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**IMPACT OF EDUCATION AND EMPLOYMENT ON
WOMEN EMPOWERMENT**

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ABSTRACT

This study is an endeavour to examine the status of women and most importantly the impact of education and employment on women empowerment. In most countries, women in particular are still kept deprived of the facilities such as education and work/ employment, to be economically and educationally strong. Cross section, descriptive, and empirical study was done using survey technique method to gather information from the educated and employed. The result indicates that education and employment have high significant positive relationship with women empowerment in decision making, control over the resources and voice. Education helps women get employment and employment makes them financially independent and economically strong which then leads to their empowerment. When women are empowered, they reach out and empower other women. Research findings will definitely help the future researchers to understand influence of education and employment on women residing in developing countries to improve their ability to make strategic life choice to attain the capability desired for them and her family members, moreover the finding also provides a view on the status of women.

Keywords: *Empowerment, Women empowerment, Education, Employment*

INTRODUCTION

Education helps women get employment and employment makes them financially independent and economically strong which then leads to their empowerment. When women are empowered, they reach out and empower other women. Being a feminist with the profound believe in gender equality as where there is equality there is prosperity, there is sustainable development, there is hope, there is life-filled with love, honour, sincerity and devotion. With this believe and thinking of key indicators, this research seeks to investigate the impact of women's education and employment and their empowerment.

Through the deep study of literature it is found that there are list of barriers which have created hurdles or will definitely create in the future to women's empowerment but I suggest this change would only be possible that the women should decide themselves not to be disempowered any more or ever after and the choices which are best and according to need be made by herself to be socially, educationally and economically most empowered because I accept as true that everyone is responsible for her own life, build skills to meet the challenges and achieve success as one cannot have freedom if she/he is unwilling to make choices since women are the source of sustainable development if they are given the opportunity/capacity to get higher education, to work , to do job outside the home which is the need of 21 century to become stronger then I am sure sustainability is going to be achieved. Therefore, we need to change the peoples' attitude and the society towards the right of women and gender

equality such as equal employment and education opportunity and should promote and foster a better work-life balance in the workplace, reduce wage inequality, discrimination, confront violence against women so that we should be able to create an equal society- which would be economically, educationally and socially empowered.

Objectives of the Study

The main aim of the study was to assess the impact of education and employment on women empowerment.

LITERATURE REVIEW

Theoretical review: Feminist Theory

According to Ann Oakley, a British sociologist and writer, born 1944 came up with feminist theory which is one of the major contemporary sociological theories, which analyzes the status of women and men in society with the purpose of using that knowledge to better women's lives. Feminist theorists have also started to question the differences between women, including how race, class, ethnicity, and age intersect with gender. Feminist theory is most concerned with giving a voice to women and highlighting the various ways women have contributed to society. There are four main perspectives of feminist theory that attempt to explain the societal differences between men and women.

Gender Differences: The gender difference perspective examines how women's location in, and experience of, social situations differ from men. For example, cultural feminists look to the different values associated with womanhood and femininity as a reason why men and women experience the social world differently. Other feminist theorists believe that the different roles assigned to women and men within institutions better explain gender difference, including the sexual division of labor in the household. Existential and 16 phenomenological feminists focus on how women have been marginalized and defined as the “other” in patriarchal societies. Women are thus seen as objects and are denied the opportunity for self-realization. Gender Inequality: Gender-inequality perspective recognize that women's location in, and experience of, social situations are not only different but also unequal to men's. Liberal feminists argue that women have the same capacity as men for moral reasoning and agency, but that patriarchy, particularly the sexist patterning of the division of labor, has historically denied women the opportunity to express and practice this reasoning. Women have been isolated to the private sphere of the household and, thus, left without a voice in the public sphere. Even after women enter the public sphere, they are still expected to manage the private sphere and take care of household duties and child rearing. Liberal feminists point out that marriage is a site of gender inequality and that women do not benefit from being married as men do. Indeed, married women have higher levels of stress than unmarried women and married men. According to liberal feminists, the sexual division of labor in both the public and private spheres needs to be altered in order for women to achieve equality.

Gender Oppression: This perspective go further than perspectives of gender difference and gender inequality by arguing that not only are women different from or unequal to men, but that they are actively oppressed, subordinated, and even abused by men. Power is the key variable in the two main theories of gender oppression: psychoanalytic feminism and radical feminism. Psychoanalytic feminists attempt to explain power 17 relations between men and women by reformulating Freud's theories of the subconscious and unconscious, human emotions, and childhood development. They feel that conscious calculation cannot fully

explain the production and reproduction of patriarchy. Radical feminists argue that being a woman is a positive thing in and itself, but that this is not acknowledged in patriarchal societies where women are oppressed. They identify physical violence as being at the base of patriarchy, but they think that patriarchy can be defeated if women recognize their own value and strength, establish a sisterhood of trust with other women, confront oppression critically, and form female separatist networks in the private and public spheres. Structural Oppression: Structural oppression perspective posits that women's oppression and inequality are a result of capitalism, patriarchy, and racism. Socialist feminists agree with Karl Marx and Frederic Engels that the working class is exploited as a consequence of the capitalist mode of production, but they seek to extend this exploitation not just to class but also to gender. Intersectionality theorists seek to explain oppression and inequality across a variety of variables, including class, gender, race, ethnicity, and age. They make the important insight that not all women experience oppression in the same way. White women and black women, for example, face different forms of discrimination in the workplace. Thus, different groups of women come to view the world through a shared standpoint of "heterogeneous commonality."

METHODOLOGICAL REVIEW

The methodological approach for these articles is based on qualitative research methods of previous articles. Ten articles were reviewed using the content analysis method. In this sense, the research techniques aimed to capture the impact of education and employment on women empowerment therefore a cross sectional design and Empirical study was used for data collection, adapted from various research articles. The educated and employed or self-employed women (females) relating to all ethnic and religious groups both single and married from different organizations such as bank, NGOs, universities, colleges of both government and private, English institutes and business women were targeted to collect the required information with sample size of 10. Data analysis was done using content review method.

Empirical review

Empowerment One of the paramount ways to think about power is, having the capability to make choices and to be disempowered means to be deprived of choices. Kabeer's (1999) most accepted definition, defines empowerment as the increase in human ability to make deliberate and strategic life selections and choices (major decisions for instance choice of living and who to marry or not) in an environment where the ability was before denied to them. Whereas Robert Adams (2003) defines it as the means through which individuals, groups, societies become capable to take control over their surroundings and their personal goals; thus, being competent to work towards not helping themselves but also others to maximize the standard and quality of their living. **Women Empowerment**

The main concept of women empowerment was introduced in the year 1985. Empowerment of women is all about rights and equitable societies and therefore Women Empowerment is defined by Kellera & Mbewea (1991) a process when women become capable to organize and shape themselves so that to rise their own self-sufficiency, to affirm their independent right to mark and make more choices and control their own resources which will support in challenging & abolishing their own subordination- the core meaning of WE clearly shows women's capability to take control over her destiny such as Expansion of choices, mobility, make some decisions and take more actions whenever required to shape their lives. Many of the scholars present similar concept of empowerment emphasizing on the importance of

process and outcomes. Batliwala (1994) states that women's empowerment is therefore a process, and an outcome of the process, through which women mostly challenge existing power relation and gain more control over the sources of power (material and knowledgeable resources and the thought that governs the social relation both in public and private life).

According to her the main goals of women's empowerment are to challenge and dare the ideology, thoughts of patriarchy and discrimination based on gender against women in all the organizations, society, culture and social inequality- her vision remained focused on societal level and Batliwala (1994) also emphasized that WE is a political process saying that resistance does occur when women compete the men for power in public spheres or when women questions about the power, their own rights and privileges of men inside the family. Batliwala (1994) has not discussed about Kamila Habib, Muhammad Shafiq, Gul Afshan, Fariha Qamar Openly accessible at <http://www.european-science.com> 64 any strategies or policies for the women on how change should be facilitated within the family circle or institutions to help and support women in challenging the patriarchal family relations. Only few and individual women are not responsible for this right and change since the traditional power structure will isolate them therefore it is much better to be in collective and mass movement (1994). Kabeer (2001) sees women as key agent of Feminist social change therefore empowering women is a process for developing agents of social change and perceives three dimensions to empowerment which are resources, agency and achievements. For Kabeer (2001), agency means motivation and purpose that the individuals bring to their own activity, their own sense of agency and the power within. Power of within can be generated when being enabled through development programs in order to facilitate empowerment and appreciate women to analyse problems and issues, be able to make decisions by being aware of their rights to make it and learn experientially. Achievements are results and outcomes for people applying their own agency and resources and in return rise their resources available and sense of agency. The whole statements identify that for empowerment it is necessary to occur across various domain such as women's live, at her home and community, society and in its structure, national and international arena.

Findings

The analysis of the study showed that the Women Empowerment was the first variable of Research. Employment was research's second variable Education which was last variable of research. The main purpose of the study was to examine the relationship between education and employment on women empowerment with special reference to employed and educated women of This chapter findings identified that education proved to be one of the major key factor with most significant positive impact and influence on women empowerment that means education breaks down any barriers and obstacles to bringing about positive change and educated women are encouraged more in participation to decision making, control over their resources and assets and they feel free to express their feelings, share ideas and opinions means they have more voice. Women Empowerment Employment Education Special Issue on Contemporary Challenges in Society helps to get more jobs and employment, takes entrepreneurial initiatives which increases country's Gross Domestic Products. Same was previously studied by Shah et al., (2016) indicated a highly significant relationship between the women's education and their power in family decision-making and revealed that women's free & fair access of women to education enables them to "foster in multiple dimensions of the socioeconomic process that guarantees gender equality in Pakistan especially in Balochistan" moreover Smt. S. J. Sandhya, (2015) found that this modern education and all

the facilities have affect much in women's empowerment by enabling them to respond to all the challenges, to face their traditional and cultural roles and to change their life. It also assists them for reducing inequalities and contribute to improve their status. The result of the findings shows that employment which is another key factor positively correlates with women empowerment on increasing their participation in decision making, their control over their resources and assets (such as their own savings and accounts and less control on land and property) which increase women's bargaining power in the household and their freedom of expression. This hypothesis is also supported by Tahmina Tanzim Hassan (2013) found positive relation between employment and women empowerment states that employment increases women bargaining power, makes them contributor to the family budget and assist them to develop the power within themselves e.g. self-respect, self-confidence and making them empowered but women still have little control to ownership of the land and property because of family status and cultural factors. In addition, Duryab Fatima (2013) has found a significant effect of education and employment on women empowerment on women's certain decision on house hold levels. Another researcher found in the study a positive relationship of education and women empowerment that women who are employed are more empowered than the unemployed women. Their participation is important in growth of the economy. if they involved in all income related activities women's level of empowerment increases and is further celebrated that "An empowered woman can exercise her power in her own choice in making household decision, contribution to household income, and control over resources and political or development activities. She can enjoy more benefits or rights in access to resources, control over her assets, and participation in household decision making. An employed woman has more capacity to face sudden household shocks.

Discussion

The majority of the respondents indicated that community culture has a great impact to the women empowerment through education. In this regard the majority respondents indicated that community culture dictates what need to be done by different people in the society, thus giving many household jobs to women, which results to ineffective empowerment of women due to negative impact imposed to it by community culture.

The gender discrimination was indicated in the study to be having a great contribution to the women empowerment through education. In this regard it was found form the study conducted that, the discrimination of women has been in the rise in different areas of undertakings which are said to be done better by men and thus leaving the women behind. This discrimination has denied women chance to take some careers which can enhance empowerment in the society. It was noted that measures are need to fight the issue of gender discrimination and bring gender balance in matters of society building to enhance women empowerment.

The study findings indicate that women face high financial constrains in their education. In this regard it was noted that majority of male parents find it better to struggle in paying fees for their male children than men which results to negative impact to their empowerment. In this regard it was note that the women have little sources of finance which can cater for their advancement of their career due to poor educational background

Recommendations

This study demonstrates that how significant effect education and employment have on women empowerment so that we should no more value social norms, customs that are barriers to empowerment of women since empowering women folk means empowering the family, society and nation as a whole.

It would be very useful for a community to foster a culture which encourages gender equality and partnership in order to generate a synergy between men and women enabling them to cope equally with the problems of society to a great extent. It is very important to instill culture respect for the household duties that women traditionally perform and acknowledge that these duties should be shared between both genders so that both may reconcile them with their social, professional and political activities thus enhancing equal rights and time for education and advancement in more competed careers.

It is recommended that, private and public institutions whether profit or nonprofit making organizations should promote the concept of equality between genders. The male work force should not be made to feel like as though their jobs are threatened by their women counterparts. Sometimes the fear of women taking over their jobs also makes them discriminate against them. It is important to harvest the idea of a healthy team by maintaining an equal distribution of men and women employees in offices. A balanced gender group in an office after-all not only helps the team work better; it helps create a healthy workforce. Men will then automatically learn to be social and to be more formal at the work place as opposed to being just boys when it is an office full of men. This also promotes healthier interaction between men and women. The best way to deal with gender discrimination is to educate employees and to hire women for HR or some managerial posts.

It is highly advisable that both male and female should be given same opportunity to be in class whereby, the parents and the guardians should struggle to pay for the female education as they do struggle to pay for their boys. The financial institutions are hereby advised to take a key role in ensuring that they equality support education for both the male and female in the society in order to have them gain the right skills needed for the modern jobs. The government should realize the discriminatory state of finance when it comes to women education and therefore take in to consideration concern on how to support women empowerment through provision of special grants to women education to eliminate the problem of financial constrains which hinders their progression in career.

The study should be conducted on this are of women empowerment through education in order to exhaust all other areas which this study might have left outside. Again it's advisable for study to be conducted on effects of microfinance institutions on women empowerment in Africa since, majority of those institutions have been noted to be much involved in supporting women businesses and education among others.

Conclusion

This research study empirically evaluates impact of employment and education on women empowerment. The findings which are derived from the regression and correlation analysis suggests that employment and education have significant positive impact on women empowerment. The results shows that employment helps women gain participation in decision making in the household and social levels, such as it increases women's earning power by making them contributor to the family income which can help them have better health and educate her children and family members, however the finding indicates that

employed women's control on their resources is limited such as women do have control over their bank accounts, savings and valuables (jewelries) but has negligible control and ownership on the property, land due to some factors such as social norms, family status, education level, own income and patriarchal system effect their control.

In addition, employed women are likely to have freedom of expression through socializing and integrating in the society. The findings indicate that there is a positive relationship between education and women's empowerment that has a tremendous positive effect in such patriarchal and traditional society where still women's (young women in particular) secondary and their higher education is not prioritized in most of the families. This is education which helps women be aware of her rights and have contribution to society, get employment in formal sectors, reduce poverty and help in household expenditure. well educated women better utilize resources for a sustainable positive change in the society hence must be given more control over resources such as land and property ownership and a women with education has more voice so women's freedom of expressions right should be protected and must be strengthened so that we should increase tolerance and decrease discrimination in the society with women as it is only education that breaks down every bearers and hurdles. Hence For women empowerment the major key factors are education and employment which must be used for and for communities, province and country's sustainable development that's why let's must empower our females.

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