

International Journal of Scientific Research and Reviews

A Brief Study of Women Empowerment Index In India

Delliswararao Konduru *

Konduru Delliswararao, Research Scholar, Dept of Anthropology, Pondicherry Central University,
Pondicherry – 605014

ABSTRACT

Women make 49.6% of world population and 48.17% of Indian population. And India is ranked 29th among the 146 countries across the globe on the basis of U.N.O's (United Nations Organization) gender Inequality Index. There is no contradict of the truth, that is women in India after a long struggle they are achieved a considerable development in approximately seventy years of freedom, however they are still have to fight against many cultural barriers and social restrictions in the country. Every day we see that in the society from ancient to till to the date to the privileges, responsibilities and opportunities of women, it's depends on the cultural traditions and customs of the family and society. Women empowerment is the practice by which women gain power and control more than their own lives and attain the capabilities to form their choices. This is very important because throughout the world women are still facing biased in access to education, work and economic assets and participation in government. After the long struggle in the year of 2000, 191 nations in the U.N.O (United Nations Organization) and at least 22 international organizations fixed as a 3rd objective of Millennium Development Goals (MDGs), as to encourage gender equality along with empowerment of women, and later in 2015 MDGs were replaced by Sustainable Development Goals (SDGs). So women empowerment is one of the major achievement to Sustainable Development of India and across the world, this paper tries to find out women empowerment index (WEI) based on 11 population indicators of the 29 States and 7 Union Territories of India, from 3rd and 4th National Family Health Surveys(NFHS), through the author is tried to rank the 36 States/UT's of India, so author believed that, it is useful to policy makers for taking decisions to women development activities and empowerment. The methodology of the study is secondary data analysis.

KEYWORDS:Empowerment; Gender; Discrimination; united national organisation (UNO); Magna-Carta

***Correspondence author**

Konduru Delliswararao

Research Scholar, Dept of Anthropology,

Pondicherry Central University, Pondicherry – 605014

Email: delli.swarao@gmail.com

DEFINITION:

According to World Summit for Social Development, 1995, “Empowerment requires the full participation of people in the formulation, implementation and evaluation of decisions determining the functioning and the well being of our societies. Women empowerment refers to the making an atmosphere for women where they can formulate decisions of their own for their individual benefits as well as for the society”

INTRODUCTION:

In general empowerment means giving supremacy to certain marginalised and poor sections of the world. Women empowerment refers to the establishment of an atmosphere for women where they can take decisions of their own for their individual benefits as well as for the world. Some of the basic expectations through women empowerment are liberally live their life with values, admiration and dignity, and to make their personal choices and decisions, moreover they have equivalent rights to involve in social, religious and public activities, furthermore they have a equal rights for social and economic justice, and get safe and comfortable working environment. Empowerment is not only an artificial development of sharing the authority. “As claimed by Singha Roy 2001, it involves far wider changes in socio-economic and political institutional arrangements, political ideologies, and traditional practices and even in the mindset of the marginalised people including women”. It’s true, that is women in India after a long struggle women are achieved a considerable development in approximately seven decades of Independence, however women are still have to fight against many cultural barriers and social restrictions in the country. India has achieved the status of first Asian country to accomplish its Mars mission in the first attempt, but till now India is the placed at 29th rank among 146 countries across the world on the base of gender Inequality Index. Such an Index could help to rank a particular population which will help us to provide required empowerment activities for them. And it also explains that the women position in India. Empowerment of women is the development by which women gain power and control over their own lives and attain the capability to make strategic choices. This is very important because throughout the world women are still facing discrimination in access to education, work and economic freedom and representation in government, the below table shows that some of the Indian global ranks on women empowerment and gender gap and gender equality.

Table 1: India's ranking table

INDICATOR	INDIA'S WORLD RANK	RANK GIVEN BY	YEAR
(G G P) Gender Gap Index	108/144	W.E.F	2017
(G G P) Gender Gap Index	87/144	W.E.F	2016
(G.G.I) Gender Gap Index	101 / 136	W.E.F	2013
(G.I.I) Gender Inequality Rank	132 / 148	U.N.D.P	2012
(S.I.G.I) Social Institutions & Gender Index	56 / 86	O.C.E.D	2012

WOMEN AND EDUCATION

A woman education is plays a significant role in development of any nation. In India the disparity between the male and female literacy rate clearly shows that how much important the education for gender empowerment and thereby nation's growth. In this study the author makes an attempt to find out the relationship between the Women empowerment and women literacy rate. And also to find the relationship between the household decisions making of recently married women with Literacy rate and who are faced marital violence with Literacy rate.

GENDER BASED VIOLENCE

Gender-based violence on women has been recognized in worldwide as a destruction of fundamental rights. Recent studies have highlighted that the more impacts of gender based violence are health related effects, disturbance of family and social systems and declining of population and so on. "Gender-based violence is defined by the United Nations as any act of violence that results in physical, sexual, or psychological harm or suffering to women, girls, men, and boys, as well as threats of such acts, coercion, or the arbitrary deprivation of liberty²".

ECONOMIC OPPORTUNITY

Economic empowerment is the basement of women empowerment. Without the financial freedom the any type empowerment also not succeeds. Women economic empowerment also leads to more economic benefits not to the individuals but to the society as well, in earlier days when they stayed at home only and do only kitchen stuffs and routine house hold works, but nowadays, women are travel entire the world and also earn money like the male members of the society. A woman economic empowerment helps the women to stand on their own feet, the main advantage of Women Empowerment is not only the individual women, the money that women earn does not only help them and or their family, but it helps the inclusive development of the society. The women economic empowerment is based on the following factors.

- Encourages Entrepreneurship. Promoting women's business ownership, microfinance and credit support to small business women and street vendors, Improving women's financial literacy and training on business development.
- Women's land rights and property ownership
- Increasing the wages and salaries, good working conditions, high level labour standards, menstrual and maternal benefits, and training opportunities for women workers.

WOMEN POWER IN GOVERNANCE

UN Women, along with the Government of India, works to strengthen the leadership skills and confidence of women leaders in gram panchayats (village councils) so they can make decisions that benefit all. As per Indian constitution, Local governing bodies are called as Panchayati Raj Institutions (PRI's), in that 1/3 of seats and village administration posts (gram sarpanch or village president) must be allotted for women. In India such States like Andhra Pradesh, Bihar, Chhattisgarh, Jharkhand, Kerala, Maharashtra, Orissa, Rajasthan, Tripura, and Uttarakhand have increased reservations to 50% in Panchayati raj institutions. The national government has also proposed to raise the level of reservations in PRIs to 50%, the govt of India also try to give a 33% reservations to women, for that they are moving a bill into parliament, in the present parliament (2014-2019) the women parliamentarians ratio is 11.96 % were in Lok Sabha and 10.6% in Rajya Sabha, and the lower house (Lok Sabha) speaker Mrs. Sumitra Mahajan also at women¹

HISTORY OF WOMEN EMPOWERMENT

A Magna Carta of Women for the Philippines

In the Philippines, an Act providing for the Magna Carta of Women of the Philippines was formally signed into law as Republic Act No. 9710 by President Gloria Macapagal-Arroyo on 14 August 2009. The Magna Carta of Women (MCW) is a landmark piece of legislation that serves as the Philippines gender equality law. The MCW is significantly linked to CEDAW in explicitly defining gender discrimination, state obligation, substantive equality, and temporary special measures and outlining provisions to implement these principles. The passage of The Magna Carta of Women is the culmination of a seven year lobby by women's groups. The legislative work for the Magna Carta of Women has been supported by UN Women through its CIDA-funded CEDAW South East Asia Programme since 2006 and by UNFPA, UNICEF, UN Habitat, UNDP, UNAIDS, and ILO through the UN Joint Programme to Facilitate the Implementation of the CEDAW. "After all the attempts to block the passage of the Magna Carta of Women, the Filipino women have at last emerged victorious²".

According to the Gabriela women's party-list Rep., Liza Maza, a member of the bicameral conference committee on MCW "This is a secondary achievement of women's continuous resistance for equality, and it is helpful as a chance to support the women's legal rights²".

UN WOMEN AND THEIR ROLE:

Historical perspective

According to the UN Women, up to July /2010, the United Nations faced many rigorous problems to endorse gender equality in to worldwide, on that time the U.N.O has inadequate funding and there is no single authority to handle UN activities on gender equality issues. In July 2010, the United Nations General Assembly formed a UN Women; it is the one of the United Nations unit for Gender Equality and the Empowerment of Women, to address above said challenges. In doing so, UN Member States take a remarkable action to speed up the Organization's goals on gender equality and the empowerment of women. With the help of UN Reforms Agenda, the "UN women" is started, for greater impact it is started with many laws and resources, mandates. In "UN Women" the UN General Assembly has merged the four previously distinct institutes of the UN system, they are Division for the Advancement of Women (DAW), International Research and Training Institute for the Advancement of Women (INSTRAW), Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), United Nations Development Fund for Women (UNIFEM), the above said institutions are mainly focused on gender equality and women's empowerment¹.

STATUS OF WOMEN

According to the UN Women gender equality is not only a basic human right, but its big socio economic achievement. Empowerment of women is the strength of national economies, and it's stimulated the development and growth. However gender inequalities are till to date common in every society. They are face job-related separation and gender wage gaps, minimum education and primary health care. Women in all parts of the world endure with violence and discrimination. Till to date they are not reach the minimal representation in political and economic decision-making processes. After some decades of hard work, the United Nations has attained major development in advancing gender equality, along with the notable agreements, such as the "Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)²". These two agreements are useful to Working for the empowerment and rights of women and girls globally, UN Women's main roles are:

- To support different-governmental organisations, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms.
- To help Member States execute these standards, standing ready to provide appropriate technical and financial support to those countries that request it, and to build effective partnerships with civil society.
- To lead and support the UN system's work on gender equality, and promote accountability, along with regular monitoring of system-wide progress²

According to the UN Women the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, and focus on five priority areas:

- Develop the women's leadership and involvement;
- wind up the all types of violence against women;
- Give a more opportunities to women in all aspects of peace and security processes;
- Growing the women's economic empowerment;
- Making gender equality central to national growth forecast and budgeting.

WOMEN EMPOWERMENT SCHEMES IN INDIA

According to the Ministry of Women and Child Development, Govt of India, has implementing the many programmes for women development, below discuss programmes are few of them to women empowerment and girl child development.

- Beti Bachao Beti Padhao Scheme
- One Stop Centre Scheme
- Women Helpline Scheme
- UJJAWALA
- Working Women Hostel
- Swadhar Greh (A Scheme for Women in Difficult Circumstances)
- Support to Training and Employment Programme for Women (STEP)
- Nari Shakti Puruskar
- Awardees of Stree Shakti Puruskar, 2014 & Awardees of Nari Shakti Puruskar
- Awardees of Rajya Mahila Samman & Zila Mahila Samman
- Mahila police Volunteers
- Mahila E-Haat
- Mahila Shakti Kendra's (MSK)

METHODOLOGY AND OBJECTIVES

The methodology of this paper is mainly based on secondary data analysis with help of various statistical tools, the data collected from various sources, such as NHFS –3 & 4 DATA^{3,4}, UN-Women^{1,2}, Census of India -2011, UNDP Reports, WEF Reports, and some other sources from Govt and non govt organisations. The main objectives of this study is to find the women empowerment index based on the Population Indicators, and to assess women empowerment of the Indian states (higher and lower), the researcher compares the women empowerment index for NFHS-3⁴ and NFHS-4³. For the secondary data analysis the authors are has been given brief discussion on the statistical techniques which are used for analyzing the data. All these techniques gave a path to arrive at the objectives of the study. The techniques used for analyzing the data are given below:

- Women Empowerment Index(WEI)
- Simple Linear Regression
- Comparison between NFHS-3 and NFHS-4^{3,4}

WOMEN EMPOWERMENT INDEX (WEI)

- ***Conversion of negative Indicators in to positive Indicators:***

For the construction of WEI we need to convert negative indicator to positive indicator. Positive indicators are those which has a positive relationship with the women empowerment, whereas negative indicators are those which can affect women empowerment negatively. These negative indicators are subtracted from hundred to get the positive orientation of these indicators. For the sampling purpose the author has taken a married and non married woman between the ages of 15-49.

- ***Population Indicators:*** it is divided into two types such as positive and negative indicators

Table no 2: Indicators table

Positive Indicators	Negative Indicators
<ul style="list-style-type: none"> • Employment and cash earning • Participation in common house hold decisions • Access to money and microcredit <ul style="list-style-type: none"> • Freedom of Movement • Ownership of Assets 	<ul style="list-style-type: none"> • Experience of different types of violence against women by husband <ul style="list-style-type: none"> • Physical violence • Sexual violence

Normalization of Indicators: All the indicator values are normalized using the scaling given below

$$x_{new} = \frac{x - x_{min}}{x_{max} - x_{min}}$$

Where x the value of indicator is, x_{min} , x_{max} are the minimum and maximum of indicator values respectively. x_{new} Is the new value after scaling?

The indicators used to construct women empowerment index are given below:

- % of women who worked in the last 12 months who were paid in cash
- % of major household purchases.
- % of visits to the woman's Family or Relatives
- % of women allowed to go to three specified places alone
- % of physical or sexual violence
- % of women who have bank or savings account
- % of women who have knowledge of a microcredit programme
- % of women using of mobile phones
- % of woman's own health care
- % of own a house/land alone or jointly
- % of women who has funds that they be capable of make a decision how to use

With the help of using all the above Women Empowerment Indicators⁶, the researcher is constructed the Women Empowerment Index (WEI).

DISCUSSION & RESULTS

In this section, the author has given complete statistical analysis of NFHS-4³ Women Empowerment and Gender based Violence data has reported, descriptive Statistics for All the Variables as given below⁶.

Table no 3: variable's table

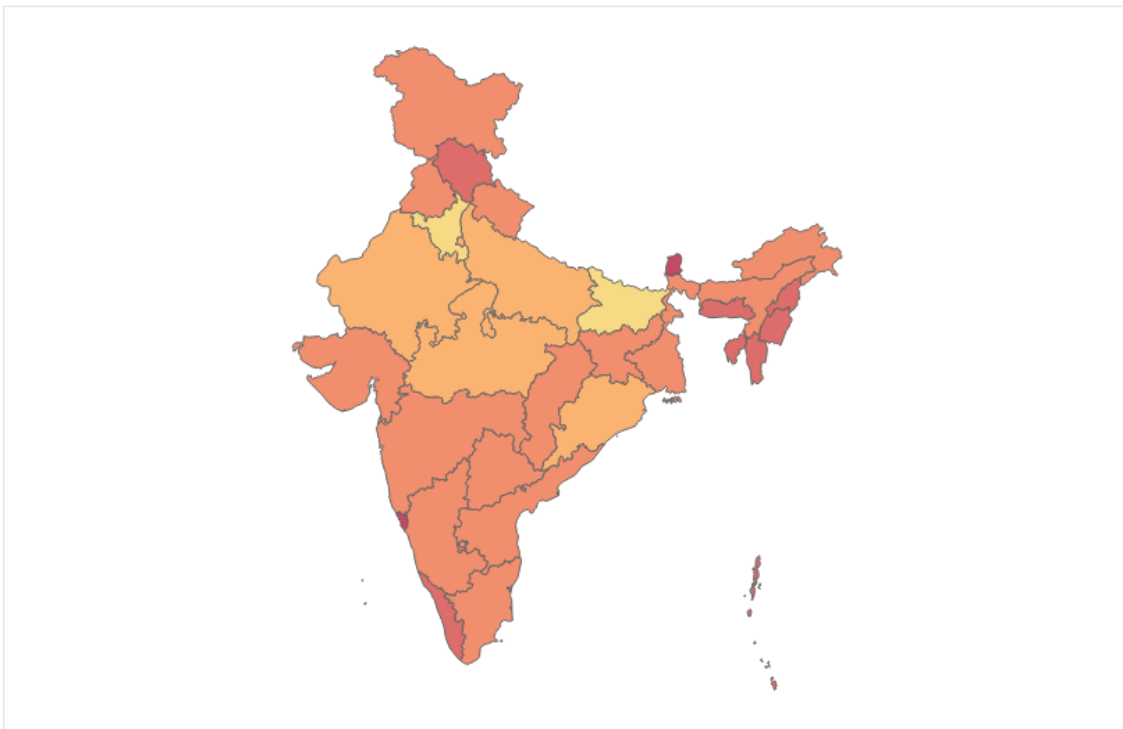
Variable	N	Minimum	Maximum	Mean	Std. Deviation
Women who worked in the last 12 months who were paid in cash	36	12.40	45.20	24.4528	8.25648
Decision making: own health	36	60.20	94.80	78.2889	8.86160
Decision making: major House hold purchase	36	53.40	93.90	76.3917	8.95925
Decision making: visit to family	36	61.20	95.30	78.5750	8.63794
Access to money	36	22.90	63.40	41.9694	10.93293
Having bank account	36	26.40	82.80	56.9750	13.71425
Knowledge about micro credit program.	36	9.10	80.00	40.2639	17.32899
Freedom of mobility	36	7.80	85.10	43.6889	17.23145
Own a house/land.	36	11.30	69.90	38.1111	14.04517
Own a mobile phone.	36	28.70	81.20	54.9028	15.26697
Experience of physical or sexual violence	36	4.90	45.50	26.1222	11.21326
Valid N (list wise)	36				

The Women Empowerment Index (WEI) for different states/UTs is given below.

Table no 4: Women empowerment index (WEI)

Rank	States/Union Territories	WEI	Rank	States/Union Territories	WEI
1	Goa	0.76064	19	Gujarat	0.4687
2	Sikkim	0.73343	20	Daman & Diu	0.45642
3	Chandigarh	0.71735	21	Jammu & Kashmir	0.44951
4	Tripura	0.63799	22	Jharkhand	0.44732
5	Andaman & Nicobar Islands	0.61528	23	Chhattisgarh	0.44725
6	Mizoram	0.58374	24	Lakshadweep	0.43858
7	Meghalaya	0.58179	25	Telangana	0.4368
8	Kerala	0.58032	26	Andhra Pradesh	0.43149
9	Himachal Pradesh	0.56996	27	Karnataka	0.42449
10	Manipur	0.56098	28	Assam	0.41957
11	Nagaland	0.54954	29	Delhi	0.4058
12	Uttarakhand	0.52298	30	Odisha	0.40283
13	Punjab	0.51857	31	Rajasthan	0.36163
14	Arunachal Pradesh	0.51376	32	Madhya Pradesh	0.33791
15	Maharashtra	0.5107	33	Uttar Pradesh	0.32608
16	Tamil Nadu	0.51005	34	Haryana	0.30264
17	Pondicherry	0.48391	35	Bihar	0.22896
18	West Bengal	0.47906	36	Dadra & Nagar Haveli	0.18894

Sheet 1



Map based on Longitude (generated) and Latitude (generated). Color shows sum of WEI. Details are shown for State.

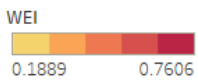


Figure 1: Indian map with states

Figure 1: from the above map, we can easily understand the Women Empowerment across each state. The dark regions are highly empowered, lesser the colour shade lower the empowerment⁶.

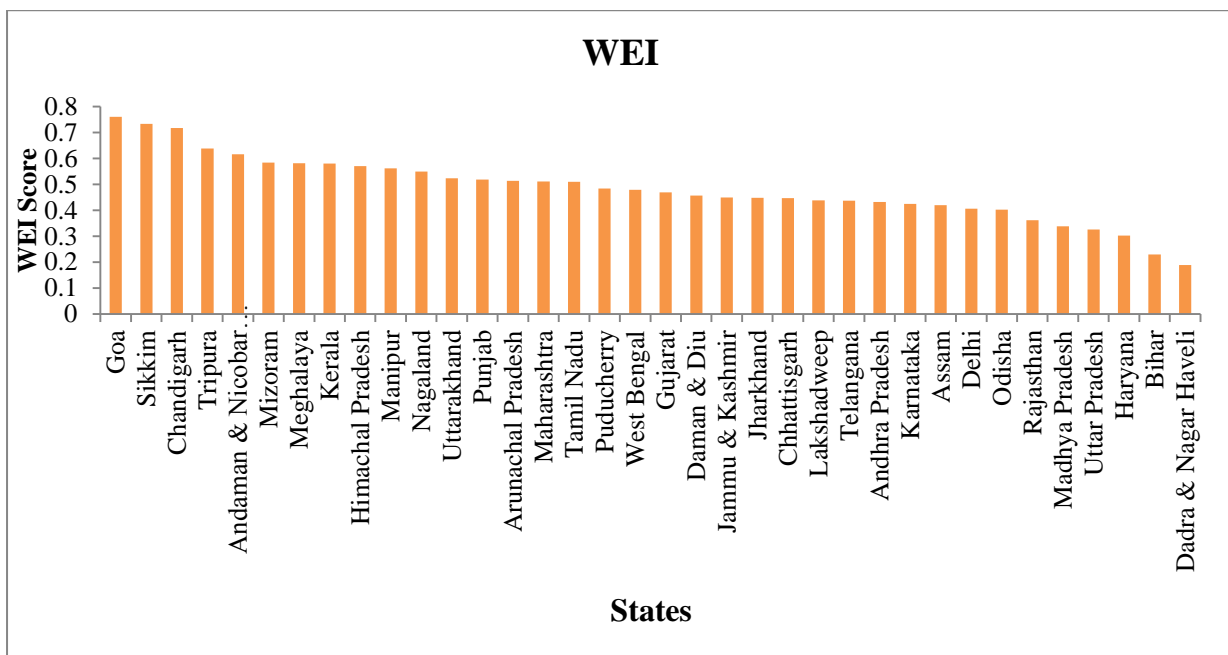


Figure 2: Bar chart diagram with Indian states

Figure 2: The Bar chart given on above is indicates the variation of women empowerment index through the states

**Relationship between Women Empowerment Index and Women Literacy Rate
Fitting the Simple Linear Regression**

The correlation between Women Empowerment Index and Women Literacy Rate is given below

Table no 5: correlation table

Correlation		Women Empowerment Index	Women Literacy Rate
Women Empowerment Index	Pearson Correlation	1	0.701**
	Sig. (2-tailed)		0.000
	N	36	36
Women Literacy Rate	Pearson Correlation	0.701**	1
	Sig. (2-tailed)	0.000	
	N	36	36

** Correlation is significant at the 0.01 level (2-tailed).

The Pearson correlation 0.701 based on a sample of size 36 is statistically significant at $p < 0.05$. We can say that Women Empowerment Index and Women Literacy Rate are positively correlated. That is increasing the Women Literacy, which will defiantly leads to Women empowerment. To find the relationship between Women Empowerment Index and Women Literacy Rate we need to fit linear regression by taking *dependent variable* as Women Empowerment Index and *independent variable* as Women Literacy Rate.

Table no 6: Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.701 ^a	0.492	0.477	.09183997

A. Predictors: (Constant), Women Literacy Rate

R represents the multiple correlation, because there is only one predictor variable, R takes on the same value of Pearson r. R Square is the squared multiple correlation and represents the strength of the predictive relationship, here its value is 0.701 and suggests that about 71% of the variance of Women Empowerment is explained by Women Literacy Rate. R Square is a bit of an inflated estimate of how much variance the model can really explain, for this reason Adjusted R Square provide a more realistic estimate of how well the model is performing.

Table no 7: Anova

Model		Sum of Squares	DF	Mean Square	F	Sig.
1	Regression	.277	1	.277	32.883	.000 ^b
	Residual	.287	34	.008		
	Total	.564	35			

- a. Dependent Variable: WEI
 b. Predictors: (Constant), Women Literacy Rate

The ANOVA table provides a test of the statistical significance of the regression model using one-way ANOVA. The model accounts for a significant amount of dependent variable variance, $p < 0.05$. If the regression effects are not significant, we would have concluded that we could predict no better than chance and thus we would stop examining the results of the analysis at that point. Regression sum of squares divided by total sum square yield same value as R Square because the ANOVA and linear regression are just different expression of the general linear model).

Table no 8: coefficients

Model	Un standardized coefficients		Standardized coefficients	T	Sig.
	B	Std. Error	Beta		
(constant)	.286	.038		7.575	0.000
Women literacy rate	.367	.064	.701	5.734	0.000

- a. Dependent variable: WEI

The Y intercept and unstandardized coefficient for Women Literacy Rate are shown under un standardized coefficients and this un standardized coefficient for Women literacy is significant. Because it is positive we can say that an increase of one unit on the Women literacy rate is expected to be associated with an increase in Women empowerment of 0.367 units. Using the standardized coefficients we can say that an increase of one standard deviation unit on the women literacy rate is expected to be associated with an increase in women empowerment of 0.701 standard deviation units. The constant is the Y intercept of the un standardized regression equation and represents the predicted value of y for x is equal to zero. Here a women literacy score of zero (were such a score is possible) would be associated with women empowerment index of 0.286. We can summarize the model by the regression equation. The Unstandardized simple regression model is given by

$$\text{WEI} = 0.28 + (0.36^* \text{Women Literacy Rate})$$

Comparison between NFHS-3 and NFHS-4

The descriptive statistics for the data is given below

Table no 9: descriptive statistics

Description	N	Minimum	Maximum	Mean	Std. Deviation
WEI_NFHS 03	29	.16920	.73405	.4369972	.13309222
WEI_NFHS 04	29	.16395	.77634	.4868375	.13121536
Valid N (list wise)	29				

Given below is the bar diagram for comparative women empowerment index (NFHS-3 and NFHS-4)

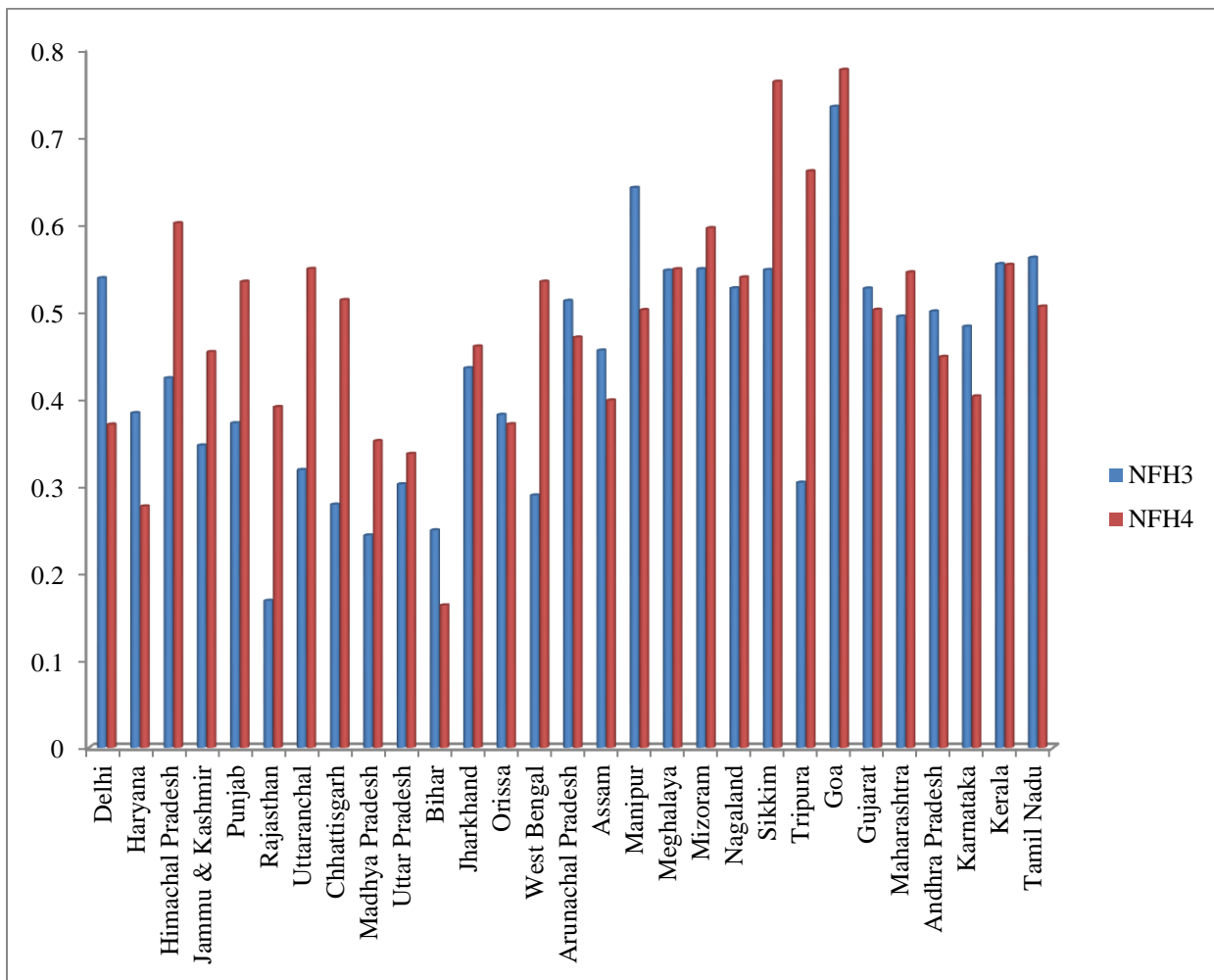


Figure 3: Bar chart Diagram

Summary & Suggestions

The calculated women empowerment index shows that Goa is the most empowered state among all the Indian states. Among the union territories the most empowered is Andaman & Nicobar

Islands. The least empowered state is Bihar, and the union territory is Dadra and Nagerhaveli. The hierarchical clustering of the women empowerment index suggests that the three cluster classification, which clustered the 1-11 from the empowerment index list as highly empowered states followed by the second cluster i.e. 12-30 states which represent the moderate empowered states and the finally the 3rd cluster comprising of states 31-36 as lower empowered states. The regression model for Women Empowerment Index and Women Literacy Rate is given by

$$\text{WEI} = 0.28 + (0.36^* \text{Women Literacy Rate})$$

- A unit increase in women literacy rate contributes in a significant increase in women empowerment by 0.36. This reflects that educating women would naturally empower them.
- The regression model for Experience of different types of Violence and Women Literacy Rate is given by
- Women need to decision making authority to in house and as well in society
- Women needs a freedom to mobility for mingle with society and speaking in a public platform and we reduce work load pressure on women in home and in workplace
- We need to encourage the girls' education and woman adult education, for bright and gender equalized India
- Govt make and implement the more power full laws such as Nirbaya act anti domestic violence act – 2006, for women safety and protection.
- We need to give a leadership to women for better gender equity and we provides the equal opportunity to women for social inclusion.

CONCLUSION

Women Empowerment is not a static, it is the continue process, Women need to decision making authority to in house and as well in society, Women needs to a ownership of assets and entrepreneurship of the business and industry, she needs a economic freedom to their economical needs, it is not only for the single women benefits, it is useful to entire family development. A woman needs a freedom to mobility for mingle with society and speaking in a public platform and for that we reduce work load pressure on women in home and in workplace. Woman needs a decision making authority to their own health issues, we need to give a more maternal leaves to woman for their wellbeing. Since the plan of empowering of Indian women is realistic but the task is to bring a sensible application is not convenient. The data collected after the previous attempts that have been done to empower women reflects unsatisfactory results. Data clearly indicates that the education would naturally lead the system to the empowerment and equality. Educational deprived women are likely to be a victim of husband's violence, which is not very incomprehensible. Despite

of all the measures taken by the Government and NGO's as a whole, the rate of empowerment appears to be ironically consistent. This study is hopes that an essential measure's is to be taken immediately in order to sustain a healthy developed society with equal rights and empowerment to women. The change is start with individual level only; we need to give a space and encouragement to our own family members in family decisions then its leads to contribution to women empowerment in the society. At the same time it is a collaborative work. Not only a individual or a single N.G.O's or the govt alone not done anything, in the process of empowerment govt's has playing crucial role. And as a people we must follow and supports the govt rules and regulations for women empowerment

REFERENCES

1. URL://www.unwomen.org/en/digital-library/publications/2010/6/annual-report-2017-2018. Pdf
2. URL: <http://asiapacific.unwomen.org/en/countries/india/cedaw/oct/2014>. Pdf
3. URL: http://rchiips.org/NFHS_4/index.shtml/2015-2016. Pdf
4. URL: <http://rchiips.org/nfhs3/index.shtml/2005-2006>.
5. URL:<http://www.un.org/womenwatch/daw/egm/ict2002/reports/Paper/2020Sonia/20/Jorge.pdf>
6. URL: http://www.hindustantimes.com/interactives/women-empowerment-index/6_April/2017
7. Marcella, Gillian M: "Transforming Information and Communications Technologies for gender equality". Gender in Development Monograph Series, from <http://www.undp.org/gender/resources/mono/2000/No.9>.
8. Klasen S: "UNDP's Gender-Related Measures: Some Conceptual Problems and Possible Solutions". Journal of Human Development, July 2006; 7(2):243-274.
9. Betata H C: "What is missing in measures of women's empowerment", Journal of Human Development, 2007; 2: 221-241.
10. IPC - UNDP: The International Policy Centre for Inclusive Growth. Policy in Focus.2014; 27
11. Charmes J, Wieringa S: "Measuring Women's Empowerment. An Assessment of the Gender-Related Development Index and the Gender Empowerment Measure", Journal of Human Development. November 2003; 4: 419-435.
12. Klasen, Stephan, and Schuler, Dana: "Reforming the Gender-Related Development Index and the Gender Empowerment Measure. Implementing Some Specific Proposals" Feminist Economics, January 2011; 1: 1 – 30.
13. URL: http://iknowpolitics.org/sites/default/files/india_governance_report_synthesis_2013.pdf

14. Rahman M, Karmaker U, Mia A: “Determinants of Women Empowerment at Domestic and Non-domestic Issues. Evidence from Chapai Nawabganj District in Bangladesh”, *Dhaulagiri Journal of Sociology and Anthropology*, 2010; 3: 143-162.
 15. Dr Satyavrat S R: “Social and household Women Empowerment Index in India”, *IJARIE*, 2017; 3.
 16. Bhatt, Rouf Ahmad: “Role of Education in the Empowerment of Women in India”, *Journal of Education and Practice*, 2015; 6(10): 188-191.
 17. Julia, Wiklander: “Determinants of Women’s Empowerment in Rural India”, lup.lub.lu.se/student-papers, 2010;18.
 18. Alicia J D Barros, et al.: “Measuring women's empowerment: a need for context and caution - Authors' reply *The Lancet Global Health*”, 2018; 1: 31.
 19. Lubna Yousuf, Ouffee Maqbool: “Higher education and Women Participation in Kashmir: A Trend Towards Change”, *IOSR Journal Of Humanities And Social Science (IOSR -JHSS)*, 2017; 22(11): 51-56.
 20. Tareak A R, Mohd Aslam Bhatt: “Measuring Women’s Empowerment and Poverty Reduction: Experiences of Hanji Women in Kashmir”, *Sociological Bulletin*, 2017; 66(2): 191–211.
 21. E. Duflo: “Women Empowerment and Economic Development”, *Journal of Economic Literature*, 2012; 1051–1079,
 22. Stephen Baffour Adjei: “Assessing Women Empowerment in Africa”, *Psychology & Developing Societies*, 2015; 27(1): 58-80.
 23. Jagori and UN Women(2010). Report on the Baseline Survey. Available at:http://jagori.org/wpcontent/uploads/2011/03/BaselineSurvey_layout_forPrint_12_03_2011.pdf
-