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Abstract

Education helps the women not only in gaining knowledge but also enables her to earn a living. An educated woman plays an important role in a family, dealing with both health care and financial support to the family. Higher education helps women to have a better understanding of social and political processes beyond the home in far-reaching social structure and makes her a wise citizen with effective social and political action. Higher education helps women to be mentally and emotionally stronger and to face challenges and overcome obstacles in life and to be a complete woman. The participation of women in decision making is not merely a reflection of their constitutional and democratic political right but will also contribute to the development of women as well as of the society. Decision-making attests to the empowerment of the various actors involved. At present, far too few women possess this attitude. Women teachers at all levels of education and in academic disciplines that are traditionally male dominated, such as the scientific and technological fields. Political empowerment of women, acquisition and equal exercise of power, and active and full participation, at higher level of decision making have come to figure not merely as the strategies for women's advancement, but also as the goals for women's movement, both nationally and internationally.

Keywords: *Academics, Education, Empowerment, Movement, Women.*

Women have the potential to contribute to effective management of higher education, should be acknowledged and efforts should have to make to meet the challenges. In spite of an increase access and participation of women in all sectors of education, at the higher education level, even in the 21st century, India is one among the Commonwealth countries with the lowest percentage of women at senior managerial level. This may be due to the unwillingness on the part of management to appoint Manipuri women to these positions, or due to feeling of insecurity in women to handle these positions for which reason they might not come forward.

Developing women: The development of the human potential by creating a better quality of human beings has not been substantially emphasized. With respect to ill-treatment, socio-economic injustice, exploitation, physical and mental torture, it seems women development has remained more neglected which deprives the women of status of equality in the society.

Women's social status: When most of the women adopt a curious attitude, the following questions with respect to the women are thought provoking. Why do we need any change in our status? What is wrong with our position? Are we happy housewives with fixed views? E.g. traditionality, children. Are we not treated as good wives? With the fact that women is bestowed with the boon to continue progeny what is wrong with our role? How many women can spend their income as they please even against the will of their husband? Are there any specific and special problems for women? With these questions, it seems without philosophical or mental resolution among the women there cannot be any social change. There must be a fundamental change on a national level.

AWAKENING WOMEN

Special reasons of slow progress: There are many reasons for the slowed progress of women viz. the conservatism of the parents because of the impact of the society, prejudice for the girls education, early marriages of the girls in the backward classes of society, poverty of the parents, asking the girls at home to help their mothers in their household jobs, economic backwardness of the rural community and lack of educational facilities for rural areas. There are many more reasons but unless these are solved, the progress of women in any society is difficult.

Women & academic leadership: Cultural norms continue to dictate that the role of women at the work place is seen as secondary to her role at home & as a nurturer and homemaker. The patriarchal attitudes to women in the institution of the family are carried over to other institutions of society, including education & employment. Women have the potential, to contribute to effective management of higher education, is an acknowledge fact and efforts must be made to meet this challenge.

Women participation in decision making: Decision-making attests to the empowerment of the various actors involved. At present, far too few women possess this attitude. Education facilitates empowerment, which is essential for the participation of women in all aspects of the development process. Higher education provides the expertise usually required for the key posts which shape policy in all fields. The barriers preventing the participation of women in the decision-making arena include Limited access to education, especially higher education; Discriminatory appointment & promotion practices; Dual stresses of family & professional roles; Family attitudes, career interruptions; Cultural stereotyping; Alienation from the male culture & continued resistance to women in management position; Inadequate policies & legislation to ensure the participation of women. Given these obstacles, solutions to remedy the exclusion of women lie in a reversal of these trends. Provision needs to be made for wider access to education, notably higher education.

Women's emancipation movement: The emancipation of women and their equality with men are impossible and must remain so if women are excluded from socially productive work and restricted to housework which is private. The emancipation of women becomes possible only when women are enabled to take part in production on a large, social scale, and when domestic duties require their attention only to a minor degree. It demands the clarity of role of women in the society which requires clarity with the idea if we want women as leaders, their equal representation, utilizing their unique perceptions & strengths, have a say in policy making, participate in decision making, consideration of the fact that women are equally gifted & talented, taking women as role models and to focus and resolve gender issues.

Women & Research: its high time, the society needs to think how to bring more women into leadership position? To add to the answer, it can be formulating women friendly policies; Changing policies that are restrictive for women; Publishing gender segregated data; Keeping a directory of qualified women; Have women on selection & promotion committees; Sensitize selection committee for non-sexist interviewing and Relaxation on age limit & length of experience.

Knowledge & skills for good governance: To add to the development of women; society need to provide the women with the opportunity in a way to prepare women with knowledge of Policies, structures, procedures; knowledge of environment within which the institution functions, management techniques, including methods of planning, financial management, staff development, etc.; add to the skills of Leadership, managing people, management techniques-strategic planning, team-building, resource management, time management, etc.; managing change and handling political interference.

Overcoming social barriers: For the development of women, women and society need to overcome the social barriers as such experience of being a woman, defining and redefining our roles as a daughter, daughter in law, working woman, a role model and a preserver, developer, enhancer and transmitter keeper of tradition

Conclusion

Political empowerment of women, acquisition and equal exercise of power, and active and full participation, at higher level of decision making have come to figure not merely as the strategies for women's advancement, but also as the goals for women's movement, both nationally and internationally. Women are symbol of power also women are real architects of society. In the Sustainable Development Goals (SDGs) adopted in 2015, SDG4 - Every goal in the 2030 Agenda requires education to empower people with the skills, knowledge and values to live in dignity; Lifelong learning builds capacity to understand and promote sustainable development policies and practices; and Participation of women in decision making is not merely a reflection of their constitutional and democratic political right but will also contribute to the development of women as well as of the society.

Hierarchical power-based relations between men and women within family often has its impact on the women's education professional life and activities outside. Many women, for one reason or other voluntarily renounce various opportunities to move upwards or demonstrate their potentials. This is not merely because of her concern for children and fear of unsettlement or due to her diffidence about her own capacity, but also due to the patriarchal reason namely that any movement upwards which brings success in one's career, may upset the stability and equilibrium at home. It may make men and women equal, and at times the women the better one. This will destroy peace at home and upset the balance. Women have to empower themselves. Upliftment of women must be on a global scale. Every girl must be assured of free & compulsory education. Women empowerment is central to the achievement of the triple goals of equality development & social justice. Women movement must always start from grass root & emerge as mass movement. For this continued motivation, education and organization are important.

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