



ENGLISH EDUCATION AS A TOOL IN WOMEN EMPLOYMENT AND EMPOWERMENT- A REVIEW OF THE EXISTING LITERATURE

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Abstract

Due to its deemed economic and social importance, English is in high demand throughout society. Science, aviation, computing, diplomacy, and tourism all use it. People from all over the world use it as a lingua franca and it is the official language of 53 nations. English language proficiency is highly valued on the job market. Since globalization, English has been a powerful instrument for empowerment. This review paper emphasizes the significance of preparing women through English education for employability and empowerment. In terms of women's educational goals and job prospects, English's status as a universal language gives it immense influence. Looking around, we see that women's life possibilities have increased as a result of English education. Nowadays, women are successful in every field, locally, nationally, and internationally. Education in English and communication abilities both play a significant role in this aspect. Every woman needs to speak English to grow in business and international employment sectors, communicate effectively, and be on par with the rest of the world.

Keywords: English Education, Women Empowerment, Women Employment.

1. Introduction

India is the most populated country in South Asia, with a total population of 1.4286 billion. Nearly half of the population, or 48.39%, are women. Women play a significant role in any country's socioeconomic and national prosperity, yet neither would be possible without the empowerment of women. Women today enjoy an

exclusive position in a society where they receive treatment equally with men. However, not all women are empowered; they are on their way towards the goal. The three pillars of women's

empowerment are power to, power with, and power within (Kumar, et al.2014). Enhancing and securing women's economic, political, social, and legal capacities to guarantee equal treatment and give them the confidence to stand up for their rights is known as women's empowerment. The whole development of the community and the nation depends on the empowerment of women, which is not only essential but also crucial. (Mandal et al.2013 May)

English-language education is crucial for the empowerment of women. It's generally accepted

that knowing English is a necessity for employment. (Durga, S 2018) Women's employment is improved by knowing English. It's widely believed that English is the language of business. Before, all you needed to get a job was a skill; now, English communication is mandatory. To enable job searchers to find rewarding jobs in the current climate, it is essential to lay a special focus on the enhancement of English communication skills. (Pandey, et al 2014) In many business-related situations, including socializing, forecasting, analysing, negotiating, purchasing, writing, persuading, compromising, talking on the phone, advertising, selling, producing, holding interviews, planning, dealing, explaining, and so forth, English is used as the language of communication. English use is also essential for international trade. According to statistics from Mognhode and Zeleke Woldemariam (2015), English is the primary working language of over eighty percent of international corporations. However, the remarkable impacts of globalization have improved English's standing around the world.

The current study was created with the aforementioned goals in mind in order to provide an overview of the literature on English language and women's empowerment.

2. Methodology

2.1. Search methodology and article selection

The present article is a narrative review of the body of English-language academic literature. The terms "English Education," "Women Employment," and "Women Empowerment" were used in a search of the Google Scholar electronic database. The goals of the paper are satisfied by the secondary data collection. A range of secondary sources, comprising journals, conference proceedings, book sections, and other websites, were used to compile the original material for this study. The body of research as a whole has been carefully reviewed and condensed. It is also used to determine the literature's gaps and research priorities.

2.1. Methodological and thematic analysis of selected articles

The majority of the research publications came from Google Scholar. The total number of

papers were grouped into four major categories, which were then used to structure the review. (A) Research highlighting the value of the English language. (b) Research on the topic of women's empowerment in general (c) Research on the employability of women and English education (d) Research on women's empowerment and English education.

Published papers were categorised and summarised in the light of the material that is currently accessible on English language proficiency and women's employability and empowerment. There has been a lot of research on English education and development, but little of it has focused on how English education affects women. The literature that is now available is only from a small number of nations, thus it might not accurately portray life in a place like India. More representative study on these ideas is required, especially from nations like India.

3. Literature Review

3.1 Literature addressing English language and its importance.

With 2 billion speakers, English is the most commonly used language in the world, and being the dominant language of communication in many countries, it has a big impact on people's lives all over the world. It comes in third place for the quantity of native speakers. The fact that it has undeniably established its status as the worldwide language has led to it joining the ranks of globalisation, networking, economic integration, and interest as one of the symbols of our day. (Mauranen, Anna, et al.2009)

English being the most common language connects different cultures, promoting relationships and understanding. In 67 different countries around the world, English is widely spoken. Since English is spoken in 17 of the top 20 universities in the world as of 2020, it can be said that English is the language of academia. According to a research by Cambridge English, even in countries where English is not the official language, over 95% of employers respects the skill. The significance of the English language was discussed in a number of works. The papers in this

group of publications came from a wider range of countries, including Oman, Indonesia, Chile, India, and Canada.

Table:1

S. No.	Area & Focus of the Research	Outcome of the Research	Reference
1	English language in Oman	One of the many developing nations that has regarded English as a crucial language worldwide and a tool to accomplish a variety of goals is the Sultanate of Oman.	Al-Issa, Ali S. et al.(2012).[11]
2	English as foreign language in Indonesia	The English language is the one that is most frequently used in today's society in terms of commerce, politics, and other spheres of life.	Mappiasse, Sitti Syamsinar .et al. (2014).
3	Iran-student attitude towards English learning.	The findings of this study demonstrated that Iranian medical pupils had a very good attitude toward learning English as a second language.	Soleimani, Hassan,. (2013).
4	English language in Chile	English proficiency in Latin America has up until now been a reflection of the region's economic and political influence structures.	Matear, Ann. (2008).
5	English language and globalization in India	English in India is a double-edged sword, much like modernity itself, with the promise for a liberating future while also actively contributing to the creation and perpetuation of a hierarchical world today	Mishra, P. K. (2000).
6	English language in Canada	The fact that English is still a required language in the workplace and is closely linked to social mobility was one of the reasons that immigrants desired English language education for their young ones and that many French Canadians themselves felt the need to acquire English..	Boberg, Charles. (2010).
7	English for tourism and hospitality industry	The provision of high-quality services is significantly influenced by English for tourism. The value of having a strong command of English at work is fully and intensely understood by those who work in the tourism and hospitality sectors.	Zahedpisheh, Nahid. et al.(2017).
8	English In Korea	It can be concluded from these past developments and the idea of globalization that English has, at various points, been seen as both a means of catching up with the West's technological and commercial expansion.	Jeong, Young-Kuk.. (2004).

3.3. Literature addressing to women empowerment.

Women's empowerment refers to giving women the power to make their own decisions. Women's

empowerment at the individual level revolves around three factors: health, education, and empowerment. (Panigrahy, et al. 2006).

Women were viewed as virtually nonexistent in many societies. Through the years, women have endured a lot of suffering at the hands of males.

Women face discrimination from conception to death.(Sundaram, M. Shunmuga. 2014)

Table:2

Sl.No	Area &Focus of Research	Outcome of Research	Reference
1	Education and empowerment	The national economy will be strengthened when women, who make up roughly half of the population, are given more authority.	Shetty, Sowjanya,et al. (2015).
2	Women empowerment in India	Access to school and work are merely enabling variables for empowerment; success in achieving the aim, however, largely hinges on public perceptions of gender equality.	Nayak, Purusottam,.et al.(2012).
3	Women empowerment and fertility	Women's empowerment and decreased fertility, longer intervals between births, and lower rates of unwanted pregnancy have some favourable links.	Upadhyay. et al. (2014).
4	Socio-economic determinants of women empowerment in Pakistan	Because of cultural and social norms, traditions, poverty, religious beliefs, illiteracy, lack of public awareness, and a high childbearing rate, women in developing economies like Pakistan are powerless.	Bushra, .et al. (2015).
5	Sports and Women empowerment.	The potential exists for female athletes to feel their physical stamina and ability and to create organizations that foster these attributes in the female community.	Theberge, Nancy. (1987, January).
6	Information and communication technology and women empowerment.	Women's digital activities demonstrate that they are a powerful tool for engaging in communicative debate and inspiring Iranian women to fight for a just and equitable society.	Shirazi, Farid. (2012).
9	Role of Media in women empowerment.	The media has a crucial role to play in accelerating the process of women's emancipation, which will result in their economic empowerment.	Narayana, A., & et al. (2016).
7	Determinants of women empowerment in southern Punjab	Education levels, media availability, local sociocultural norms, employment rates for women, and household involvement rates all have a significant impact on women's empowerment.	Chaudhry, et al. (2009).
8	IMPACT model women empowerment	In Tehran, employment and income have a significant impact on women's empowerment.	Gholipour, et al. (2010).
9	Women empowerment and tourism development.	The United Arab Emirates tops the list of the three Arab nations examined in this study for the influence of women's empowerment on tourism growth, followed by Egypt and Oman.	Abou-Shouk, et al.(2021).
10	Women empowerment	Empowering women increases their capacity to make choices regarding their pursuit of health. For	Mainuddin, A. K. M., et al. (2015).

	and its relation with health-seeking behavior in Bangladesh.	Bangladesh to build an integrated strategy for health and development and to meet the MDGs, it is crucial to acknowledge and implement the effects of these results.	
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3.4 English Education and Employment.

English proficiency is one of the most essential employability skills because it is the language that is used in business the most. One of the basic requirements for employment is the ability to communicate effectively in English. The majority of

businesses view a candidate's proficiency in English speaking as one of the key selection criteria. One of the most crucial and in-demand abilities is the communication skill. English language ability has a significant impact on fresh graduates' employment prospects. (Abdul Kadir et al,)

Table 3:

Sl.No.	Area & Focus of Research	Outcome of the research	Reference
1	English language proficiency and employment.	It was discovered that one's English language proficiency has an impact on career chances in a variety of ways, particularly when it comes to influencing the likelihood of "secure" and "better" positions.	Roshid, M. M., et al. (2013).
2	English use-prior to and after employment.	About 60% of respondents attended additional English language training before job recruitment. Even inexperienced engineers employed by national companies (60% of all) set their English language skills ahead of job recruitment and needed to demonstrate the ability to communicate to their present place of employment before employment, as evidenced by the fact that more than half of them (59.5%) used the results of the English proficiency test to apply for their current job.	Rajprasisit, K. (2014).
3	Language, employment and settlement.	criteria for English language proficiency method for flexible labour supply is acceptable politically.	Piller, Ingrid et al. (2014)
4	English language skills and earnings in United States.	Even after correcting for characteristics influencing self-employment selection, English ability for foreign-born entrepreneurs increased in importance as a predictor of earnings in 1990 compared to 1980.	Dávila et al. (2004)
5	English and immigrant employment.	It is discovered that the average expected employment prospects are reduced by 20–25 percentage points by a lack of English language proficiency.	Shields et al. (2001)

3.5 English Language Education and Women Empowerment

It is commonly agreed that the spread of English has had a significant impact on women. A great deal of women in the globe now have access to English knowledge. It is also considered that knowing English increases women's abilities and powers. English education is a watershed moment in women's emancipation because it helps them to

respond to problems, question their established roles, and transform their lives by opening new doors and giving them social status. As a result, English education eliminates inequities and serves as a weapon for women's empowerment. Participation in English classes can help them feel more empowered. (Lydia, D et al.(2021)

Sl. No	Area &Focus of Research	Outcome of Research	Reference
1	English study differences among girls and boys	Girls are more motivated than boys to learn a foreign language, and the majority of girls want to learn English. increase their level of empowerment	Xiong, Xin. (2010).
2	Girls are better in learning a foreign language	Girls possess a variety of social, cognitive, and educational characteristics that influence their ability to learn a foreign language.	Coskun, Lokman. (2014).
3	Women learning a foreign language	This textual analysis argues that, English becomes more essential in a transcultural and post-feminist world.	Setyono, Budi (2018).
4	Women and international assignments.	The quantity and prominence of women on foreign assignments has gradually increased in the twenty-first century.	Altman, et al. (2008).
5	Women in international assignments.	While women are increasingly choosing international assignments (IAs), they dominate the market in junior and managerial positions, have fewer choices in terms of the nations to which they can be posted, and are hampered in some countries by cultural prejudices about 'proper' gender roles.	Forster, Nick(1999)
6	Women in international management	Women are not only capable of succeeding in business, but they also make great international executives.	Dawson, et al. (1987).
7	English language is contributor to women empowerment.	High English proficiency could pave the path for them to participate in the global economy, which is an optimistic objective for a nation's development.	Islam, M. T.,
8	English as gender neutral language.	English learning population has the potential to revolutionize the language and provide new pathways for identity construction for the expanding number of female English users globally.	Brutt-Griffier, et al.(2018)..
9	Immigrant women and	A variety of variables have a negative impact on these women's experiences: Inadequate service familiarity, insufficient services and	Guruge, et al. (2009).

	language accessibility	methods of intervention, a lack of linguistic and culturally appropriate services, a lack of accessibility and integration of services, concerns about confidentiality, and discriminatory and racist practices incorporated into services and service delivery	
10	English medium education and social structures	The women associated HME with their failure to obtain "good" positions and incomes, and hence held it primarily responsible for intensifying their gender- and class-based marginalization. Analysis also demonstrated how they rejected such subordination to varied degrees.	Sandhu, et al.(2018).

4. Conclusions and further directions

It is evident that English Education - women's employment and empowerment has been a less investigated issue, despite the fact that there are now only a few large-scale observational studies accessible in this sector. In spite of the relatively poor quality of the data, both nationally and internationally, there are nevertheless many insightful observations and recommendations in the research that is currently available. There are potential and challenges as the number of women who have benefited from English education rises: It can be difficult to put English education strategies into practice in remote locations. To evaluate the breadth of English Education in the areas that are not covered, more study is required, even in the form of initial or pilot studies. The standard of education must also be raised in order to instill the English communication skills that are essential for empowerment. To do this, excellent teachers and textbooks must be used.

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