The role of Public Librarians, Teachers and Gram Panchayats in women empowerment through Kanyashree Public Services in South 24 Parganas District of West Bengal

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Abstract

Public Libraries located in West Bengal are important institutions and tools of the society. Disseminating knowledge of the society is a great challenge for the Public Library and its duty is not limited to just issuing and reissuing books. The Government of West Bengal has appointed 184 retired Librarians considering their importance and efficiency of their work[4]. The present study conducted in South 24 Parganas District of West Bengal among 20 Librarians, 40 School teachers and 40 Gram Panchayat members has assimilated their opinion about women empowerment through public services scheme, Kanyashree Prakalpa (K.P). The main aim of the study is to evaluate the role of Public Libraries, School teachers and Gram Panchayats in women's empowerment through K.P. As a result, this Kanyashree project creates a great opportunity for the socio- economic empowerment of girls. The study also found that the role of Public Library is undoubtedly much deeper in empowering women.

Keywords: Public Library, Women Empowerment, Gram Panchayat and Kanyashree Prakalpa.

Introduction

Men and women are known as two parallel branches of human society. But this idea is not accurately reflected in reality. Since ages, it has remained only in the form of long and endless discussions. Yet some ancient writers and modern thinkers have occasionally come forward to demand equal status for women with men. However, the occasional or irregular references are enough to prove that women have not been able to enjoy the same status as men in society over the ages.

Public Libraries are an important institution for extend of education in today's society. Public Library provides education, and information related to the political and economic scenarios of a country. Public Libraries are the only public institutions in the society that collect and store all kinds of information of the society and help to disseminate it to all the people in the society. The main aim of this study is to highlight the empowerment of women through various activities in Public Libraries.

A Public Library is the central organization that collects all kind of information and knowledge and easily transmits it to users. The doors of the Public Library are open to all irrespective of

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[4] News in Bartaman Patrika dated 19.10.2020

race, religion and cast. It plays a key role in organising and exploiting data collection as well as providing access to various information sources. The nature of use of Public Library is changing very fast in line with the present. With the advantage of new technologies, the Public Library has a bright future for those who are constantly collecting information. There is a great demand for information in the daily life of people in this present society. Just as the educated community is interested in computers and technology, they are also concerned about access to information. Public Libraries are slowly being able to meet the needs of their users.

Public library, as the name suggests, is for the people, by the people and of the people. This implies that the Public Library is an institution that preserves human civilization, knowledge and everything that is of social importance (Kaliya and Bahskarn, 2010)[5]. The Library needs trained and motivated staff so that they can meet the needs of the users and carry out the work of the Library in an organised manner. UNESCO defines "public Library as the local gateway to knowledge providing a basic condition for lifelong learning, independent decision making and cultural development of all social groups" (UNESCO manifesto 2005).

In the case of women empowerment, Hon'ble Chief Minister Mamata Banerjee launched the K.P in 2013 which is a public service scheme. It is known as Conditional Cash Transfer (CCT) scheme, an innovative project to reduce school dropouts and prevent child marriage. The target groups in Kanyashree scheme is 13 to 18 years old girl students. This Conditional Cash Transfer scheme is divided into three classes which are K1, K2 and K3.

In the event of K1, girls between the age of 13 and 18 studying in Schools, Madrashas and equivalent open schools get Rs. 750/- to pursue their studies but they must be unmarried. K1 starts from standard eight.

K2 is a one-time grant of Rs. 25,000 to girls between the ages of 18 and 19 on the condition that they have enrolment in an educational institution and are single.

K3 is for the girls studying post graduation from West Bengal. They will get financial help from Kanyashree project whether married or unmarried. However, the initial condition is that the girls must have at least 45 per-cent marks in graduation and must pursue either one of the three, viz, Arts, Commerce and Science stream from any University in West Bengal. In this case, all the girls who study in Arts & Commerce stream will get Rs. 2000 and those who study in science stream will get 2500 per month. It is a gateway to women's empowerment in West Bengal.

We regard teaching as a blessing of God. The main role of teachers is to build a good nation and make this world a better place. They are much respected in the society because they help a lot in improving the quality of life of the people. Teachers have an important role to play in this Kanyashree project so that no girl will be left in the society without getting its benefit. Alternatively, the Gram Panchayat too, has a great role in this Kanyashree project. They provide

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[5] Kaliya, P. & Baskaran,S,. (2010). Infoarmation seeking behaviour of rural folk in Tamil nadu: A case study of Peramakudi branch libray.

family income certificate and unmarried certificate to girl students so that they can avail themselves of the opportunity of getting the benefit of Kanyashree project.

Public Library is a place from where girls get all kinds of information about the Kanyashree project. And of course such information is an important aspect of women's empowerment.

According to Sasi (2014), the Library of job related programs helps to increase women's empowerment. Most of the library users have very little knowledge about modern information technology and it goes without saying that libraries do not have internet access. Most of the educated girls take advantage of the internet for their advanced careers and information technology that help to empower them. And Libraries empower women by organizing various social programs intended to focus and spread the ideas and benefits of women empowerment[6].

Mary and Dhanavandan (2014) reveal what kind of services Public Libraries provide and how public Libraries improve. The Government provides a lot of funds for the improvement of rural Public Libraries. In this context, rural Libraries have brought rural women to the forefront of the world through the practice of reading. And through this the standard of living of rural women is changed and the society is improved[7].

Devaraju (2017) mentioned in his study that through the advancement of digital technology, girls gather confidence in decision-making, apply it in science and technology, make plan for the advancement of research and become advanced through acquiring knowledge and its proper uses[8].

Abu (2012) got the results in his study that is based on an analysis of three rural Public Libraries located in Selangor, Malaysia. The study found that the participation and contribution of Public Libraries has improved the rural community of women in Malaysia[9].

The study of Konesa & Kumar (2013) stated that empowerment of women is possible through employment. The task of Panchayat Raj is to implement the empowerment of girls by creating employment through Swaranjayanti Gram Swaranrozgar Yojana[10].

Molla and Sarkar (2020) found in their study that the Kanyashree project has enlarged the enrolment of students and reduced the dropout of students. This project helped poor girl students to get admission in colleges of North 24 Parganas for higher education especially those belonging to BPL (Below Poverty Line) class[11].

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Objectives of the Study

- To highlight the meaning of women empowerment.

- To exterminate the impediments on the way to women empowerment.

- To highlight the information given by the librarians in prompting women empowerment.

- The role of Gram panchayats to have the efficacy of Kanyashree Prakalpa in regard to women empowerment.

- Observations of teachers towards the efficiency of Kanyashree Prakalpa in women empowerment.

Scope of the Study

The scope of this study is to frame Librarians', Teachers' and Gram Pacchayats' views on women's empowerment through public services scheme, Kanyashree Prakalpa in South 24 Parganas District, West Bengal.

Methodology

This study was conducted through a rigorous household survey in Bhangar-I, Budgebudge-II, Canning II and Gosaba Community Development Block in South 24 Parganas district of West Bengal. Using survey methods the preliminary data was collected from February, 2019 to January 2020 from South 24 Parganas District of West Bengal. 40 teachers, 40 Gram Panchayat members, and 20Librarians of the Public Libraries were randomly selected. There was a structured schedule with 29 different questions/statements/opinions and provided for all topics. The study also conducted interviews with 100 randomly selected subjects to measure the respondent's age, qualification of respondent, objectives of K.P etc. With the help of the SPSS 2.0version, we used various statistical methods such as correlation, regression, stepwise regression to draw the conclusions of this study.

Measures

Outcomes

The outcomes of this analysis are divided into three steps. The first analysis determines judgment of teachers towards the efficiency of K.P in women empowerment (Y), represented by 11 independent variables, for example respondent's age (X1) qualification of respondent (X_2), objectives of K.P (X_3), usefulness of getting Kanyashree (X_4), K.P helps reduce School dropout for girls (X_5), K.P helps preventing child marriage (X_6), K.P helps girl getting higher education (X_7), the money from the K.P helps the girls to become self-reliant (X_8), use of Kanyashree one-time grant (X_9), to take advantage of projects other than Kanyashree project (X_{10}), knowledge about K.P (X_{11}).

The second one is Assistance of Gram Panchayat in women empowerment through K.P (Z) from 8 independent variables such as respondent's age (X_1), qualification of respondent (X_2), is K.P enough for girls to become self-reliant? (X_{12}), different steps for self-reliance of girls (X_{13}), students' enrolment in K.P (X_{14}), interest in higher education of girls through K.P (X_{15}), number of students who used Kanyashree money for higher education (X_{16}), Panchayat member benefited by Kanyashree Project (X_{17}).

The third one analysis the perception level of Librarians' role of public libraries towards women empowerment (W) from 10 independent variables like respondent's age (X_1), qualification of respondent (X_2), regularity of using Public Library (X_{18}), average numbers of readers in a Public Library (X_{19}), types of reader use Public Library (X_{20}), average attendance of girls in Public Libraries (X_{21}), role of Public Library for the benefit of K.P (X_{22}), role of Public Library in women empowerment by organising training (X_{23}), collection of Job and business related books (X_{24}), expectation of users from Public Library (X_{25}).

Result and discussion

Table - I: Correlation Analysis between dependent variable named judgment of teachers towards the efficiency of K.P in women empowerment (Y) and 11 independent variables

Variables	'r' Value
Respondent's age (X_1)	0.3389*
Qualification of respondent (X_2)	0.6046**
Objectives of K.P (X_3)	0.4398**
Usefulness of getting Kanyashree (X_4)	-0.2548
K.P helps reduce School dropout for girls (X_5)	0.3114
K.P helps preventing child marriage (X_6)	-0.1778
K.P helps girl getting higher education (X_7)	0.0856
The money from the K.P	
helps the girls to become self-reliant (X_8)	0.4398**
Use of Kanyashree one-time grant (X_9)	0.6046**
To take advantage of projects other than Kanyashree project (X_{10})	0.5085**
Knowledge about K.P (X_{11})	-0.6054**

Critical value (2-Tail, 0.05) = +or- 0.312   *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 0.403   ** Significant at 1% level

Table I describes the correlation studies between judgments of teachers towards the efficiency of K.P in women empowerment (Y) and different 11 independent variables such as respondent's age (X1) qualification of respondent (X_2), objectives of K.P (X_3), usefulness of getting Kanyashree (X_4), K.P helps reduce School dropout for girls (X_5), K.P helps preventing child marriage (X_6), K.P helps girl getting higher education (X_7), the money from the K.P helps the girls to become self-reliant (X_8), use of Kanyashree one-time grant (X_9), to take advantage of projects other than Kanyashree project (X_{10}), knowledge about K.P (X_{11}).

Here, (X_1) represents Respondent's age. Age refers to a certain period of a person's life. Here (X_1) had a positive influence factor towards the dependent variable i.e. judgment of teachers towards the efficiency of K.P in women empowerment (Y). Qualification is just an identity after passing an exam. Here, qualification of respondent (X_2) had strong positive bearing on the dependent variable Y.

There are so many types of objectives of K.P as for example, to protect early child marriage, to reduce School dropout specially that belong from very poor families etc. Here the variable, objectives of K.P (X_3) had strong positive influence on the dependent variable, judgment of teachers towards the efficiency of K.P in women empowerment (Y).

With the help of this money some girl students become self-reliant in different sectors as for example, Self Employed Tailor, Health Care, Assistant Beauty Therapist, General Duty Assistant and Domestic Data Entry Operator etc. So, the variable likes; the money from the K.P helps the girls to become self-reliant (X_8) had strong positive bearing on the dependent variable Y.

All the girl students get Rs. 25,000 from the scheme K.P provided by Gogernment of West Bengal. With the support of this amount some student has carried on their studies. Some students bought ornaments for their marriage purpose. Some students gave this amount to their parents so that their parents can run a small business. And here the variable named use of Kanyashree one-time grant (X_9) had strong positive bearing on the dependent variable Y.

Apart from the Kanyashree project, the girls have taken up other projects like Rupashree, Yubashree and Sabuj Sathi etc and so that the variable named to take advantage of projects other than Kanyashree project (X_{10}) had strong positive influence on the dependent variable i.e. judgments of teachers towards the efficiency of K.P in women empowerment (Y).

Here, the variable, knowledge about K.P (X_{11}) refers to the respondents' idea and opinion about Kanyashree project. Different respondents have different types of opinions. And this variable had a strong negative influence on the dependent variable i.e. judgments of teachers towards the efficiency of K.P in women empowerment (Y)

Table II: Multiple Regression Analysis

Variables	"β" value	"t" value
Respondent's age (X_1)	-0.412955	-2.075*

Usefulness of getting Kanyashree (X_4)	-0.057871	-0.463
K.P helps reduce School dropout for girls (X_5)	0.358375	2.934**
K.P helps preventing child marriage (X_6)	-0.041456	-0.340
K.P helps girl getting higher education (X_7)	0.037344	0.246
The money from the K.P helps the girls to become self-reliant (X_8)	0.351163	1.923
To take advantage of projects other than Kanyashree project (X_{10})	-0.026171	-0.090
Knowledge about K.P (X_{11})	-0.705327	-2.113*

Critical value (2-Tail, 0.05) = +or- 2.048   *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 2.763   ** Significant at 1% level

Multiple R   = 0.75174

R Square   = 0.56511

Adjusted R Square   = 0.45288

Standard Error   = 0.45528

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	8	8.34944	1.04368
Residual	31	6.42556	.20728

F =   5.03522   Signif F = .0005

It can be seen from Table II that all the independent variables show their regression effects with β and corresponding t values, their judgments of teachers towards the efficiency of K.P in women empowerment (Y), and they explain 56.51 per cent of the total aggregation effect (R^2 = 0.56511). Three variables were recognized in turn, such as respondent's age (X_1), K.P helps reduce School dropout for girls (X_5) and knowledge about K.P (X_{11}) which are the most significant and elucidates the effect of total regression on the predictor variables.

Table III: Step-down Regression Model

Step I: X_{11}

Multiple R   = 0.60539

R Square   = 0.36650

Adjusted R Square   = 0.34983

Standard Error   = 0.49630

Step II: X_5

Multiple R   = 0.69823

R Square   = 0.48752

Adjusted R Square   = 0.45982

Standard Error   = 0.45238

From the variables in Table III of regression analysis, it is found that after step 2, only two variables are knowledge about K.P (X_{11}) and K.P helps reduce School dropout for girls (X_5) had explained 48.75 per cent of the total effect. Therefore, the remaining variables explain only about 7.76 percent of the total effect.

Table - IV: Correlation Analysis between dependent variable named assistance of Gram Panchayat in women empowerment through K.P (Z) and 8 independent variables

Variables	'r' Value
Respondent's age (X_1)	-0.4016*
Qualification of respondent (X_2)	0.6751**
Is K.P enough for girls to become self-reliant? (X_{12})	0.4701**
Different steps for self-reliance of girls (X_{13})	0.6920**
Students' enrolment in K.P (X_{14})	0.2994
Interest in higher education of girls through K.P (X_{15})	0.0115
Number of students who used Kanyashree's money for higher education (X_{16})	0.5140**
Pacchayat member benefited by Kanyashree Project (X_{17})	-0.1683

Critical value (2-Tail, 0.05) = +or- 0.312   *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 0.403   ** Significant at 1% level

Table IV describes the assistance of Gram Panchayat in women empowerment through K.P (Z) from 8 causal factors, such as respondent's age (X_1), qualification of respondent (X_2), is K.P enough for girls to become self-reliant? (X_{12}), different steps for self-reliance of girls (X_{13}), students' enrolment in K.P (X_{14}), interest in higher education of girls through K.P (X_{15}), number of students who used Kanyashree money for higher education (X_{16}), Panchayat member benefited by Kanyashree Project (X_{17}).

Here the variable as for example, Respondent's age (X_1) had a negative influence on assistance of Gram Panchayat in women empowerment through K.P (Z). And the variable named qualification of respondent (X_2) had strong positive bearing on dependent variable (Z).

The Kanyashree Project alone is not enough for girls to become self-reliant. Girls can become self-reliant if there is support from all aspects of socio-family politics. And that is why the variable like, Is K.P enough for girls to become self-reliant? (X_{12}) had a strong positive influence on the dependent variable (Z) i.e. assistance of Gram Panchayat in women empowerment through K.P.

The steps that should be taken for girls to become self-reliant are to involve girls in cottage industry, business, jobs and other fields. And therefore, the variable, Different steps for self-reliance of girls (X_{13}) had strong positive influence on the dependent variable (Z). In the Kanyashree project, a huge number of girls have used this money for their higher education, especially those who come from poor families. And therefore the variable named number of students who used Kanyashree money for higher education (X_{16}) had strong positive bearing on the dependent variable (Z) which indicates assistance of Gram Panchayat in women empowerment through K.P.

Table V: Multiple Regression Analysis

Variables	"β" value	"t" value
Respondent's age (X_1)	0.040850	0.244
Qualification of respondent (X_2)	0.148540	0.618
Is K.P enough for girls to become self-reliant? (X_{12})	-0.901644	-2.213*
Different steps for self-reliance of girls (X_{13})	1.181228	2.855**
Students' enrolment in K.P (X_{14})	0.023369	0.174
Interest in higher education of girls		

through K.P (X_{15})	-0.028863	-0.246
Number of students who used Kanyashree's money for higher education (X_{16})	0.237885	0.629
Pacchayat member benefited by Kanyashree Project (X_{17})	-0.003021	-0.025

Critical value (2-Tail, 0.05) = +or- 2.039   *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 2.744   ** Significant at 1% level

Multiple R   = 0.77899

R Square   = 0.60683

Adjusted R Square   = 0.50536

Standard Error   = 0.71137

Analysis of Variance

	DF	Sum of Squares	Mean Square	
Regression	8	24.21237	3.02655	
Residual	31	15.68763	.50605	significant explains

F =   5.98069   Signif F = .0001

It is established from Table V that all eight (8) variables show their regression effects with β and corresponding t values, their assistance of Gram Panchayat in women empowerment through K.P (Z), and they explain 60.68 per cent of the total aggregation effect ($R^2 = 0.60683$). Two variables were recognized in turn, such as is K.P enough for girls to become self-reliant? (X_{12}) and different steps for self-reliance of girls (X_{13}) which are the most significant and elucidates the effect of total regression on the predictor variables.

Table VI: Step-down Regression Model

Step I: X_{14}

Multiple R   = 0.69195

R Square   = 0.47880

Adjusted R Square   = 0.46508

Standard Error   = 0.73977

Step II: X_{13}

Multiple R   = 0.77152

R Square   = 0.59524

Adjusted R Square   = 0.57336

Standard Error   = 0.66067

Table VI presents the step down regression model was applied to separate the prominent independent variables, then it was established that after step 2, two variables are students' enrolment in K.P (X_{14}) and different steps for self-reliance of girls (X_{13}) had explained 59.52 per cent of the total effect. Therefore, the remaining 6 variables explain only about 1.16 per cent of the total effect on the assistance of Gram Panchayat in women empowerment through K.P (Z).

Table - VII: Correlation Analysis between dependent variables, perception level of Librarians' role of public libraries towards women empowerment (W) from 10 consequent variables

Variables	'r' Value
Respondent's age (X_1)	-0.4641*
Qualification of respondent (X_2)	0.6411**
Regularity of using Public Library (X_{18})	-0.1811
Average numbers of readers in a Public Library (X_{19})	0.3685
Types of reader use Public Library (X_{20})	-0.0821
Average attendance of girls in Public Libraries (X_{21})	-0.2075
Role of Public Library for the benefit of K.P (X_{22})	0.5005*
Role of Public Library in women empowerment by organising training (X_{23})	0.2548
Collection of Job and business related books (X_{24})	-0.2040
Expectation of users from Public Library (X_{25})	0.5044*

Critical value (2-Tail, 0.05) = +or- 0.444   *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 0.561   ** Significant at 1% level

Table VII describes the respondents' views on perception level of Librarians' role of public libraries towards women empowerment (W) from 10 consequent variables such as respondent's age (X_1), qualification of respondent (X_2), regularity of using Public Library (X_{18}), average numbers of readers in a Public Library (X_{19}), types of reader use Public Library (X_{20}), average attendance of girls in Public Libraries (X_{21}), role of Public Library for the benefit of K.P (X_{22}), role of Public Library in women empowerment by organising training (X_{23}), collection of Job and business related books (X_{24}), expectation of users from Public Library (X_{25}).

Here the variable named Respondent's age (X_1) had a negative influence on perception level of Librarians' role in public libraries towards women empowerment (W). Qualification of respondent (X_2) had a strong positive bearing on perception level of Librarians' role in public libraries towards women empowerment (W).

As Kanyashree Prakalpa is a social and welfare scheme provided by the State Government (west Bengal), the Public Library has a great role to provide information about K.P to the community as well as girls students who come under this project. Role of Public Library for the benefit of K.P (X_{22}) had positive influence on perception level of Librarians' role of public libraries towards women empowerment (W).

Library users have a variety of expectations, such as free membership registration and the provision of more expensive books so that they can issue them. Here, the expectation of users from Public Library (X_{25}) had a positive influence on perception level of Librarians' role in public libraries towards women empowerment (W).

Table VIII: Multiple Regression Analysis

Variables	"β" value	"t" value
Respondent's age (X_1)	-0.039462	-0.119
Qualification of respondent (X_2)	1.151136	2.334*
Regularity of using Public Library (X_{18})	-1.669903	-1.361
Average numbers of readers in a Public Library (X_{19})	0.149789	0.824
Types of reader use Public Library (X_{20})	0.116993	0.256
Average attendance of girls in Public Libraries (X_{21})	0.006244	0.034
Role of Public Library for the benefit of K.P (X_{22})	0.287905	0.585
Role of Public Library in women empowerment by organising training (X_{23})	0.148815	0.585
Collection of Job and business related books (X_{24})	-0.318251	-1.087
Expectation of users from Public Library (X_{25})	-1.193770	-1.120

Critical value (2-Tail, 0.05) = +or- 2.262   *Significant at 5% level

Critical value (2-Tail, 0.01) = +or- 3.249   ** Significant at 1% level

Multiple R   = 0.86480

R Square   = 0.74787

Adjusted R Square   = 0.46774

Standard Error   = 0.37238

Analysis of Variance

	DF	Sum of Squares	Mean Square
Regression	10	3.70198	.37020
Residual	9	1.24802	.13867

F =   2.66965   Signif F = .0776

It is found from Table VIII that all ten (10) variables show their regression effects with β and corresponding t values, the respondents' views on perception level of Librarians' role of public libraries towards women empowerment (W) and they explain 74.78 per cent of the total aggregation effect ($R^2 = 0.74787$). One variable was recognized in turn, such as qualification of respondent (X_2)   which is the most significant and elucidates the effect of total regression on predictors.

Table IX: Step-down Regression Model

Step I: X_2

Multiple R   = 0.64114

R Square   = 0.41106

Adjusted R Square   = 0.37834

Standard Error   = 0.40244

Step II: X_{18}

Multiple R   = 0.80645

R Square   = 0.65037

Adjusted R Square   = 0.60923

Standard Error   = 0.31907

Table IX shows the application of a step down regression model to separate prominent independent variables, and then it was established that after step 2, two variables are qualification of respondent (X_2) and regularity of using Public Library (X_{18}) had explained

65.03 per cent of the total effect. Therefore, the remaining 8 variables (independent) explain only about 9.75 per cent of the total effect on the respondents' views on the perception level of Librarians' role of public libraries towards women empowerment (W).

Conclusion

The role of girls is significantly important in the development of any nation. Educated women are coming forward as a powerful tool of society and family with the aim of changing the concept of patriarchal society. The Government of West Bengal has launched public service schemes such as the Kanyashree Prakalpa with the aim of financial development, self-respect and self-reliance to provide better health environment services to introduce improved education systems. The Gram Panchayat promotes women's empowerment through various activities related to village development as well as empowerment. This analysis further proves that Librarians have a particularly important role to play in disseminating knowledge for women's empowerment to the wider community. The Public Library provides readers with a variety of information that helps those who are constantly trying to learn to become self-reliant in real life, especially girls who could not benefit greatly from male dominated society.

Suggestions

- A Public Library should be set up in each village to provide information to the common people and the State Government must come forward to do this.

- In addition to traditional practices such as issue and reissue of books, Library staff must be well-trained to use information communication technology.

- The Librarians need to be more aware of the needs of users.

- The reason why the Librarian of a Public Library in the South 24 Parganas of West Bengal has to look after two or three Libraries is because of the lack of well- trained librarians. And to overcome this problem, the Government needs to recruit skilled Library staff.

- The collection of books related to women empowerment should be increased in the Public Library.

- The Public Library should organize more workshops, seminars and conferences on women empowerment.

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