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**GENDER TARGETED POLICING INTERVENTIONS AND WOMEN
EMPOWERMENT**

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ABSTRACT

This essay addresses "Women Empowerment," a topic that is hotly debated around the globe. The issues of "equality with males" and "women's empowerment" are global. Women's empowerment is the process of enabling women to act independently for both their interests and those of society as a whole. Women's empowerment is the process of enhancing and improving the social, economic, political, and legal power of women to ensure their equality before the law and to give them the self-assurance to assert their rights, including the freedom to live their lives with a sense of self-worth, respect, and dignity, total control over their lives both inside and outside of the home and the workplace, and the ability to make their own decisions. The right for women to be heard is a legal right. The percentage of women in the world's population is about 50%. Because of the unequal opportunities for women at work, the global economy suffers greatly. Both men and women are capable. Women today outperform males in many socioeconomic tasks. Domestic violence declines as a result of women's empowerment. Women who lack education are more likely than educated women to experience domestic violence. This article will articulate the norms that are being adopted to empower women overall.

INTRODUCTION

The Indian Constitution's Preamble, Fundamental Rights, Fundamental Duties, and Directive Principles all explicitly state the importance of gender equality. In addition to guaranteeing women's equality, the Constitution gives the State the authority to implement measures that positively discriminate in favor of women.²

Women's empowerment is the process of enhancing and strengthening their position in society, the economy, politics, and the legal system. ensuring women have equal rights, empowering them to live in freedom, with self-respect and integrity. The full involvement of individuals in the decision-making that affects their lives is envisioned by the empowerment

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²World vision , 'World vision' (Understanding Women's Empowerment, 3 march 2013)
<<https://www.worldvision.com.au/womens-empowerment/>> accessed 9 August 2022.

component. Without the advancement and empowerment of women, inclusive economic growth and human evolution cannot be accomplished. This essay is limited to the function of autonomy in the development of human resources with a focus on female employees.

Our laws, development strategies, plans, and programs have all been created within the context of a democratic polity to advance women in a variety of fields. Since the Fifth Five Year Plan (1974–1978),² there has been a noticeable transition from welfare to a development-focused approach to women's issues. In recent years, it has become clear that the key factor in defining women's position is their empowerment. The National Commission for Women was established in 1990 to protect the rights and legal privileges of women through a Parliamentary Act. Women now have seats reserved for them in Panchayats and Municipalities thanks to the 73rd and 74th Amendments (1993) to the Indian Constitution, creating a solid framework for their involvement in local decision-making.

India has ratified several international agreements and human rights documents that guarantee the equality of women. The ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)³ in 1993 is a significant one of them.

The UNGA Session on Gender Equality and Development & Peace for said 21st Century Outcome Document, titled "Further actions and initiatives to implement the Beijing Declaration and the Platform for Action," and the Mexico Plan of Action (1975), Nairobi Forward-Looking Strategies (1985), Beijing Declaration as well as the Platform for Action (1995), have all received the unequivocal support of India for the proper follow-up.

The policy also takes account of the sectoral policies and the commitments made in the ninth five-year plan about the empowerment of women.

The women's movement and a sizable network of non-governmental organizations that are deeply rooted in their communities and have a thorough understanding of women's issues have inspired efforts for the empowerment of women.

Policy Directives

a) Legal Judiciary Systems

The legal and judicial systems will be improved to better meet the interests of women, particularly in cases of domestic abuse and assault.⁴ To ensure that justice is swift and the punishment given out to the offenders is proportionate to the seriousness of the offense, new laws will be introduced and current laws will be examined.

The Policy would aim to promote changes in personal laws, such as those related to the marital relationship, divorce, maintenance, and legal guardians, to eliminate discrimination against women, at the venture of and with the full participation of all stakeholders, including community and religious leaders. The advancement of property rights in a patriarchal society has contributed to women's inferior status. By developing consensus, the Policy would work to advocate reforms in the law governing property ownership and succession so that it is gender equitable.

b) Making Decisions

To realize the objectives of empowerment, women's equality in power distribution and active involvement in decision-making, including political process decision-making at all levels, will be ensured. Every effort shall be made to ensure that women have full access to and participation in all levels of decision-making bodies, including legislative, executive, administrative, corporate, and statutory bodies, as well as advisory Commissions, Panels, Boards, Trusts, etc. When appropriate, on a time-bound basis, affirmative action measures like reservations and quotas, including in higher legislative bodies, will be taken into consideration. To enable women to engage successfully in the developmental process, women-friendly personnel policies will also be developed.

c) Gender Perspective Mainstreaming in the Development Process

Policies, programs, and mechanisms will be put in place to guarantee the inclusion of women's perspectives as initiators, participants, and beneficiaries in all developmental processes. Women-specific interventions would be implemented to close any gaps in policies and programs. Additionally, coordinating and monitoring systems will be developed to periodically evaluate how well these mainstreaming methods are working.

d) Micro Credit

To enhance women's access to credit for consumption and production, the establishment of new, and strengthening of existing mechanisms and finance institutions will be undertaken so that the outreach of credit is enhanced.³ Other supportive measures would be taken to ensure an adequate flow of credit through extant financial institutions and banks so that all women below the poverty line have easy access to credit.

e) Women and Economy

By institutionalizing women's participation in these processes, macroeconomic and social policies will be designed and implemented with women's viewpoints in mind.⁴ Their contribution to socio-economic development as producers and workers will be recognized in the formal and informal sectors (including home-based workers) and appropriate policies relating to employment and working conditions will be drawn up. Such measures could include:

- Reinterpreting traditional ideas of work whenever necessary, such as in Census data, to take into account the contribution of women as creators and employees
- creation of national and satellite accounts.

f) Globalization

The objective of women's equality now faces additional obstacles due to globalization, the effects of which on gender have not yet been thoroughly assessed. However, it is

clear from

³ Bali Swain, R., and Wallentin, F. Y. (2009). Does microfinance empower women? Evidence from self-help groups in India. *Int. Rev. Appl. Econ.* 23, 541–556. doi: 10.1080/02692170903007540

⁴ Government of India (2016) Sanction for Implementation of Mahila Police Volunteers during financial year 2016-17, pg. 1-17

the segments and sub-studies that were ordered by the Department of Women & Child Development that policies for the availability of work and reliability of employment need to be reframed. Benefits of the expanding global economy have not been equally dispersed, which has widened economic gaps, feminized poverty, and exacerbated gender inequality due to frequently subpar working conditions and hazardous workplaces, particularly in the unofficial economy and rural areas. Strategies will be developed to increase women's capacity and provide them the power to combat the detrimental social and economic effects.

g) Women and Agriculture

Intensive efforts will be undertaken to ensure that the advantages of training, expansion, and various programs will reach them in commensurate to their numbers given the crucial role that women play as producers in agriculture and associated industries.⁷ To help women working in agriculture, programs for training in social forestry, milk production, soil conservation, agriculture, livestock husbandry, chicken husbandry, aquaculture, and other jobs related to agriculture will be increased.

h) Women and Industry

The important role played by women in electronics, information technology and food processing and agro-industry, and textiles have been crucial to the development of these sectors.⁸ They would be given comprehensive support in terms of labor legislation, social security, and other support services to participate in various industrial sectors.

Even if they wanted to, women are now unable to work the night shift in industries. We'll take the necessary steps to make it possible for women to work the night shift in manufacturing. Support services like security, logistics, etc. will go along with this.

Social Empowerment of Women

a) Education

It will be made sure that women and girls have equal education opportunities. To enable lifelong learning and the acquisition of occupation/vocation/technical abilities by women, special initiatives will be taken to eradicate discriminatory practices, generalize education, eliminate illiteracy, establish a gender-sensitive public education system, increase enrollment and retention rates of girls, and improve the quality of education.⁹ One area of attention would be closing the gender gap in secondary and higher education. With an emphasis on girls and women, especially those from weaker groups

like the Scheduled Castes, Scheduled Tribes, Other Backward Classes, and Minorities, sectoral time targets in current regulations will be met. Throughout all levels of the educational system, gender-sensitive curricula would be created to address sex profiling as one of the reasons for gender discrimination.

b) Health

The requirements of women and girls at all phases of the life cycle will receive special attention as part of a holistic approach to women's health that incorporates both nutrition and healthcare services. A top aim is to lower baby and mother mortality rates because they are sensitive indicators of human development. The National Population Policy 2000's aims for maternal mortality rate (MMR) as well as infant mortality rate (IMR) are reiterated in this policy.¹⁰ Women should have access to thorough, reasonably priced, and high-quality medical treatment. The adoption of policies will take into consideration female reproductive rights, their susceptibility to sexual and health issues, as well as endemic, contagious, and communicable diseases like malaria, TB, and water-borne illnesses, as well as hypertension and aerobic fitness illnesses. From a gender perspective, the effects of HIV/AIDS and other STDs on human development, health, and wellness will be discussed.

The availability of reliable micro-level data on deaths, births, and marriages is necessary to address issues of maternal and infant mortality as well as early marriage. The registration of weddings would become required, and the documentation of births and deaths would be strictly enforced.

The National Population Policy (2000) recognizes the urgent need for both men and women to have access to family planning options that are safe, effective, and inexpensive, as well as the need to appropriately address the problems of early marriage and child spacing. By 2010, child weddings should no longer occur as a result of interventions including the expansion of schooling, mandatory marriage certification, and specialized programs like BSY(Balika Samridhi Yojana).

Women in political and legal leadership

To achieve the Sustainable Development Goals by 2030, women must have equal access to political power and leadership roles. Data reveals that women are underrepresented globally at all levels of decision-making, and political parity is still a long way off.

a) Women in senior positions in the government

26 women are Heads of State or Government as of 1 September 2021, and they represent 24 different nations. At the current pace, it will take another 130 years to achieve gender equality at the highest levels of authority.

There are only 10 countries with a female head of state and 13 with a female head of government. Only 14 countries had attained 50% or more women in cabinets, and only 21% of government ministers were female. Before 2077, gender parity in cabinet posts will not be realized with an annual rise of just 0.52 percentage points.¹¹

Family, children, adolescents, the elderly, and people with disabilities are the five portfolios that women ministers most frequently hold, followed by Social Affairs, Environmental, Natural Resources, and Power, Employment, Labour, and Vocational Training, and Gender equality and women's issues.

b) In national legislatures

Despite an increase from 11% in 1995, only 25% of national lawmakers are women.

Only four nations, the single or lower houses of parliament, have 50% or more women: With 61%, Cuba (53%), Bolivia (53%), and the United Arab Emirates (50%) are the next highest countries. 19 other nations—including 9 in Europe, 5 in Latin America and the Caribbean, 4 in Africa, and 1 in the Pacific—have attained or surpassed the 40% mark.¹² More than two-thirds of these nations have implemented gender quotas, either through reserved seats or statutory candidate quotas, allowing women to participate in politics in their national legislatures.

There are 27 States in the world where women make up less than 10% of lawmakers in single or lower chambers, including four that have no women at all. Gender parity in national legislative bodies won't be attained until 2063 at the current rate of development. Women

hold more than 30% of parliamentary seats in Europe, Northern America, Latin America, and the Caribbean. Less than 17% of women serve in national parliaments in Northern Africa, Western Asia, and Oceania. As women possess 6% of seats and are not represented in parliaments in three nations, the Pacific Island States have the lowest level of female representation.

c) Local governance with women

Women make up 2.18 million (36%) of the elected members of local deliberative bodies, according to data from 133 countries. Only two nations have surpassed 50%, while another 18 have more than 40% of women serving in local government. As of January 2020, there were regional differences in women's representation in local deliberative bodies as follows: Central and Southern Asia (41%); Europe and North America (35%); Oceania (32%); Sub-Saharan Africa (29%); Eastern and South-Eastern Asia (25%); Latin America and the Caribbean (25%); Western Asia and Northern Africa (18%).

Expanding engagement

The Beijing Declaration and Platform for Action set an internationally recognized goal of equally distributing political power and participation between men and women in decision-making. Few nations have established or met aggressive goals for gender parity, and the majority of nations in the world do not have a gender balance (50–50).¹³ Evidence that women's leadership in political decision-making processes enhances them is both well-established and accumulating. The number of drinking water projects, for instance, was found to be 62% greater in areas with women-led councils than in those with men-led councils, according to a study on panchayats (local councils) in India. A direct causal link between childcare availability and the representation of women in local councils was discovered in Norway.

Women's position in the refugee crisis

People are moving around the world right now. They are leaving their home nations to seek better economic opportunities, fleeing conflict, and destruction, or escape poverty. Nearly half of the 244 million migrants and 19.6 million refugees globally are women.

More than a million men and women applied for asylum in Western Europe in 2015. They used Greece as a transit point before continuing via the Western Balkans to their northern destination countries. This was the first time since the Yugoslav wars that the Western Balkan nations, particularly Serbia and the former Yugoslav Republic of Macedonia, had to deal with such a large refugee influx.

In the Balkans, women, and children make up much to 42% of refugees and migrants. Tens of thousands of refugees were left stranded when crossings along the Balkan route were closed in March 2016.

In transit, women and girls who are refugees or migrants confront unique difficulties and protection concerns, such as family separation, emotional stress, and trauma, health issues, particularly for pregnant women, physical harm and injury, and dangers of exploitation and gender-based violence. Women's needs for safety and support are

further heightened by the fact that they frequently take on the majority of the caregiving for young children and elderly relatives. More than a million men and women applied for asylum in Western Europe in 2015.

Women made up 18 percent, 12 percent, and 15 percent, respectively, of Syrian, Afghan, and Iraqi asylum seekers as of October 2015. About 100 refugees are forced back from FYR Macedonia to Greece each day. About 100 people a day enter the country illegally with the help of smugglers, according to various reports from field employees. 4,000 women and girls in Serbia have access to information about their legal rights, assistance, and the risks of smuggling and trafficking in general. International migrant populations surged by 41% between 2000 and 2015, reaching 244 million.

Compared to non-migrants, migrants, particularly migrant women, have higher labor force participation rates (72.7%). International migrants account for nearly every sixth domestic worker in the world, and women make up 73.4% of this group.¹⁴ Women and girls make up 50% of the refugees in the world today. However, in 2014, just 4% of initiatives in UN inter-agency appeals were geared toward women and girls, and from 2012 to 2013, only

0.4% of the total money for fragile states went to women's organizations or women's ministries. In humanitarian contexts, 60% of unnecessary maternal fatalities occur, and at least 1 in 5 displaced or refugee women are thought to have experienced sexual violence, according to UN reports.

The policies and solutions created to handle international migration and the refugee crisis are more sustainable and responsive when women are given decision-making positions and their demands and reality are taken into consideration.

Conclusion

I wish to emphasize the significance of women's emancipation in closing. The entire effort to stop jeopardy against women and other citizens in conflict will be strengthened by effective legislation backed by action to grant them their due rights and equitable chances. There is still a long way to go, notwithstanding the progress made in the direction of women's empowerment. Today, it is necessary for the government to take action in areas like health, education, employment, and women's awareness to help women realize their full potential. To promote women's empowerment, society needs to be made aware of the issue and public values need to be established. To assert their authority over other women, such as the mother-in-dominance law over her daughter-in-law, many women have even internalized the patriarchal conventions.