

**AMPLIFYING WOMEN AND GIRL'S' VOICES****Dr. Mithilesh Kumar***Ph. D. VKSU. Ara. Bihar.**Corresponding Author: Dr. Mithilesh Kumar***DOI -10.5281/zenodo.10988240****Abstract:**

*This focus areas seeks to increase the visibility, significance, and legitimacy of African women and girls' voice and agency. This will include facilitating African women to build community, share skills, re-write or shift narratives and amplify each other's voices. FEMNET will also continue to be a formidable flag bearer for African women and girls in global spaces.*

**Introduction:**

FEMNET regards communication as a strategic anchor for amplifying the voices of and connecting women and girls at different levels for purposes of scaling impact. This includes creatively telling the African feminist narrative to strategically trigger transformative action. FEMNET will also seek to establish herself as an authority and newsmaker among major regional and international media platforms. This requires that FEMNET and her members strengthen their capacity to engage confidently and authoritatively with the media, and consistently generate content that triggers the desired impact. A key role of the Network and her members will be to filter information, and to make it simple, articulate, and authoritative.

**Solution:****Expected Outcomes:**

1. Critical African women and girls' voices and narratives are captured and/ or re-written.
2. Content generated by African women and girls used to inform, amplify, and inspire actions towards advancing dignity and gender equality.
3. Women's rights organizations setting the women's rights agenda before, during and after strategic events using mainstream and digital media platforms.
4. Citations, credits, reviews, references, and downloads by other stakeholders quoting and referencing African women's voices and content in FEMNET's knowledge products.

5. Increased digital media footprint on women's rights issues (diversity of channels used, no of applicable articles etc.)

### Materials and Methods:

At different points throughout your career, you may find yourself searching for ways to have an impact on a group's negotiated decisions—whether you are a man or woman, a majority or minority group member, or the party in power or the underdog. When preparing to negotiate as a team or to represent your organization in a group negotiation, the three strategies outlined here can help you raise your profile and bring you closer to meeting your goals.

#### 1. Try amplification:

If you and other members of your negotiating team, or your group as a whole, are having trouble being heard, you might privately point out the problem to your colleagues. Then propose that you follow the lead of the women in leadership positions in the Obama administration and begin echoing and supporting one another's points and publicly giving one another credit. This strategy, which the White House colleagues dubbed amplification, can help raise your collective voice in the room.

The practice of amplifying others' statements may feel unnatural at first, but keep at it. The tactic may make it obvious to the dominant speakers that

they've been drowning out others. If so, they may make a conscious effort to share "airtime" with those whose voices have been disregarded. If they don't, keep amplifying one another to be heard.

#### 2. Don't miss pre- and post-meetings:

In a 2014 Harvard Business Review article, consultants Kathryn Heath, Jill Flynn, and Mary Davis Holt write that in surveys and interviews with top executives, they learned that men and women tend to approach meetings differently. The women they studied tended to be more efficient, arriving at meetings right on time and rushing off at the end of the meeting to get back to work. Men, by contrast, tended to arrive early to chat with colleagues and get a good seat, then linger afterward to debrief the meeting and perhaps cover other issues.

Moving beyond gender differences, the finding serves as a useful tip for anyone who feels marginalized in group negotiations: Plan to arrive a little early and stay a little late. By being present for "meetings before the meetings," you can share your ideas and opinions in a more informal, smaller group and increase your odds of being part of the broader conversation. Notably, the researchers say that their results likely also apply to members of racial and ethnic minorities, as well as men with reserved personalities.

If you're uncomfortable speaking in large groups, you can also try reaching out to fellow negotiators one-on-one between meetings to share your ideas. To overcome stage fright in the meeting itself, be sure to prepare thoroughly. Don't be afraid to bring notes that you can glance at to keep yourself on track; no one should judge you for being well prepared and organized.

### **3. Enlist the support of leaders:**

Heath, Flynn, and Holt asked 30 top women in leadership and executive roles to name one thing that could be done to raise women's profiles in male-dominated meetings. Many of them said that meeting leaders and bosses could make more of an effort to ask women direct questions or otherwise draw them into the discussion. This sort of direct intervention from leaders may be necessary in group negotiation if dominant voices aren't letting others get a word in edgewise. At a dinner in November 2009, for example, several senior female White House aides complained to Obama that he was giving greater access to men, who were muscling them out of important policy discussions, the Post reports. The criticism reportedly contributed to Obama's efforts to call on women more often in meetings. Asking leaders of a group or team negotiation to draw overlooked parties into the conversation is one way to make sure that these parties' voices are heard. If one or more negotiators continue to

dominate, a leader might take that person or people aside to offer feedback or address the issue directly with the group, perhaps offering some quick training on active-listening skills.

### **Conclusion:**

Over 90% of workers and producers in India are in the informal economy with no regular salaried employment, no protection from hazardous working conditions, no social security or social safety nets, and are particularly vulnerable to external fluctuations within the economy and the state. The informal economy is not a separate part of the economy but is closely tied with the formal economy, both for the supply of labour as well as for goods and services. As a result, informal workers are connected to both local and global economies. Women in the informal economy face even more risk than men due to lower wages, more strenuous work, and familial and societal responsibilities. Founded by Elaben Bhatt in Gujarat in 1972, today nearly 3 million self-employed women across multiple industries have coalesced to form the Self-Employed Women's Association (SEWA) which works to dismantle the economic and societal barriers that have placed women on the periphery of society. By coming together, they have transformed not only their own lives but the lives of millions more by inducing policy changes, not only at the grassroots but

also at State and National levels. It can be tough for women to band together and gain power, even in progressive workplaces. First, women have to actually recognize that they're being treated unequally in subtle ways. Then, if they're lucky enough to have a critical mass of other female colleagues, they have to convince those colleagues there's a problem that must be addressed. If these women are lucky enough to work in an open-minded (yet still subtly biased) organizational culture, they might be able to raise their concerns directly and ask their male colleagues to adjust their behavior. But if not, they'll have to be stealthier, and they may well risk backlash. Again, even having the right ideology or intentions isn't enough. Women aren't immune to gender bias against other women or girls, and even people who are conscientious feminists can fall prey to unconscious bias. Science teacher Jessica Kirkpatrick has an illuminating anecdote about an experiment she ran on herself: Even when she made a deliberate effort to call on students equally based on their race and gender, and had a colleague observe those efforts, she still gave a disproportionate amount of talking time

to white male students. We also have more sobering examples of the importance of women banding together, and the difficulty of making that happen, when it comes to issues like sexual harassment. Whether at conservative workplaces like Fox News or progressive ones like FitzGibbon Media, powerful men can get away with serial sexual harassment or assault for years before one woman finally has the courage to speak out and encourage others to follow her. It usually takes a lot to get to that point. Women have tremendous strength in numbers, but gathering those numbers in the first place takes courage and conscious effort. Maybe one day we won't need that tool to be treated equally, but that day isn't today.

#### References:

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