Studying a Road map for Sustainable Women's Empowerment via Employment: From Workplace to Global Stage

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ABSTRACT: This research paper provides a comprehensive road map for sustainable women's empowerment through employment, aligning with gender empowerment theories and key SDGs. It explores the current challenges and opportunities in women's employment, emphasizing the trans formative impact across economic, social, and psychological dimensions. Key focus areas include education, skill development, and entrepreneurship, with insights from successful initiatives and policy interventions. Case studies of women-led businesses illustrate the broader implications of sustainable employment. The paper concludes with forward-looking insights, proposing actionable recommendations and advocating for ongoing research, advocacy, and collaborative efforts to propel women from the workplace to global empowerment.

KEY WORD: Women's empowerment, employment, sustainable development, gender equality, education, entrepreneurship, policy interventions, global impact.

I. INTRODUCTION AND LITERATURE REVIEW

Brief overview of the historical context of women's economic participation

The historical context of women's economic participation is marked by centuries of systemic discrimination and limited access to economic opportunities. Throughout much of history, societal norms relegated women to domestic roles, restricting their involvement in the formal workforce. It was only in the late 19th and early 20th centuries that significant strides were made, challenging these norms during waves of feminist movements and labor reforms.

Women's economic participation became a pivotal aspect of societal progress, as their contributions extended beyond traditional roles. The importance of women's empowerment for societal development is evident in the socio-economic benefits derived from a diverse and inclusive workforce. Empowered women contribute to increased productivity, enhanced innovation, and the overall well-being of communities. Moreover, when women have equal access to economic resources and opportunities, it fosters a more equitable and just society.

Recognizing the historical struggle for women's economic rights underscores the urgency of empowering women in the contemporary context. This historical overview emphasizes the trans formative potential of women's economic participation in shaping more equitable and prosperous societies.

Scope and Objectives of the Research

The scope of this research paper is to comprehensively examine the sustainable empowerment of women through employment, exploring the multifaceted dimensions of economic engagement. The research aims to identify key challenges and opportunities within the current landscape of women's employment, with a focus on education, skill development, and entrepreneurship. Additionally, it seeks to provide actionable insights for policymakers and stakeholders to foster sustainable women's empowerment.

The objectives of the research are twofold:
1. Investigate the existing challenges and opportunities in women's economic participation, emphasizing the impact on economic, social, and psychological dimensions.
2. Propose effective strategies and policy recommendations that contribute to breaking down barriers and promoting sustainable empowerment of women through employment, aligning with broader goals of gender equality and societal development.

II.   Research Methodology

AMOS SEM Analysis

Limitations of the study:

The Data collected by only known women Respondents that is friends of friends.150 Respondents only Researcher selected. Unanswered questions rejected by Researcher. so its short by 150 Respondents.

Analysis

Below table Explains about various relationship ofPropose effective strategies and policy recommendations that contribute to breaking down barriers and promoting sustainable empowerment of women through employment, aligning with broader goals of gender equality and societal development.
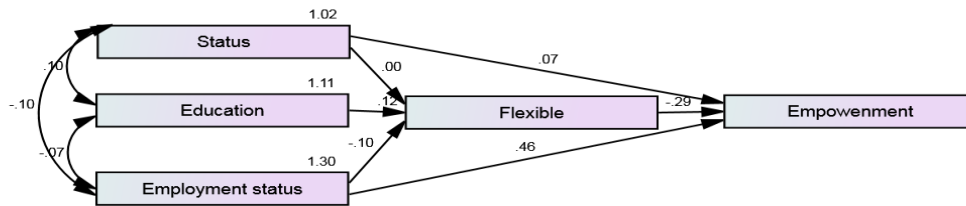
Goodness of Fit test for path Analysis

Table 1

Chi-square	df	CMIN/DF	RMSEA	GFI	AGFI	NFI	CFI
1.506	1	1.506	0.058	0.996	**0.940**	**0.967**	**0.986**

The above table shows that the model is fit and minimum fit the chi square static was found to be significant (Chi square = 1.506, df=1, p value=0.221).

Structural model path coefficient:

Table:2

Regression Weights:

Variables			Estimate	S.E.	C.R.	P
Flexible	<---	Work time	-0.003	0.060	-0.044	0.965
Flexible	<---	Education	0.118	0.057	2.068	0.039
Flexible	<---	Employment	-0.096	0.053	-1.829	0.067
Policy	<---	Flexible	-0.289	0.130	-2.231	0.026
Policy	<---	Work time	0.069	0.095	0.720	0.471
Policy	<---	Employment	0.458	0.085	5.369	***

Hypothesis

HO: There is no relationship between work flexibility and work time that is part time or full time

H1:There is a relationship between work flexibility and work time that is part time or full time

The P-value (0.965) is greater than the significance level (0.05), which means the observed relationship between work flexibility and work time that is part time or full timeis not strong enough to be considered statistically significant.This lack of significance suggests that any observed patterns in the data could be due to chance, rather than a true underlying relationship between the variables.

HO: There is no relationship between work flexibility and Education of Respondents

H1:There is a relationship between work flexibility and Education of Respondents.

The P-value (0.039) is greater than the significance level (0.05), which means the observed relationship between work flexibility and   Education of Respondents is not strong enough to be considered statistically significant.This lack of significance suggests that any observed patterns in the data could be due to chance, rather than a true underlying relationship between the variables.

HO: There is no relationship between work flexibility and Employment of Respondents

H1:There is a relationship between work flexibility and Employment of Respondents

The P-value (0.067) is greater than the significance level (0.05), which means the observed relationship between work flexibility and   Employment of Respondentsis not strong enough to be considered statistically

significant.This lack of significance suggests that any observed patterns in the data could be due to chance, rather than a true underlying relationship between the variables.

HO: There is no relationship between work policy and flexibility of work

H1:There is a relationship between work policy and flexibility of work

The P-value (0.026) is less than the significance level (0.05), which means the observed relationship between work policy and flexibility of work is strong enough to be considered statistically significant.

HO: There is no relationship between work policy and work time of employees that is part time or full time.

H1:There is a relationship between work policy and work time of employees that is part time or full time.

The P-value (0.471) is greater than the significance level (0.05), which means the observed relationship between work policy and work time of employees that is part time or full time is not strong enough to be considered statistically significant.This lack of significance suggests that any observed patterns in the data could be due to chance, rather than a true underlying relationship between the variables.

HO: There is no relationship between work policy and Employment status

H1:There is a relationship between work policy and Employment status

The P-value (0.000) is less than the significance level (0.05), which means the observed relationship between work policy and Employment status is strong enough to be considered statistically significant.

Table 3
Structural Equation model R²

Squared Multiple Correlations:

Variables	R^2
Flexibility	0.052
Work policy	0.205

1.Flexibility in work place

It is estimated that the predictors of flexibility in wok placeexplain 52 percent of its variance. In other words, the error variance of is approximately 48 percent flexibility in wok placeof the variance of itself.

2.Work policy in work policy for women

It is estimated that the predictors of Work policy in work policy for women explain 5 percent of its variance. In other words, the error variance of Work policy in work policy for womenis approximately 95 percent of the variance of Work itself.

Future Directions for Research:

Exploring future directions for research in sustainable women's empowerment through employment involves a focus on emerging trends and evolving challenges. Continued investigation into the impact of technological advancements on women's employment opportunities, particularly in fields traditionally dominated by men, is crucial. Moreover, future research could delve into the long-term effects of remote work and flexible arrangements, especially in post-pandemic scenarios, to understand their implications for women's empowerment and work-life balance. A deeper exploration of the inter sectionalism of challenges faced by women from various backgrounds and how this inter sectionalism influences their employment experiences warrants attention for a more inclusive understanding.

Policy Implications and Recommendations:

Policy recommendations arising from the research underscore the need for proactive measures to foster sustainable women's empowerment through employment. Policymakers should consider refining existing gender equality policies, with an emphasis on creating supportive environments for women across diverse industries. Addressing the persisting gender wage gap requires targeted policies, including pay transparency measures and proactive efforts to challenge discriminatory practices. Moreover, policy interventions focusing on promoting work-life balance, such as enhanced parental leave and affordable childcare facilities, can further empower women in their professional pursuits.

Skill Development Initiatives:

Recommendations for skill development initiatives revolve around tailoring programs to address the specific needs of women in the workforce. Collaborative efforts between educational institutions and industries can ensure that women receive training aligned with evolving job market demands. Continuous upskilling programs, particularly in emerging sectors, will empower women to navigate and excel in dynamic professional landscapes. Strategic partnerships with businesses and mentorship programs can enhance the effectiveness of these initiatives, providing women with a robust support system to thrive in their careers.

Advocacy and Collaboration:

The research advocates for sustained efforts in research, advocacy, and collaborative initiatives to propel women from the workplace to the world stage. Ongoing research is essential to monitor the effectiveness of implemented strategies and to adapt interventions based on evolving socio-economic dynamics. Advocacy plays a pivotal role in raising awareness about the importance of women's economic empowerment and garnering support for policy changes. Collaboration between governments, NGOs, businesses, and educational institutions is key to creating a comprehensive ecosystem that supports women throughout their career journeys. By emphasizing the inter contentedness of these elements, the research encourages a holistic and collaborative approach towards achieving sustainable women's empowerment through employment.

III.   CONCLUSION

This research paper has provided a comprehensive roadmap for sustainable women's empowerment through employment, navigating through the historical context, current challenges, and impactful strategies. The historical overview underscored the enduring struggle for women's economic rights and emphasized the transformative potential of women's economic participation in shaping more equitable and prosperous societies.

The research delved into the current global scenario of women's employment, acknowledging the significant strides made towards gender equality while highlighting persistent challenges such as occupational segregation and the gender wage gap. Despite these challenges, the paper elucidated the profound impact of women's employment on empowerment, not only in economic terms but also in social and psychological dimensions.

Strategies for sustainable women's empowerment were explored, with a focus on education, skill development, entrepreneurship, and policy interventions. Education emerged as a cornerstone, while skill development initiatives and entrepreneurship were identified as potent avenues for empowering women. Policy recommendations highlighted the need for affirmative action, equal pay measures, and family-friendly work environments to create an inclusive job market.

Looking towards the future, the research proposed directions for further exploration, including the impact of technological advancements and the internationalist of challenges faced by women from diverse backgrounds. Policy implications and recommendations emphasized the importance of refining gender equality policies, addressing the gender wage gap, and promoting work-life balance.

Ultimately, the research advocates for ongoing efforts in research, advocacy, and collaborative initiatives to propel women from the workplace to the world stage. It emphasizes the interconnections of education, skills, entrepreneurship, and policy support in achieving sustainable women's empowerment. By adopting a holistic and collaborative approach, we can foster an environment where women not only participate in the workforce but also thrive, contributing to more just, equitable, and prosperous societies. The call to action is clear – sustained efforts are essential for the journey from women's employment to global empowerment to continue and flourish.

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