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    REVIEW OF LITERATURE

    NEED/IMPORTANCE OF THE STUDY

    STATEMENT OF THE PROBLEM

    OBJECTIVES

    HYPOTHESES

    RESEARCH METHODOLOGY

    RESULTS & DISCUSSION

    FINDINGS

    RECOMMENDATIONS/SUGGESTIONS

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CONTRIBUTIONS TO BOOKS
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JOURNAL AND OTHER ARTICLES
- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

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WOMEN EMPOWERMENT: A STUDY BASED ON INDEX OF WOMEN EMPOWERMENT IN INDIA

N. P. ABDUL AZEEZ
JUNIOR RESEARCH FELLOW
DEPARTMENT OF ECONOMICS
ALIGARH MUSLIM UNIVERSITY
ALIGARH

S. M. JAWED AKHTAR
ASSOCIATE PROFESSOR
DEPARTMENT OF ECONOMICS
ALIGARH MUSLIM UNIVERSITY
ALIGARH

ABSTRACT

Women's empowerment is a process whereby women become able to organize themselves to increase their own self-reliance, to assert their independent right to make choices and to control resources which will assist in challenging and eliminating their own subordination. Empowering women is one of the most crucial concerns of the Millennium Development Goals of the United Nations. The key objective of this research article is to measure the women empowerment in India by identifying the household decision making ability of women, to assess the economic decision making capability of women and evaluate the freedom of mobility of women for giving recommendation and suggestions to boost women empowerment in India. Here we are constructing the Index of Women Empowerment (IWE) has been constructed where indicators like women's political participation, work participation rate, literacy and average daily earning have been used to assess the extent of women empowerment and ranking of the states has been done on the basis of this index. Statistical package for social science (SPSS) is the main tool for data analysis and we have used regression model and frequency tables. For quantitative analysis, we have selected four main variables as independent variables and index of women empowerment as dependent variable. We have done a hypothesis testing by taking four hypotheses out of that two have been accepted and two rejected.

KEYWORDS

Economic development, Human development, Women empowerment Index, Gender issues, Political participation, Female work participation.

INTRODUCTION

Women play a pivotal role in the overall progress of a country as they constitute half the human resources of a nation. The economic wealth of a country is seriously depleted if about half of the nation's human resource is neglected. Recognizing the need for involving women in various development activities, the Government of India has initiated several affirmative measures by way of programmes and schemes to bring them into the mainstream of development. These affirmative actions have brought about perceptible changes in the socio-economic conditions of women. The literacy rate of females, which was 8.86 percent in 1951 rose to 54.16 percent in 2001. Women's work participation rate, which was 19.7 percent in 1981, rose to 25.7 percent in 2001. The data base also brings out the areas where the progress has been slow if not retrograde. The sex ratio in the 0-6 years age group dropped from 945 in 1991 to 927 in 2001, which indicates that society still does not welcome a girl child and the preference rests with sons. Nearly 50 percent women get married before they attain 18 years of age, and 57.9 percent pregnant women and 56.2 percent married women suffer from anemia. Maternal mortality rate (MMR) is still quite high, at 254 maternal deaths per 100,000 live births (in 2006). Thus, there is room for much more to be done to ameliorate the plight of women at the grass root level.

REVIEW OF LITERATURE

There are various attempts in the literature to develop a comprehensive understanding of empowerment through breaking the process down into key components. The frameworks developed by various authors suggests that women's empowerment needs to occur along the following dimensions: economic, socio-cultural, familial/interpersonal, legal, political, and psychological. However, these dimensions are very broad in scope, and within each dimension, there is a range of sub-domains within which women may be empowered. So, for example, the —socio-cultural dimension covers a range of empowerment sub-domains, from marriage systems to norms regarding women's physical mobility, to non-familial social support systems and networks available to women. Moreover, in order to operationalize these dimensions, one should consider indicators at various levels of social aggregation – the household and the community, as well as regional, national, and even global levels. Acharya and Bennet (1983) studied on Nepal women empowerment in different dimensions like role in farm management, domestic, and resource allocation by taking the independent variables as market labour and unpaid family labour .They came to the conclusion that bringing women into the market economy positively affects their influence in resource allocation and domestic decision- making. Ackerly (1995) studied on Bangladesh women empowerment by considering dimensions of empowerment such as accounting knowledge, ability to provide information on inputs cost, product field and profitability of the loan funded activity through studying the factors, the loan characteristics and women's involvement in market activities funded by loans. They pointed out that women gain knowledge and empowerment through market access, but it rarely occurs. Hashemi (1996) studied on Bangladesh, the indicators of empowerment used are empowerment in household and community spheres by taking the independent variable as microcredit participation and women contribution to household. He is of view that microcredit empowers women by giving them greater economic value to their life. Mathura and Mather (1997) studied on women empowerment in Sri Lanka and the indicators of empowerment undertaken by them are women's role in household decision making and control over money matters. The independent variables are women and husband's education, participation in waged work, family structure. The findings are, work for pay and education increase decision making input in financial, but not in the social and organizational matters in the household. Manson (1998) studied on probability samples of urban households in Pakistan, India, Malaysia, Thailand and the Philippines, regarding women empowerment. The dimensions of women empowerment are women's role in household expenditure and decision making .The study have taken independent variables as social context in terms of gender and family systems, women's land assets, participation in waged work and wife's rank relative to husband. They found out that social context has a direct and indirect effects on women's economic power. Jejeebhoy (2000) has made a study on India in three dimensions like, role of economic decision making, role of child related decision making and the freedom from threat. The independent variables used are, religion, education, participation in waged work, dowry size, marriage endogamy, spouse age difference and household economic status. He found out that some dimensions of empowerment are more closely related than others. Frankenberg and Thomas (2001) studied on women empowerment in Indonesia, the indicators of empowerment used are women's role in household decision –making, control over cash, spending and time use. They have taken independent variables as relative status of husbands and wife's at marriage, e.g., education, age, social status of family of origin. They have found that status influence financial arrangements and decision making power. Mayoux (2001) studied on women empowerment in Cameroon. The dimensions of the study are control over income

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and development of collective social and economic activities .The independent variables were microcredit participation and social capital, i.e., kinship, neighborhood and market networks. They found out that use of existing forms of social capital to channel microcredit limits benefit to women, especially the poorest women. Sridevi (2005) in her study in post graduate women teachers (PGT) in Chennai, India .The study carries out the variables that affected the level of the empowerment of women which are family type, age, education dummy, time spent in household work, freedom of mobility, spouse age differences, educational difference with spouse, number of children, control over personal salary and supporting natal home .The study aims to obtain a scientific measure of women empowerment in Chennai. She found out that as the age is higher the chance of empowerment is reduced and when the husbands are equally educated then the empowerment is increased. She recommends that the women should change their self perception more than being economically independent. Also, the society should understand the capabilities and the contribution of the women in the development process. Towfiqua et al., (2007) studied on Bangladeshi women in three dimensions of domestic empowerment like role of economic decision –making power, role of household decision making power and physical freedom of movement .The study aims to construct the women empowerment index and defines the relation between the empowerment and social aspects like age, age at marriage and age difference between spouses...etc. The study found that urban women are more empowered than rural women and older women have more independence and empowerment than younger women because of their life experiences. The study found out increase in the awareness about women rights and fundamental needs.

There is a lack of many studies in the Arab region that deal with issues related to women such as empowerment and human resources. A few studies that have been done so far includes a study by Solh (1999) on —Feasibility and Operationalization of Micro-credit Finance facilities, Theoretical Perspectives and Practical Considerations, which draws a comparison between Tunisia and Lebanon with regard to access of women to micro-credit a way towards empowerment. There are also studies on job, gender and small enterprises in Africa and Asia that compare some countries such as Tunisia to countries in Africa and Asia. One such paper is on the series on —Women's Entrepreneurship Development and Gender in Enterprises. This research aimed to give a general overview of the situation of women in small business and small entrepreneurs against a back drop of the four countries'economic conditions and the gender based socio-cultural, legal and political systems in place in these counties. The research examined a number of centers and organizations that are involved in income generation and enterprise promotion, and found out that a significantly larger proportion of women than men entrepreneurs were under 30 years of age. Data shows that women entrepreneurs have a slightly higher level of education than men entrepreneurs. The World Bank has produced several papers on gender; one of it is examining the impact of international trade. A study of 35 developing countries found a strong positive correlation between the female intensity of manufacturing (the number of female workers per 100 male workers) and export growth.

RESEARCH OBJECTIVES

The main objective of the study is to construct women empowerment index in India. In this study the particular aspects or dimensions of women empowerment we consider are;

1. Women political participation
2. Educational attainment (female literacy)
3. Economic empowerment (women work participation rate) and
4. Average daily earnings and testing of the hypothesis about the dependence of each factor on women's empowerment.

METHODOLOGY

Although the study is qualitative in nature but quantitative methodology also has been chosen. This study is based on the secondary data. The secondary data have been collected from the census of India, Ministry of Panchayati Raj, Election Commission of India, Ministry of Statistics and Programme Implementation, Central Statistical Organization, Office of the Registrar General as well as publications such as journals, newspapers, magazines, books, Internet, and from other studies taken up by the government or other independent organizations.

INDEX OF WOMEN EMPOWERMENT (IWE):

Women's empowerment is multidimensional and it is very difficult to measure. It comprises the entire complexities of interactions, roles, rights and status that surround being male versus being female in a given society or culture (Mason, 1997). However, in our study we have tried to measure women's empowerment in the domestic sphere by making women empowerment index. Here we construct the index of women empowerment (IWE) where several indicators have been used to assess the extent of women empowerment. The most commonly used indicators are women political participation, work participation rate, literacy and average daily earnings. A comprehensive measure of women empowerment should be able to incorporate information on several aspects (dimensions) of women empowerment, preferably in one single number. Such a measure can be used to compare the levels of women empowerment across economies and across states/provinces within countries at a particular time point. It can be used to monitor the progress for women empowerment in a country over a period of time. The various dimensions of IWE are follows.

i. **Political Empowerment (Dimension1):** It refers to the equitable representation of women in decision-making structures, both formal and informal, and their voice in the formulation of policies affecting their societies. It measure the dimension of political empowerment by using data on the number of female ministers, seats in parliament held by women, women holding senior, legislative and managerial positions and the number of years a female has been head of state (president or prime minister) in each of the 34 states. The present study concentrates on the percentage of women in political participation across the states. Women's participation in mainstream political activity has important implications for the broader arena of governance in any country.

ii. **Educational Attainment (Dimension 2):** It is, without doubt, the most fundamental prerequisite for empowering women in all spheres of society, for without education of comparable quality and content to that given to boys and men, and relevant to existing knowledge and real needs, women are unable to access well-paid, formal sector jobs, advance within them, participate in, and be represented in government and gain political influence. Moreover, the risk increases for society as a whole that the next generation of children will be similarly ill-prepared. If, as a broad body of empirical work has shown, education and literacy reduce mortality rates of children— including the bias toward female child mortality—and help reduce fertility rates, the importance of literacy for women is all the greater, considering that women still constitute two-thirds of the world's illiterate population. In the present study, educational attainment is captured using data on female literacy rates across the population. In this way, we are able to illustrate not only the current levels of women's empowerment through education, but also the potential of future generations of women in a particular nation.

iii. **Economic Participation (Dimension 3):** The economic participation of women—their presence in the workforce in quantitative terms—is important not only for lowering the disproportionate levels of poverty among women, but also as an important step toward raising household income and encouraging economic development in countries as a whole. Amartya Sen makes a compelling case for the notion that societies need to see women less as passive recipients of help, and more as dynamic promoters of social transformation, a view strongly buttressed by a body of evidence suggesting that the education, employment and ownership rights of women have a powerful influence on their ability to control their environment and contribute to economic development. Economic participation concerns not only the actual numbers of women participating in the labour force, but also their remuneration on an equal basis. The present study attempts to capture the empowerment of women in terms of economic participation by comparing work participation rate across the states.

iv. **Economic opportunity (Dimension4):** It concerns the quality of women's economic involvement, beyond their mere presence as workers. This is a particularly serious problem in developing countries, where women may gain employment with relative ease, but where their employment is either concentrated in poorly paid or unskilled job "ghettos," characterized by the absence of upward mobility and opportunity. This is most commonly the result of negative or obstructive attitudes, and of legal and social systems which use maternity laws and benefits to penalize women economically for childbirth and child care responsibilities, and discourage—or actively prevent— men from sharing family responsibilities. In this study, we use data on the duration of

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maternity leave, the percentage of wages paid during the covered period and the number of women in managerial positions to capture the variation between the economic opportunities available to women in different countries.

The proposed IWE takes values between 0 and 1, zero indicating lowest women empowerment (complete financial exclusion) and 1 indicating complete women empowerment. Such an index, in our view, will be most useful for policy makers and academic researchers .The dimension index for the ith dimension, di, is computed by the following formula.

$$D_i = \frac{Ai - mi}{Mi - mi} \qquad (1)$$

Where

A_i = Actual value of dimension i

m_i = minimum value of dimension i

M_i = maximum value of dimension i

Thus, considering the above three dimensions women political participation, work participation rate, literacy and average daily earning.–-we can represent a state i by a point (d_1, d_2, d_3) in the three dimensional Cartesian space, such that 0 < d_1, d_2, d_3<1, where d_1, d_2 and d_3 denote the dimension indices for state i computed using above formula. In the three dimensional Cartesian space, the point (0,0,0) will indicate the worst situation (complete absence of empowerment) and the point (1,1,1) will indicate the best or ideal situation (complete women empowerment). The index of each dimension is constructed where minimum and maximum values were chosen for each underlying indicator. Performance in each indicator is expressed as the minimum and maximum value between 0 and 1 in accordance with the construction method of the Human Development Index (UNDP, 2005) .The IWE is then computed in a simple average of these three indices according to the formula below: The IWE for the state i is measured by the normalized inverse Euclidean distance of the point (d_1, d_2, d_3) from the ideal point (1,1,1). Algebraically,

$$IWE = 1 - \{\sqrt{((1-D1)^2 + (1-D2)^2 + (1-D3)^2 + (1-D4)^2)/4}\} \qquad (2)$$

While computing an index such as the one proposed here, availability of data is an important challenge. We found that the latest year for which some data are available for a reasonable number of states is 2001-11. Using data on all three dimensions for 34 states and union territories for the year 2001-11, IWE values have been computed. The IWE values computed for various states are presented in Table 3. Depending on the value of IWE, countries are categorized into three categories, viz...

1.   0.5 < IWE < 1 - High Women Empowerment
2.   0.3 < IWE < 0.5 - Medium Women Empowerment
3.   0 < IWE < 0.3 - Low Women Empowerment

TABLE-1: DATA ON VARIOUS DIMENSIONS OF INDEX OF WOMEN EMPOWERMENT ACROSS THE STATE AND UTs

S.No.	State/UTs	Political Participation (percent)	Female Work Participation Rate (Percent)	Literacy rate (percent)	Average Daily Earnings (Rs)
1	Andhra Pradesh	9.52	35.1	59.74	26.49
2	Arunachal Pradesh	1.67	36.5	59.57	55.05
3	Assam	4.92	20.7	67.27	39.02
4	Bihar	5.86	18.8	53.33	30.96
5	Delhi	12.86	9.4	80.93	65.34
6	Goa, Daman & DIU	5.00	22.4	81.84	50.00
7	Gujarat	2.20	27.9	70.73	33.27
8	Haryana	4.44	27.2	66.77	53.28
9	Himachal Pradesh	8.82	43.7	76.60	56.79
10	Jammu & Kashmir	2.30	22.5	58.01	36.00
11	Karnataka	2.68	32.0	68.13	27.21
12	Kerala	9.29	15.4	91.98	62.22
13	Madhya Pradesh	8.13	33.2	60.02	25.44
14	Maharashtra	4.17	30.8	75.48	24.34
15	Manipur	1.67	39.0	73.17	49.74
16	Meghalaya	5.00	35.1	73.78	35.44
17	Mizoram	0.00	47.5	89.40	114.50
18	Nagaland	0.00	38.1	76.69	30.00
19	Orissa	8.84	24.7	64.36	22.31
20	Pondicherry	3.33	17.2	81.22	30.27
21	Punjab	5.98	19.1	71.34	73.98
22	Rajasthan	7.00	33.5	52.66	39.12
23	Sikkim	3.13	38.6	76.43	39.08
24	Tamilnadu	3.85	31.5	73.86	30.48
25	Tripura	3.33	21.1	83.15	36.67
26	Uttar Pradesh	4.72	16.5	59.26	29.05
27	West Bengal	6.80	18.3	71.16	37.03
28	Chandigarh	0	40.0	60.59	22.92
29	Dadra & Nagar Haveli	0	38.7	65.93	28.66
30	Uttaranchal	0	27.3	70.70	52.79
31	Jharkhand	0	26.4	56.21	28.71
32	Chandigarh	0	14.2	81.38	0
33	Lakshadweep	0	7.3	88.25	0
34	Andaman & Nicobar Islands	0	16.6	81.84	88.72

Source: Census of India, Ministry of Panchayati Raj, Election Commission of India, Ministry of Statistics and Programme Implementation, Central Statistical Organisation, Office of the Registrar General.

WOMEN'S POLITICAL PARTICIPATION

Women's participation in formal politics can be gauged by examining women's participation in the Parliament which is taken as an indicator of empowerment. In India, the latest legislative initiative to increase women's political representation proposes to set aside 33 per cent of legislative seats for women. If enacted, it will result in an increase in women in the national legislature simply because it requires a certain percentage of women to be elected. The number of women in the Lok Sabha would increase to 182 in one stroke, from the current level of 43 MPs (8.1 per cent). Elsewhere in the world, quotas also account for an increase in female representation. However, the present study concentrates on women's political representation at the state level as gauged by their membership in state legislatures is abysmally low. The latest data from the states show that Delhi (12.86 percent) has the highest proportion of women members followed by Andhra

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Pradesh (9.52 per cent) and Kerala (9.29 per cent). Other states with relatively high proportions of women in the State Assemblies include Orissa (8.84 per cent), Himachal Pradesh (8.82 per cent) and Madhya Pradesh (8.13 per cent) and states like Mizoram, Nagaland, Arunachal Pradesh, Manipur etc. have lowest women political participation. Lack of an active and articulate critical mass further disadvantages women. Even where women are articulate and assertive, they are deliberately marginalized through a process of exclusion by the dominant and powerful sections in these political institutions. If political participation of women has to become a reality, it has to be preceded by social and economic empowerment.

FEMALE WORK PARTICIPATION RATE

The female work participation rate (FWPR) is measured by calculating the proportion of female main plus marginal workers among the female population. Women status has been gone second place in the country which lead to employment discrimination of women in various zones and badly affected women development. For example employment discrimination, denial of their rights, economic backwardness, employment injustice in organized sector…, society is giving right to employment for men and women; but every job we can see that society has adopted various discrimination against women. At the all-India level, only 30 per cent of women are defined as workers, main or marginal. Work force participation rate of women and men is a good indicator of economic development of the country. During 2005-06, WPR of women was about 31 percent in rural areas and 14 percent in urban areas according to the usual status. For males, the WPR about 56 percent both in rural areas and in urban areas. However, there was a marked improvement by about 6 percentage points for rural WPR of women as compared to 2004-05. Among the states, Kerala has the lowest FWPR, while Uttar Pradesh, West Bengal and Punjab are also states where female work participation is low (Table 1). Female work participation rates are high in states with hilly regions and those inhabited by tribals, such as most of the Northeast, Himachal Pradesh and Chattisgarh. These are also the states where there are low gender disparities in terms of work participation. Higher FWPR can be partially explained by the fact that community-based organisation of subsistence production requires a high level of women's labour participation. A factor that is also associated with better work participation levels is educational attainment, but not always. Although both Punjab and Kerala have high female literacy levels as well as low differences between male and female literacy levels, educational attainment does not correlate with work participation rate for females. But in the recent years, especially after the introduction of MGNREGS the women's work participation is increased much especially the state like Kerala where women organized through community based organization like Kudumbasree where female participation is more than 90 percent.

FEMALE LITERACY

Literacy is the first step towards formal education. It refers to the ability to read and write. Female literacy has been improving over the years. The proportion of women who are literate has increased by 15 per cent over the last decade from 39 per cent in 1991 to 54 per cent in 2001. This is a remarkable improvement that reflects the concerted efforts of the state along with the assistance of non-governmental organisations and other concerned groups. Yet, even today 193 million women lack the basic capability to read and write. The emphasis laid on education, especially for women, is visible in the policy documents of the government such as the various Five Year Plans (since the Sixth Plan, 1980.85, in particular), the National Policy on Education (NPE) and so on (see Gopalan 2002; Government of India 1974; Mazumdar et al. 2001, for a detailed exposition of the evolution and planning of women's education).

Many programmes targeting different segments of the population have been instituted to promote literacy among women, young and old. These efforts have been only partially successful on account of the lower value ascribed to women's education in our society. All Indian states have registered improvements in female literacy rates (Table 1). Rajasthan, with the worst literacy levels among women in 1991 (as low as 20 per cent), has doubled its proportion of literate women in a decade to 44 per cent in 2001. Chattisgarh, the newly-formed state, and Madhya Pradesh are the other states with similar levels of improvement in women's literacy. This is an outcome of various educational programmes such as Mahila Samakhya, District Primary Education Programme (DPEP), Adult Literacy Mission and Non-Formal Education ventures (Karlekar 2000; Rampal 1996). The states with high women's literacy levels are Kerala, Mizoram and Goa. These are also the states where the gap in literacy rates between men and women is low. Bihar, U.P. and Jharkhand remain the worst states in terms of women's literacy, despite some improvements over the decade. The states of Madhya Pradesh, Orissa and Andhra Pradesh exhibit literacy levels that are below the all-India average.

FEMALE DAILY EARNINGS

There is enough evidence that women are paid less than men for the same work. Coupled with gender discrimination in wage differentials is inequality in access to superior positions and promotions. Women are often seen in the lower categories of the job hierarchy. Discrimination exists not only in terms of wages but also in terms of access to employment. Often women are found concentrated in occupations where the wage rates, as well as working conditions are poor and substandard. Low levels of skill on entry, lack of access to on the job training, employment histories punctuated by time spent bearing and raising children, time off to care for family members and the assumption that men are the primary earners all contribute to the implicit assumption that women should be paid less than men. However the average daily earnings of women crafts workers are low, nearly half of that paid to male workers. In 2004-05, average casual wage for males and females was just Rs. 55 and Rs. 35 respectively in rural areas and Rs. 75 and Rs. 44 respectively in urban areas. Among the states, Mizoram (114.50) is the highest average daily female earnings in India, followed by Punjab (73.98), and Kerala (62.22) with lowest female daily earnings of Orissa (22.32), Madhya Pradesh (25.44) and Andhra Pradesh (26.49).

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TABLE 2: INDEX OF 4 DIMENSIONS OF WOMEN EMPOWERMENT

States/UTs	D_1	D_2	D_3	D_4
Andhra Pradesh	0.74028	0.691542	0.180061	0.045341
Arunachal Pradesh	0.12986	0.726368	0.175738	0.355136
Assam	0.382582	0.333333	0.371567	0.181256
Bihar	0.455677	0.28607	0.01704	0.093828
Delhi	1	0.052239	0.718973	0.466753
Goa, Daman & DIU	0.388802	0.375622	0.742116	0.300358
Gujarat	0.171073	0.512438	0.459563	0.118885
Haryana	0.345257	0.495025	0.35885	0.335937
Himachal Pradesh	0.685848	0.905473	0.60885	0.37401
Jammu & Kashmir	0.178849	0.378109	0.136063	0.148498
Karnataka	0.208398	0.614428	0.393438	0.053151
Kerala	0.722395	0.201493	1	0.43291
Madhya Pradesh	0.632193	0.644279	0.187182	0.033952
Maharashtra	0.324261	0.584577	0.580366	0.02202
Manipur	0.12986	0.788557	0.521617	0.297538
Meghalaya	0.388802	0.691542	0.537131	0.142423
Mizoram	0	1	0.934385	1
Nagaland	0	0.766169	0.611139	0.083415
Orissa	0.687403	0.432836	0.297558	0
Pondicherry	0.258942	0.246269	0.726348	0.086343
Punjab	0.465008	0.293532	0.475076	0.560473
Rajasthan	0.544323	0.651741	0	0.182341
Sikkim	0.24339	0.778607	0.604527	0.181907
Tamilnadu	0.299378	0.60199	0.539166	0.088621
Tripura	0.258942	0.343284	0.775432	0.155765
Uttar Pradesh	0.36703	0.228856	0.167854	0.07311
West Bengal	0.528771	0.273632	0.470498	0.15967
Chandigarh	0	0.813433	0.201679	0.006617
Dadra & Nagar Haveli	0	0.781095	0.337487	0.068879
Uttaranchal	0	0.497512	0.4588	0.330622
Jharkhand	0	0.475124	0.090285	0.069422
Chandigarh	0	0.171642	0.730417	0.172795
Lakshadweep	0	0	0.905137	0.273891
Andaman & Nicobar Islands	0	0.231343	0.742116	0.72036

Source: Calculated from Equation 1

As evident from this example, any one single indicator fails to adequately capture the extent of women empowerment. Therefore a comprehensive measure of women empowerment should be able to incorporate information on several aspects of women empowerment which can be used to compare the levels of women empowerment across economies and across states/provinces within countries at a particular time point. Thus we propose an index of women empowerment (IWE), which take in to account of above four criteria. As per above given various dimensions and equation of women empowerment we derived the index of women empowerment and ranked each state on the basis of index which is given in the below Table 3.

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TABLE 3: INDEX OF WOMEN EMPOWERMENT

S.No.	State/UTs	Index of Women Empowerment	Rank
1	Himachal Pradesh	0.596116	1
2	Mizoram	0.498925	2
3	Kerala	0.491013	3
4	Punjab	0.44008	4
5	Delhi	0.43840	5
6	Goa, Daman & DIU	0.425671	6
7	Meghalaya	0.404518	7
8	Sikkim	0.398513	8
9	Manipur	0.382717	9
10	Haryana	0.380375	10
11	Tamilnadu	0.349565	11
12	Andaman & Nicobar Islands	0.341301	12
13	West Bengal	0.341177	13
14	Tripura	0.339772	14
15	Andhra Pradesh	0.339267	15
16	Maharashtra	0.336348	16
17	Madhya Pradesh	0.318872	17
18	Assam	0.312446	18
19	Orissa	0.308477	19
20	Arunachal Pradesh	0.305868	20
21	Gujarat	0.294083	21
22	Uttaranchal	0.29405	22
23	Rajasthan	0.293337	23
24	Pondicherry	0.288148	24
25	Karnataka	0.285903	25
26	Nagaland	0.284805	26
27	Dadra & Nagar Haveli	0.23289	27
28	Chandigarh	0.218476	28
29	Jammu & Kashmir	0.204312	29
30	Lakshadweep	0.203722	30
31	Uttar Pradesh	0.202048	31
32	Bihar	0.194807	32
33	Chandigarh	0.184688	33
34	Jharkhand	0.138453	34

Source: Calculated from Equation 2

Thus, Table 3 shows the index of women empowerment where the state of Himachal Pradesh reached the first place with given index value of .596, followed by Mizoram (0.498), and Kerala (0.491) which second and third position respectively. However, there is only one state which is lying between 0.5 and 1 which is considered as highest women empowerment is Himachal Pradesh. The states like Kerala, Mizoram, Delhi, Punjab, and Goa, Daman & DIU Meghalaya, Sikkim, Manipur, Haryana, Tamilnadu, Andaman & Nicobar Islands, West Bengal, Tripura, Andra Pradesh, Maharashtra, MP, Assam, Orissa and Arunachal Pradesh have secured medium/ average women empowerment index. All the remaining states acquired the low index of women empowerment. Adequate, appropriate and comparable data for a large number of years and for a large number of states is the essence of a robust IWE. Owing to lack of appropriate data, we are unable to incorporate many aspects of an empowerment of women in our present index. Figure 1 also explains the index of women empowerment across the states.

Source: Table 3

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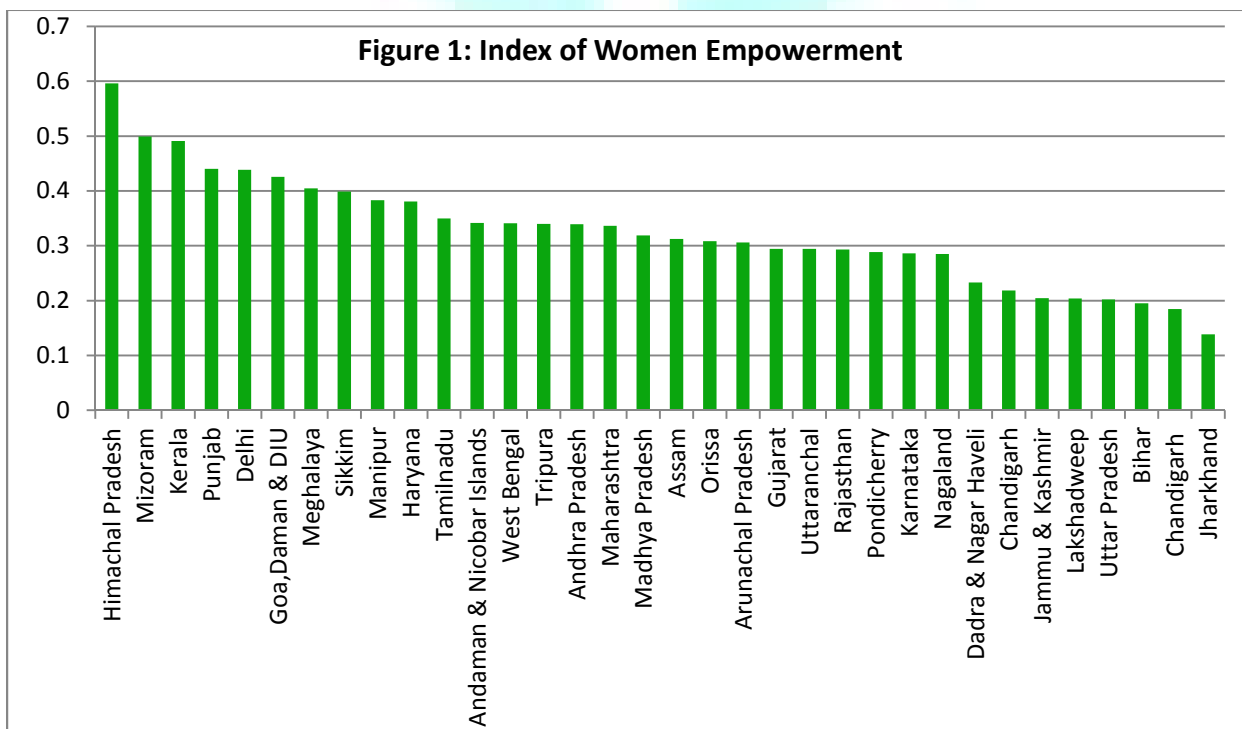
ANALYSIS OF WOMEN EMPOWERMENT (HYPOTHESIS TESTING)

This section assesses the available data respect to the predetermined four hypotheses.

1. Hypothesis.1:H0: There is no significant relationship between women's political participation and total women empowerment.
2. Hypothesis .2:H0: There is no significant relationship between women's literacy rate and total women empowerment.
3. Hypothesis.3:H0: There is no significant relationship between women's work participation rate and total women empowerment.
4. Hypothesis.4: H0: There is no significant relationship between women's average daily earnings and total women empowerment.

TABLE 4: REGRESSION ANALYSIS

Variable (Independent Variale)	R Square	ANOVA sig	Coefficients	
			β	Sig
Political Participation	.081	.149	.285	.149
Female Work Participation Rate	.058	.169	.241	.169
Literacy Rate	.285	.001	.534	.001
Average Daily Earning	.379	.000	.615	.000

Dependent Variable: Index of Women Empowerment.

Table 4 gives the simple linear regression results. It shows the R Square = .081 means that only 8 percent of the variation in Y (dependent variable, total women empowerment) is explained by X (independent variable- political participation). Also, ANOVA shows that level of significant (P) and its value is .149, P> 0.05, β=.285. So, the null hypothesis is accepted and the alternative hypothesis is rejected. There is no significant relationship between political participation and women empowerment. The table also shows that, the R Square= .058 which means 5.8 percent of the variation in Y (total women empowerment) is explained by X (female work participation rate). Also, ANOVA shows, the level of significant is 0.149, P>0.05. So, there is no significant relationship between female work participation rate and women empowerment. The null hypothesis is accepted and alternative hypothesis is rejected. Also, β= 0.241, P > 0.05, which means no impact of education on women empowerment. The table also shows that the R Square = .285 which means that 28.5 percent of the variation in Y (total women empowerment) is explained by X (literacy rate). Also, the level of significant 0.01, P<0.05, so the null hypothesis is rejected and the alternative hypothesis is accepted. There is a significant relationship between literacy rate and women empowerment. Also, β = 0.534, P < 0.05, implying a positive impact of literacy on women empowerment. The table 4, also show that the R Square = .379 which means that 38 percent of the variation in Y (total women empowerment) is explained by X (average daily earning). It means the average daily earning has significant relationship on the women empowerment. Also, ANOVA shows P value is .000 and the level of significant is 0.00, P < 0.05. So the null hypothesis is rejected and alternative hypothesis is accepted. There is a significant relationship between average daily earnings and women empowerment. β = .615, P < 0.05, implying positive impact between average daily earnings on women empowerment. Thus, among the four hypotheses we tested, two hypotheses have shown the positive relationship between the dependent and independent variable.

CONCLUSION

Based on research findings we have certain recommendations for the agencies working for women empowerment. Economic self-sufficiency is necessary, though it is not a sufficient condition for empowerment of women. One of the limitations of this index is that it didn't include the social factor, although it contributes more for women empowerment. Public policies are extremely important to strengthen the legal institutions that guarantee equal rights and opportunities to women. The recent policy framework of international agencies such as the World Bank that emphasize institutional reforms along with human development is a positive step in this direction. Although some variable have no significant relationship, it is advised that future research in women's empowerment in India can concentrate more on variables that have a positive impact on women empowerment. The government and non-government agencies can work on enhancing the women's traits and capabilities. Participation in seminars and lecturers and encouragement for taking waged employment would help or strengthen the role of women in decision making.

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