for women and opportunity for education:-

People engage in public debate and make demands on government for health care, social security and other entitlements. In particular, education empowers women to make choices that improve their children's health, their well-being, and chances of acquiring survival skills. Education informs others of preventing and containing a disease. Such education empowers women to make choices that can improve their welfare, including marrying beyond childhood and having fewer children. Education can increase women's awareness of their rights, boost their self-esteem, and provide them the opportunity to assert their rights.Education is not universally available and gender inequalities persist. A major concern in many countries is not only the limited numbers of girls going to school, but also the number of educational pathways for those that step into the classroom. There are efforts to address the lower participation and

learning achievement of girls in science, technology, engineering and mathematics (STEM) education.In some parts of the world, girls and women are attacked for attending school, and societal efforts to stop this may be lacking.

The UN came out with a set of goals called the Sustainable Development Goals (SDGs) to help make the world a better place. Of the 17th, the fourth goal works to allow access to education for all people. A large effort has been made to include women in schools to better their education.The fifth goal focuses on empowering women and girls to achieve gender equality through equal access to various types of opportunities (health care, education, work, etc.).

U.S. involvement

Melania Trump with 2017 International Women of Courage Awardees

Domestically, the U.S. empowered women through passings of laws such as allowing women to vote in 1920, banning discrimination based on gender in 1964, banning discrimination against pregnant women in 1978, etc. The inclusion of women in politics allowed for more gender equality. The first female speaker of House, the First Lady to run for president, first women to serve on the Supreme Court, and the first female Vice President were monumental events that provided insight into the developing social acceptance of women in power. The U.S. provides foreign aid to third world countries in various forms, one of which is by providing education programs. There are bills in Congress that work to ensure education to girls. One is the Protecting Girls' Access to Education Act. These bills are enacted with the belief that proper education will pull girls out of poverty and reduce exploitation of them. Another action taken on by the U.S is the PEPFAR program, initiated by the Bush administration in 2003. The U.S. spent more than $1.4 billion in funding sub-Saharan Africa during the duration of the program. This program was taken into effect in response to the global HIV/AIDS crisis, and it promoted abstinence among young girls and women. There was a partnership with DREAMS, and its main purpose with PEPFAR was to allow both girls and women to develop into Determined, Resilient, Empowered, AIDS-free, Mentored, and Safe women. There are criticisms that this program did not do much to reduce HIV-risk behavior, and critics such as John Dietrich expressed concern that the context of aid enforced Western beliefs of choosing abstinence before marriage.

Study was conducted in Krishi Vigyan Kendra Dausa District of Rajasthan state.

Data shows till 2011, there was no home scientist at KVK, Dausa, which is why the number of female participants at that point was lower, as compared to 2013 onwards, since the arrival of a home scientist, which pumped up the number of female participants to thousands in organized training programs and in extension activities like kisan mela, kisan gosthi, farmers interaction, women's day, poshan maah, vraksharopan, swachta abhiyan, health camps, demonstrations. The females participation and contribution in the above mentioned activities was double as compared to male farmers.
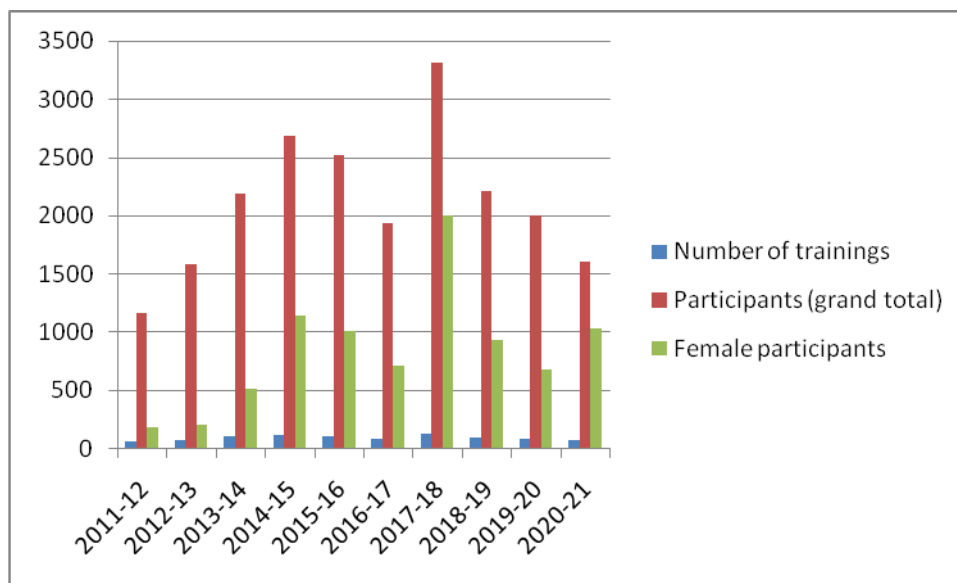
Population of women

	Total population	Women population	Sex ratio
In world	7.9 billion	3.865 million (49.58%)	100/101.69
In India	1.37 billion (UID)	6.63 million (UID)	940/1000
In Rajasthan	82.4 million (UID)	32.99 million (UID)	928/1000
In Dausa	16.3 lac (census 2011)	7,76,622 Lac (census 2011)	905/1000

Trainings conducted in KVK, Dausa during 2011 to 2020

Year	Number of trainings	Participants (grand total)	Female participants
2011-12	52	1162	182
2012-13	70	1578	201
2013-14	99	2184	510
2014-15	107	2688	1138
2015-16	94	2515	1005
2016-17	81	1935	709
2017-18	125	3307	2002
2018-19	83	2203	930
2019-20	72	1999	676
2020-21	71	1601	1028

Trainings conducted in KVK, Dausa during 2011 to 2020

Visual layout in detail

Various Programmes arranged for Women

1. Beti Bachao Beti Padhao Scheme
2. Archive - One Stop Centre Scheme
3. Archive - Women Helpline Scheme
4. UJJAWALA : A Comprehensive Scheme for Prevention of trafficking and Rescue, Rehabilitation and Re-integration of Victims of Trafficking and Commercial Sexual Exploitation
5. Sakhi Niwas
6. Ministry approves new projects under Ujjawala Scheme and continues existing projects

7.   SWADHAR Greh (A Scheme for Women in Difficult Circumstances)
8.   NARI SHAKTI PURASKAR
9.   Awardees of Stree Shakti Puruskar, 2014 & Awardees of Nari Shakti Puruskar
10.   Women Helpline Scheme
11.   NIRBHAYA
12.   Mahila police Volunteers
13.   Mahila Shakti Kendras (MSK)

Stitching Work Training for Women

Cooking Training for Women empowerment

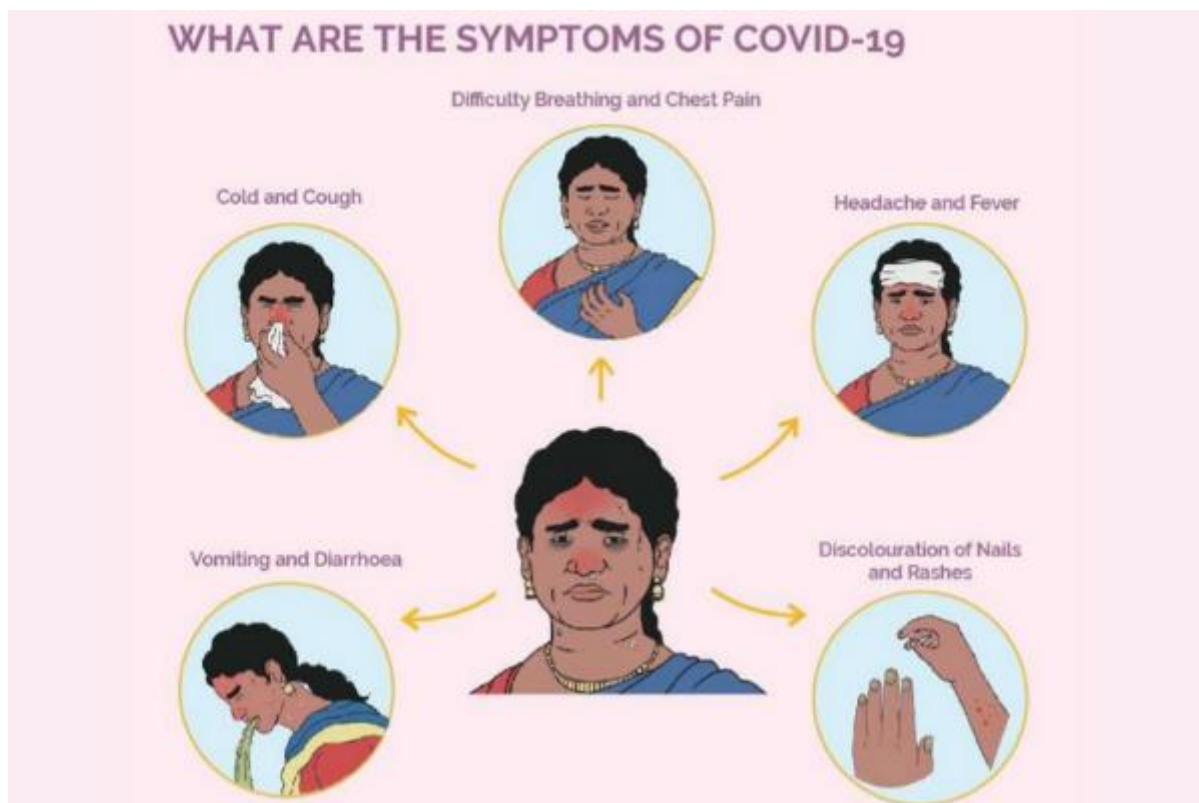## Nutrition awareness programmes for women empowerment

Balanced diet for women

Meal	Function	Comprises of
Breakfast	Boost up the metabolism, provide satiety value	2-3 scrambled egg whites with a whole grain toast and a fruit of your choice / a bowl of fruit oats porridge with sprouts salad
Mid-morning snack	Reduce the meal gap, provide essential nutrients, prevent hunger	A fistful of dried fruit combined with nuts or seeds
Lunch	Regulate blood sugar level, helps in improving focus and activity level	A bowl of dal/chicken/fish curry with brown rice / roti and a veg salad
Mid-evening snack	Keep energy levels up, Reduce the meal gap, prevent hunger	Apple cinnamon granola bar / Nature Valley's granola bar / you can have a fistful of nuts
Dinner	Overnight growth and repair, Body's functional sustainability	A bowl of Chicken / fish / paneer with roti / chila / quinoa preparations and soup or salad with veggies

Health check up and medical camp for women

Covid-19 awareness program

WHAT ARE THE SYMPTOMS OF COVID-19

Difficulty Breathing and Chest Pain

Cold and Cough

Headache and Fever

Vomiting and Diarrhoea

Discolouration of Nails and Rashes

Distribution of masks against protection of Covid-19

VI. CONCLUSIONS

Despite progress toward women's empowerment, there is still a long way to go.Making women aware of their potential has now become a need of the times, and the government should implement measures such as health, education, employment, women's awareness, and so on.It is vital to raise societal awareness and establish public attitudes encouraging women's empowerment.Many women have even absorbed patriarchal conventions to assert their authority over other women, such as the mother-in-power law's over her daughter-in-law.Finally, women must take the initiative to fulfill their desires for empowerment. There is no better weapon for the development of women than empowerment.

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