

Time for Recognition of Women's Creativity and Ability

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Abstract

Women constitute about half of the world population and equally perform their professional responsibility in addition to their responsibility as mother, sister and wife at home. They are not equally paid in the workplace particularly in informal sectors. Although equal rights of man and woman is guaranteed in the constitutions of most the countries and other law and rules. Bangladesh has some law and policy to ensure equal rights of women and have some quota for women reserved in government job and political posts. Man and woman are not competitors but equal of both can strengthen humanity's hand and improve their ability to enrich shared cultural wealth and develop effective solutions to alleviate poverty, boost global health, and safeguard the environment. Both man and women must accept equal right of women and women should be prepared to accept the equal right and responsibility.

Keywords: Man, woman, equal rights, responsibility, social, economic and political empowerment

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INTRODUCTION

Women constitute about half the world's total population, producing and marketing sixty to eighty per cent of food. One study finds that women of Bangladesh contribute more than man in agricultural sector. The post-harvesting jobs like processing, preserving and packaging of food are mostly done by women. According to World Economic Forum's Global Gender Gap Report 2017, Bangladesh ranks highest within the South-Asian countries in gender gap index 2017. Maldives comes second after Bangladesh among South-Asian countries with its ranking at 106th position. Pakistan is at the bottom in the region whose ranking is 143rd. India, Sri-Lanka, Nepal and Bhutan have ranked 108th, 109th, 111th and 124th, respectively [1].

Manifestation of Women's Credibility

The endogenous creative craft and hand work at cottage industries manifests abilities of women. Crafts and handwork, like different household products of wood, bamboo, cane, beads making, and dye, dress-making and pottery earn livelihood for many families. The contributions of women in these informal sectors are hardly recorded as economic activities. Women engaged in different types of occupation except household work spend an

average of 7.29 hours per day for their occupation [2]. Women lack the capital and power in the market to increase their potentials. Their roles as caregivers (of mother, sister and spouse), household managers, workers, farmers, and business owners have given them invaluable insights, intuition and new ideas for addressing the balancing act that is required of a sustainable society [3].

Employment: Men vs. Women

The jobs performed by men are paid higher salaries / wages. The study finds that women earn an average of 21 per cent less per hour than men [4]. The male employee gets higher wages than female workers despite they do the same job. Women in rural areas of Bangladesh earn 45 per cent less than men, while women in urban areas earn 31 per cent less, both calculated on the basis of daily wages [5]. These employments are usually in informal sector. In developing regions, up to 95% of women's employment is informal and involves jobs that are unprotected by labor laws and lacking in social protection [6].

As agents of development in all societies, women play tremendous roles through creativity and innovations both in the formal

and informal sector although, highly prevalent in the informal sector. Women have contributed much to society and economy, but the totality of their contributions is not recognized nor is their needs adequately addressed in policy formulations and economic growth agendas.

Creativity and innovations is a good pair for enhancing development in a nation [7]. Creativity and innovations are best determined through identification of creativity traits and enhanced entrepreneur's trait. The Entrepreneur's Creative traits are a process in which new and unique products emerge from the interaction of the organism and its environment, involving the dimensions of level field and type. Innovations transform the visionary ideas of creativity into practical products, service or processes that deliver greater value. There are government intervention programmes towards poverty reduction and job creation but those are not focusing on special needs of women's creativity.

Empowering for Development

The term empowerment has become popular in the field of development. Women's enhanced participation in the development can ensure more and appropriate through creativity and innovations. Employment of women is important in developing economies, particularly those facing a labour supply constraint [8].

The word empowerment has also been used with regard to helping of vulnerable groups, marginalized and subordinated members of society in which women are prevalent. Empowerment entails enabling people to understand the reality of their environment, reflect on the factors shaping that environment and taking steps to effect changes to improve the situation. Women empowerment is entrusted with the goal of challenging patriarchal ideology, to transform structures and institution that reinforce and perpetuate gender discrimination and social inequality, to enable poor women gain access to and control of both material and informational resources. In this wise the process of empowerment must address all relevant structures and sources of power. The causes of women's inferior status is rooted

in history, religion, culture, the psychology of the self, in laws and legal systems, and in political institution and social attitudes.

The society is so confused at times about empowerment as it relates to social, economic and political terms [9]. Social Empowerment is proceeds by forming collectives and engages in development activities and tackles social problems. The goal is for the groups to be independent of the initiation. It could be used to tackle sources of subordination. The groups determine their priorities themselves. It also employs an "entry point" strategy. It can be training the men and women through training, Champaign and capacity building to work together of man and women to mobilize them work together without any discrimination.

Economic Empowerment is an approach that attributes people's subordination to lack of economic power. It focuses on improving control over material resources and strengthening economic security. It can be attained with equal sharing of parents' properties at the primary stage. Women form groups, organizing savings, credit facilities and extension of training to improved skills to work of their choice.

Political Empowerment is a national agenda and will of the leadership. Empowerment involves participation in an enabling environment, political empowerment is necessary irrespective of sex, caste or tribe etc. It is very necessary to give civic or community education to create awareness so that there is the dawn of a new era where women themselves should shun trepidation and participate meaningfully in affairs that affect their lives.

The empowerment of women need mental reform of perception and values of men towered women in addition to change of perception of women toward themselves and also readiness to accept empowerment and responsibility. This will create a win-win situation for both man and woman and rather the human kind.

The government needs to take active role in supporting women's creativity and innovations

through the provision of necessary infrastructures, functional education, and micro-credit and training with well coordinating and monitoring efforts in order to enhance equal participation of women in the economic activities.

An economy cannot grow to its full potential if its women are not treated on par with men. The equal opportunities for women in business and the workplace depend on interplay of economic, social and cultural factors. Unless women have opportunities to get an education or build their skills, equalizing laws affecting entrepreneurship and employment mean little. Equalizing the ability to work might not result in more women entering the workforce.

The constitution of Bangladesh and other most of the countries ensured equal rights of the man and woman. The law and rule of marriage, family codes, labour law, passport procedures, citizenship law, law of inheritance, civil procedure, electoral laws and social security law and policy and criminal law are usually framed upholding equal rights irrespective of gender, cast and creed. Any deviation of law from this philosophy can impede development, prosperity and human rights.

It is found in many studies that economic empowerment seems to protect women from violence. Women living in wealthier households have a 45% lower risk of violence than those living in poorer households.

Bangladesh has far way to give equal opportunity to the man and woman. The family code, inheritance laws, perception of society (include both man and woman) towards women is still not same. There are some steps of empowerment in Bangladesh. The employment policy reserved 30% jobs for women and the People Reprehensive Act has mandatory provision for 30% quota in the leadership to maintain the registration with the election commission. The local law made mandatory for a woman Vice Chairman elected by women in the grass root tier of local government.

World Intellectual Property Day

The World Intellectual Property Day is celebrated annually on April 26, to highlight

the role of intellectual property rights (patents, trademarks, copyright) in fostering innovation and creativity. The theme of this year is “Powering change: Women in innovation and creativity”. This year’s campaign set to celebrates the brilliance, ingenuity, curiosity and courage of the women who are driving change in our world and shaping our common future. The celebration will give an opportunity to highlight how the intellectual property (IP) system can support innovative and creative women in their quest to bring their amazing ideas to market.

The theme has been taken when women are taking up leadership roles and making their voices heard in sciences, technology, business and the arts, their unique contributions to the advancement of human innovation and creativity have not been fully acknowledged and/or recognized. This world IP day presents an important opportunity to reflect on, and celebrate the “brilliance, ingenuity, curiosity and courage of the women who are driving change in our world and shaping our common future”.

CONCLUSION

Women play essential and dynamic roles in economic life, they adapt easily to change and are very creative. Their “can do” like positive attitude is an inspiration to us all. However, women are to play a more highlighted role in the world. The time has arrived to facilitate the engagement of women in innovation and creativity and raise awareness about its importance.

Women are taking up leadership roles and making their voices heard in the science, technology, business and the arts more than ever before. The time is ripe to reflect on ways to ensure that increasing numbers of women across the globe engage in innovation and creativity, and why this is so important. Women and men working together can strengthen humanity’s hand and improve their ability to enrich shared cultural wealth and develop effective solutions to alleviate poverty, boost global health, and safeguard the environment. The co-operation can be improved further with social, economic and political empowerment of women.

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