

GENDER EMPOWERMENT AMONG THE WOMEN EMPLOYEES OF NAVSARI AGRICULTURAL UNIVERSITY

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ABSTRACT

Gender empowerment among the women employees of NAU was conducted on women employees in Navsari Agricultural University of Gujarat state. The major components of the gender empowerment were social, economic, technological, political and legal empowerment. The data were collected by personal contacts and analyzed. Findings indicate that majority of the women employees have medium level of social, economic, technological, political and legal empowerment.

Keywords: women employee, gender, empowerment

INTRODUCTION

Empowerment refers to the ability to enjoy their rights to control and benefit from resources, assets, income and their own time, as well as the ability to manage risk and improve their economic status and wellbeing. While often interchangeably used, the more comprehensive concept of gender empowerment refers to people of any gender, stressing the distinction between biological sex and gender as a role. It thereby also refers to other marginalized genders in a particular political or social context.

Delivering multiple roles effortlessly every single day, women are undoubtedly the backbone of any society. Doting daughters, caring mothers, competent colleagues and a wide range of many other roles are played by women around us flawlessly and with grace. However, they've also been an ignored fraction of the society in many parts of the world. This, in turn, has caused women at large to bear the brunt of inequality, oppression, financial dependability and other social evils. The Art of Living has initiated women empowerment programs that provide a solid foundation to nurture the inner strength, creativity and self-esteem of women from all walks of life. With this base well established, women are now able to go out into the world, prepared to handle any challenge with skills, confidence and grace. They

come to the forefront, where they become agents of peace and positive social change for themselves, their families, other women and their society. With this background, a study entitled; Gender empowerment among the women employees of Navsari Agricultural University was formulated.

OBJECTIVES

- (1) To know the Distribution of women employees according to elements of empowerment METHODOLOGY
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METHODOLOGY

The study was conducted on employees of Navsari Agricultural University of Gujarat state. The 60 women employees were randomly selected from the N M College of Agriculture, ASPEE College of Horticulture and Forestry and Vanabandhu College of Veterinary Science & Animal Husbandry, Navsari. A scale developed by Satapathy and Sabita (2016) with six elements, which have direct bearing on gender empowerment were adopted for present study. The responses were collected by personal contacts through structured schedule. They were classified, tabulated and analyzed in order to make the finding meaningful through simple statistics.

RESULT AND DISCUSSION

standard deviation. The finding regarding to present study is presented in two tables as under.

In context to present study, the collected responses were grouped in to three categories with the help of mean and

Table 1: Distribution of women employees according to elements of empowerment

n=60

Sr.	Categories	Frequency	Percent
A	Social empowerment (Mean=16.33 S.D =2.39)		
1	Low	2	3.33
2	Medium	50	83.34
3	High	8	13.33
B	Economic empowerment (Mean=16.2 S.D =1.8)		
1	Low	6	10.00
2	Medium	49	81.67
3	High	5	8.33
C	Technological empowerment (Mean=16.83 S.D =1.48)		
1	Low	3	5.00
2	Medium	50	83.34
3	High	7	11.66
D	Political empowerment (Mean=15.4 and S.D =2.58)		
1	Low	9	15.00
2	Medium	47	78.33
3	High	4	6.67
E	Legal empowerment (Mean=15.4 and S.D =2.58)		
1	Low	11	18.33
2	Medium	28	46.67
3	High	21	35.00

The table 1 shows that majority (83.34 percent) of the women employees had medium level of social empowerment, followed by 13.33 and 3.33 percent had high and low level social empowerment.

Further, the same table indicates that majority (81.67per cent) of the women employees had medium level of economic empowerment, followed by 10.00 and 8.33 per cent had low and high economic empowerment.

In case of technological empowerment, majority (83.34 per cent) of the women employees belonged to medium level followed by 11.66 and 5.00 per cent of them had high and low level of technological empowerment.

Same table also indicates that majority (78.33 per cent) of the women employees had medium level of political empowerment, followed by 15.00 and 6.67 per cent had low and high level of political empowerment.

However, 46.67 per cent of the women employees had medium level of legal empowerment, followed by 35.00 and 18.33 per cent had high and low level of legal empowerment.

Further, the data summarized in context to gender empowerment.

Table 2: Distribution of women employees according to gender empowerment

n=60

Sr. No.	Category	Frequency	Percent
1	Low level of women empowerment	10	16.67
2	Medium level of women empowerment	40	66.66
3	High level of women empowerment	10	16.67

Mean=79.30

S.D =4.72

Further in regards, table 2 shows that majority (66.66 percent) of the employees belonged to medium level of gender empowerment category, followed by 16.67 per cent equally belonged to high and low level gender empowerment respectively.

CONCLUSION

It can be concluded that the women employees of Navsari Agricultural University, Navsari possessed medium

level of social, economic, technological and political empowerment whereas in toto, majority of the employees belonged to medium level of gender empowerment. The result infers that the women employees might be belonged from rational family back ground with good educational qualification.

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