

How to Cite:

Bhuvaneshwaran, R., Vadivu, N. S., & Lakshmi, R. (2022). Train, run, win and lead: Analysing the determinants of women empowerment. *International Journal of Health Sciences*, 6(S3), 7778–7790. <https://doi.org/10.53730/ijhs.v6nS3.7823>

Train, run, win and lead: Analysing the determinants of women empowerment

Dr. R. Bhuvaneshwaran

Assistant Professor, PG & Research Department of Commerce, Thiruthangal Nadar College, Selavayal, Chennai-51

*Corresponding author email: drbhuvaneshcom@gmail.com

Dr. N. Sanathana Vadivu

Associate Professor, PG & Research Department of Commerce, Thiruthangal Nadar College, Selavayal, Chennai-51

Email: vadivusanthana@gmail.com

Dr. Rama Lakshmi

Department of Management Studies, Krupanidhi Group of Institutions

ORCID: 0000-0002-5878-2709

Email: kgidrrama@gmail.com

Abstract---Scope: Women's empowerment is India's most effective growth weapon, as women all over the world are dynamically working as leaders and outclassing others in plentiful fields these days. While the entire world holds its breath and prays every day for an incredible COVID-19 Pandemic escape, it is the woman governors and countries regulated by these extraordinary women who are shouldering the responsibility and leading the charge wherever it is necessary. Purpose: The determination of this study is to look into the elements that determine women's empowerment and analyse their effects. Design/methodology/approach: Descriptive research technique was used for the study. A convenient sample of 200 respondents was targeted out of which 119 have provided valid answers with the response rate of 75%. The study referred to the employed questionnaire to collect primary data. The questionnaire comprised of nine demographic variables and ten factors of women empowerment. The study generates quantitative data which was implied and analysed using descriptive and inferential statistics including correlation and Chi-square test. Practical Implications: This study will help the policy makers to be proactive in designing the policies and strategies by analysing the factors which affect women empowerment. The result of this study is able to be used to sustain future research in this field. Social, Financial, Political and Technological factors are important factors of women empowerment which can be optimized.

Limitations and Future Scope: There are few limitations in the study. This study is focussed on few factors of women empowerment. Since women empowerment is a comprehensive procedure, it is possible that it is not affected solely by the chosen factors. It can be affected by a variety of other factors such as personalities of the people, social networks and the environment. **Findings:** Social, Financial, Political and Technological factors influence Women Empowerment strongly. The highest impact is by social factors on Women Empowerment. Our findings suggest that, in order to maximize performance and empowerment of women, they should be encouraged, elevated and to be nurtured while also following standardized strategies of improvement.

Keywords---social factors, financial factors, political factors, technological factors, women's empowerment, society's overall growth.

Introduction

Women Empowerment is the development of charitable women power so that they can live cheerful and appreciated presence in society. Women are empowered when they have unrestricted access to possessions in a diversity of fields, such as education, profession, lifestyle, and so on. To help them improve their environments, it encompasses things like education, awareness, literacy, and training. It also includes the ability to force people to make decisions. A woman feels sturdy when she makes a significant decision. The most essential aspect in a country's inclusive growth is women's empowerment. Who has a better standard of living: a family with only one earning member or a family with the both men and women earning? The reply is simple and clear. A household in which both men and women work and earn money As a result, a country where men and women cooperate grows faster.

In the past, women were ostensibly neglected. From the Sati Pratha in the past to female child abortion present, women continue to face violence. Not only that, but India endures to see terrible crimes against women such as rape, acid attacks, the dowry system, honour killings, and violence. A minimum of 50% of the population should be made up of women. However, due to female foeticide practises, India's girl child population is rapidly diminishing. It has also impacted India's gender ratio. The literacy percentage between girls appears predominantly low. The majority of women absence access to basic education. In addition, they are couples who certainly are expected to raise children while doing only housework. Their husbands rule women and they are not allowed to leave the house. Even though women are considered property, men take them without hesitation. In the workplace, women face discrimination as well. They get paid less for the same work than their male counterparts.

In a difference of techniques, women are regularly empowered. It is routinely performed through both government and private programmes. On an individual basis, we must constantly try to respect women and provide them with benefits equal to those available to men. We should always encourage and promote them

to pursue careers, education, and entrepreneurship, among other things. The government has put in place programmes like Beti Bachao Beti Padhao Yojana, Mahila-E-Haat, Mahila Shakti Kendra, Working Women Hostel, Sukanya Samriddhi Yojana, and others to empower women. Apart from these programmes, we can all aid women by addressing the social factors such as the dowry system and child marriage. These minor changes will empower and change the lives of girls in society. These subtle improvements will empower and transform the lives of girls in society.

Women's under-empowerment leads to inequalities in political, economic, and social conditions, as well as an inability to realize the maximum capabilities of society. As a result, knowing the individual and cultural factors that contribute to women's empowerment is crucial. But first, let's define what "women's empowerment" actually entails. Over 20 different definitions of the term currently exist, each addressing a different part of the phenomenon. We define women's empowerment as the process through which women acquire the ability to make strategic and successful life decisions, an ability that has been largely denied to them thus far, based on a systematic assessment of the literature. Women's empowerment is more than just having power; it also entails effectively using that power to effect change. We address three interconnected components in our work on the conceptualization of women's empowerment: agency, resources, and accomplishments.

Review of literature

Jurgita Raudeliuniene, et al., (2014) The purpose of this study is to investigate the complex variables of women empowerment that stimulus performance and can assist in the formation of decisions related to the development of girl empowerment in organizations. Nikhat Sultana and Shaik Shafeequr Rahman (2012) Women's empowerment can be defined as enthusiasm for merging tactics that recognize women's contributions and knowledge as the initiative. Sehel Somani and Tanbir Ahmed Chowdhury (2020) more microfinance organizations following Grameen Bank's lead, and as a result, more poor people are relying on these types of programs result, it's critical to comprehend Grameen Bank's long-term viability and genuine impact on social development and women's empowerment.

Weiss, Anita M et al., (2001) women's empowerment and, as a result, civil society expansion over economic process tactics Only then can there be balanced progress, not simply growth for the élites, as knowledgeable people from all walks of life become invested in Pakistan's future. Apart from traditional variables, Bushra, Aliya, and Nasra Wajiha (2015) assessed a variable, Women possessing a checking account, which confirmed a highly significant helpful impact on women empowerment. According to Noreen, Ghazala, and Humala Khalid (2012), promoting women's education can hypothetically play a significant role in gender equality, mainly in rural and suburban areas.

It is critical to observe ICT as an instrument to meet women's development needs, and all types of ICT should be measured to regulate which are more suited in a certain location and for a specific program, according to Anitha, L., and D.

Sundharavadivel (2012). Cynthia S. Bantilan and Ravula Padmaja (2008) This paper examines how and to what extent women and men have benefited from social capital development (men's and women's farmers' ability to develop and use various types of social networks, and thus the resources that become available as a result) in knowhow adoption, as well as the role of women in this process.

D. M. Semasinghe and Y. Rathirane (2015) The findings of this study grouped the variables into three categories: deciding, freedom of movement, and family support, all of which are linked to empowerment. Engr Akporume and Davidson (2012) ICTs will not be able to solve poverty or achieve gender equality, but they will be useful tools for social policy and constructive social development. Baglari, D. J. (2014). The advancement of ICTs has opened up new possibilities to the point that the global community may now reach previously unconnected people, families, and populations to better understand their needs and concerns. Ms. Beena and Madhu Mathur (2012) In a developing country like India, ICTs are proving to be a powerful weapon for women's empowerment. The project intends to alleviate poverty among rural women households by establishing industrious firms ranging from pickle units to ICT-based micro enterprises, according to Chandrashekhar, K. S., and C. S. Shivaprakash (2010). Multiplication of data and communication technology (ICT) has played an amazing role in women empowerment and financial inclusion in India within the evolving monetary system, according to Lakshmi, B et al. According to Hafeez, Muhammad, et al. (2020), information and communication technology (ICT) is one of the primary drivers of women's empowerment in the current epoch.

Women's empowerment, and thus the development of women's social, economic, and political standing, is a requirement for attaining sustainable development and transparent government, according to Tüfekç, Zgür, and Mohammed Hashiru (2019). Sultana, H. Yasmeen, and others (2017) that the empowerment of women is one of the most important issues in the growth of countries all over the world. One of the significant reasons for women's disempowerment is poverty. Esther Duflo (2012), Women's empowerment and economic development are intertwined: on one track, growth alone can play a significant role in reducing gender disparity; in the other, empowering women can help development. Rekha Mehra (1997) argues that development policies and initiatives fail to recognize women as essential to economic development. This is typically mirrored in population initiatives, which focus more on women's reproductive roles than their productive roles. Mariam Sohail, Mariam Sohail, Mariam Sohail, Mariam Sohail, Mariam Sohail, Mariam Sohail, Mariam Sohail, Mariam So Women's rights to education, health, security, jobs, skills, decision-making authority, a better standard of life, and respect should be strengthened. The findings of Saqib and Najia (2016) suggest that there is a significant long-term positive association between women's empowerment and the economic process. Jetta Horn Nord, et al, (2016) Empowerment opportunities for women are better than eternally earlier with social technologies growing an organization and individual reach worldwide in developing and developed countries. Horn Roy, Chandan, Susmita, et al., (2018) Women's empowerment must be defined in terms of specific parameters like 'access to resources,' 'decision-making capability,' and 'ability to demand a stand,' because it is linked to complicated social and economic challenges.

Objectives

- To study the factors of Women's Empowerment.
- To evaluate the Awareness of Women's Empowerment in India.
- To examine the influence of those dynamics on Women's Empowerment

Research/Hypothesized Model

The study examines the impact of Social, Financial, Political, and Technological factors on Women's Empowerment. The hypothesized model is presented in the following figure.

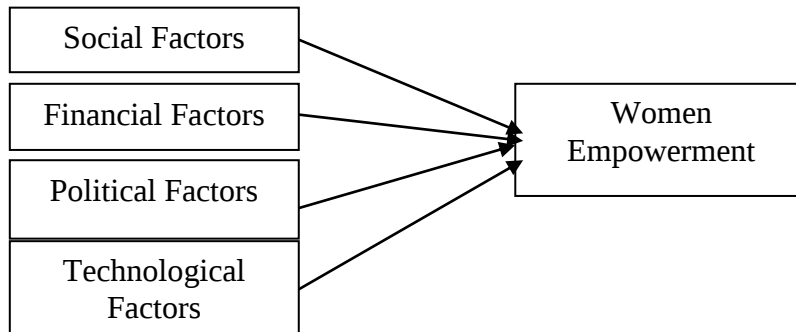


Figure 1. Hypothesized Model

Identified Hypotheses

- H₁: Social Factors affect women's empowerment intensely.
 H₂: Financial Factors profoundly affect women's empowerment.
 H₃: Political Factors have a deep impact on women's empowerment
 H₄: Technological Factors have a substantial effect on women's empowerment

Research Methodology

A descriptive research technique was used for the study. A convenient sample of 200 respondents was targeted out of which 119 have provided valid answers with a response rate of 75%. The study stated the employed questionnaire to collect primary data. The questionnaire encompassed nine demographic variables and ten factors of women empowerment. The study made quantifiable data which was implied and entered into Statistical Packages for Social Scientists (SPSS) and analyzed using descriptive and inferential statistics including correlation and the Chi-square test.

Analysis and Discussion

Table 1
Profile of Respondents

Variable	Characteristics	Frequency	Percentage
Age	Below 30	55	36.7
	30 to 45	42	28.0
	Above 45	53	35.3
Education	Higher Secondary	40	26.7
	Under Graduate	33	22.0
	Post Graduate	36	24.0
	Others	41	27.3
Marital Status	Married	62	41.3
	Unmarried	88	58.7
Family	Joint Family	68	45.3
	Nuclear Family	82	54.7
Possession of Bank Account	Yes	112	74.7
	No	38	25.3
Access to any type of Media	Yes	80	53.3
	No	70	46.7
Going occasionally outside home for outing	Yes	69	46.0
	No	81	54.0
Experience	Below 5 Years	50	33.3
	5 to 10 Years	54	36.0
	Above 10 Years	46	30.7
Doing any paid work instead of domestic work	Yes	88	58.7
	No	62	41.3

Table 2
Mean and Standard Deviation of factors influencing women empowerment

	Mean	Std. Deviation	Skewness	Kurtosis
Social Factors	3.9518	.50189	-.580	1.113
Financial Factors	3.9300	.51025	.066	-.074
Political Factors	3.9760	.61171	-.682	1.165
Technological Factors	3.9886	.52587	-.342	.380

Table 2 shows that Technological Factors (mean: 3.9886, std. deviation: 0.52587), have a very high impact on women's empowerment followed by Political Factors (mean: 3.9760, std. deviation 0.61171), Social Factors (mean: 3.9518, std. deviation: 0.50189) and Financial Factors (3.9300, std. deviation 0.51025). From Table 2 we can see that the values of Kurtosis ranged between (1.165 to -0.074). Higher Kurtosis belongs to Political Factors (1.165), and the lowest Kurtosis for Financial Factors (-0.074). Additionally, the highest skewness value

for Political Factors (-0.682), and the lowest for Financial Factors (0.066). It could be concluded that the adapted concepts fulfil the requirement of univariate normality, because the values of skewness and kurtosis lie between ± 3.5 . (Hair et al, 1998).

Reliability Test

Table 3, shows the reliability test for the data collected for the present study the result is satisfactory and the values are under the acceptable range.

Table 3 "Reliability Statistics"	
Cronbach's Alpha	N of Items
0.938	37

Table 4
"Reliability Statistics for individual variables"

Sl. No	Name of the construct	Cronbach's Alpha Value	No. of Items
1	Social Factors	0.853	12
2	Financial Factors	0.755	6
3	Political Factors	0.837	5
4	Technological Factors	0.814	7
5	Women Empowerment	0.798	7

The reliability test effects show that all the variables have Cronbach's alpha value greater than the suggested threshold of 0.6 and above for successful gaining with the analysis. It is initiated that the alpha value for Social Factors is the highest ($\alpha=0.853$) followed by Political Factors ($\alpha=0.837$), Technological Factors ($\alpha=0.814$), and Financial Factors ($\alpha=0.755$). Hence, the rationality of the data is established for auxiliary analysis.

Table 5
"Quartiles of Social, Financial, Political and Technological Factors of Employees"

Factors	Percentile 25 (Q1)	Median (Q2)	Percentile 75 (Q3)
Social Factors	3.6667	4	4.3333
Financial Factors	3.625	3.9167	4.1667
Political Factors	3.6	4	4.4
Technological Factors	3.5714	4	4.4286

If the score is below First Quartile (Q1) is called Low level. If the score is lies between First Quartile (Q1) and Third Quartile (Q3) is called Moderate level. If the score is above the Third Quartile (Q3) is called High level. Based on this score, the above factors are adapted into Low, Moderate, and High levels and are accessible

in the subsequent tables

Table 6
“Frequency Distribution of Level of Social Factors of women empowerment”

Level of Social Factors	Frequency	Per cent
Low	42	28.0
Moderate	69	46.0
High	39	26.0
Total	150	100.0

Table 7
“Frequency Distribution of Level of Financial Factors of women empowerment”

Level of Financial Factors	Frequency	Per cent
Low	37	24.7
Moderate	77	51.3
High	36	24.0
Total	150	100.0

Table 8
“Frequency Distribution of Level of Political Factors of women empowerment”

Level of Political Factors	Frequency	Per cent
Low	44	29.3
Moderate	67	44.7
High	39	26.0
Total	150	100.0

Table 9
“Frequency Distribution of Level of Technological Factors of women empowerment”

Level of Technological Factors	Frequency	Per cent
Low	27	18.0
Moderate	100	66.7
High	23	15.3
Total	150	100.0

Correlations Analysis

Bivariate correlations were acquired in order to define the relationship between the variables. A demonstration of the results is shown in Table 10

Table 10
 “Correlation between the factors of women empowerment”

	“Pearson Correlation Coefficient”				
	Social Factors	Financial Factors	Political Factors	Technological Factors	Women Empowerment
Social Factors	1	.620**	.691**	.639**	.620**
Financial Factors	.620**	1	.651**	.581**	.419**
Political Factors	.691**	.651**	1	.673**	.540**
Technological Factors	.639**	.581**	.673**	1	.499**
Women Empowerment	.620**	.419**	.540**	.499**	1

Table 10 indicates Pearson’s Correlation coefficients through alpha at the 1% level. These statistically important correlations suggest that these factors influence Women’s Empowerment strongly. The highest correlation ($r = 0.620$) was between the variables Social Factors and Women Empowerment. Moreover, the lowest correlation ($r = 0.419$) is below 0.80 in absolute value, was between the variables Financial Factors and Women Empowerment.

Table 11
 “Chi-square test for association between level of Social Factors and level of Women empowerment”

		Level of Women empowerment			Total	Chi-square value	P-value
		Low	Medium	High			
Level of Social Factors	Low	23	17	2	42	48.279	.000**
	Medium	4	44	21	69		
	High	4	18	17	39		
Total		31	79	40	150		

Since the P-value is less than 0.01, the alternative hypothesis is accepted at a 1 percent level of significance. Hence it is concluded that there is a relationship between the Level of Social Factors and the level of women’s empowerment.

Table 12
 “Chi-square test for association between level of Financial Factors and level of Women empowerment”

		Level of Women empowerment			Total	Chi-square value	P-value
		Low	Medium	High			
Level of Financial Factors	Low	17	14	6	37	27.201	.000**
	Medium	11	49	17	77		
	High	3	16	17	36		
Total		31	79	40	150		

Since P-value is less than 0.01, the alternate hypothesis is accepted at a 1 percent level of significance. Hence it is concluded that there is a relationship between the Level of Financial Factors and the level of women’s empowerment

Table 13
 “Chi-square test for association between level of Political Factors and level of Women empowerment”

		Level of Women empowerment			Total	Chi-square value	P-value
		Low	Medium	High			
Level of Political Factors	Low	19	20	5	44	38.626	.000**
	Medium	10	44	13	67		
	High	2	15	22	39		
Total		31	79	40	150		

Since P-value is less than 0.01, the alternate hypothesis is accepted at a 1 percent level of significance. Hence it is concluded that there is an association between the Level of Political Factors and the level of women’s empowerment.

Table 14
 “Chi-square test for association between level of Technological Factors and level of Women empowerment”

		Level of Women empowerment			Total	Chi-square value	P-value
		Low	Medium	High			
Level of Technological Factors	Low	12	10	5	27	19.865	.001**
	Medium	18	59	23	100		
	High	1	10	12	23		
Total		31	79	40	150		

Since P-value is less than 0.01, the alternate hypothesis is accepted at a 1 percent level of significance. Hence it is determined that there is a relationship between the Level of Political Factors and the level of women’s empowerment

Practical implications

This study will help the policymakers to be proactive in designing the policies and strategies by analyzing the factors which affect women's empowerment. The findings of this study can be used to support future research in this field. Social, Financial, Political, and Technological factors are important factors of women's empowerment that can be optimized. Women's fundamental right is to be empowered. They can participate equally in education, society, economics, and politics. They are encouraged to pursue higher education and are treated like men. Women's empowerment is an important notion in society's overall growth.

Conclusion

The findings of this study show that markers of women's empowerment aren't necessarily drivers of women's empowerment. The indicators of women's empowerment are driven by the elements of women's empowerment. The report emphasizes some essential factors in order to advance towards a world of empowered women. Women's mobility will enable them to tour the world and broaden their data horizons, while financial independence will empower them to make independent judgments. Ladies will be able to defend themselves if they learn self-defense. Making parenthood a choice rather than a necessity will allow women to choose whether and when they want to have a toddler. Being a mother brings about significant changes in a woman's life, and she or he should prepare for them ahead of time. Women must also take the effort to persuade their parents not to give dowry. The most significant contribution of this study is the description of psychological patterns as a primary reason for women's current status.

References

1. Raudeliuniene, Jurgita, Ignas Dzemyda, and Jeniboy Kimpah. "Factors for assessment of women empowerment: Theoretical approach." 8th International Scientific Conference on Business and Management. 2014.
2. Rahman, Shaik Shafeequr, and Nikhat Sultana. "Empowerment of women for social development (A case study of Shri Mahila Griha Udyog Lijjat Papad, Hyderabad district)." *Researchers World* 3.3 (2012): 50.
3. Chowdhury, Tanbir Ahmed, and Sehel Somani. "Performance evaluation and impact of Grameen bank on social development and women empowerment in Bangladesh." *International Journal of Social and Administrative Sciences* 5.1 (2020): 54-73.
4. Weiss, Anita M., Akmal Hussain, and Zeba A. Sathar. "Social Development, the Empowerment of Women, and the Expansion of Civil Society: Alternative Ways out of the Debt and Poverty Trap [with Comments]." *The Pakistan Development Review* (2001): 401-432.
5. Bushra, Aliya, and Nasra Wajaha. "Assessing the socio-economic determinants of women empowerment in Pakistan." *Procedia-Social and Behavioral Sciences* 177 (2015): 3-8.
6. Bantilan, Ma Cynthia S., and Ravula Padmaja. "Empowerment through social capital build-up: gender dimensions in technology uptake." *Experimental Agriculture* 44.1 (2008): 61-80.

7. Anitha, L., and D. Sundharavadivel. "Information and communication technology (ICT) and women empowerment." *International Journal of Advanced Research in Management and Social Sciences* 1.4 (2012): 143-152.
8. Noreen, Ghazala, and Humala Khalid. "Gender empowerment through women's higher education: Opportunities and possibilities." *Journal of Research and Reflections in Education* 6.1 (2012): 50-60.
9. Rathirane, Y., and D. M. Semasinghe. "Factors determining the women empowerment through microfinance: An empirical study in Sri Lanka." *International Journal of Social, Behavioural, Educational, Economic, Business and Industrial Engineering* 9.5 (2015): 2328-2185.
10. Davidson, Engr Akporume. "Enhancing women empowerment through information and communication technologies." *Knowledge Review* 26.1 (2012): 40-49.
11. Baglari, D. J. "Information and Communication Technology (Ict) and Women Empowerment." *Internatinal J. Adv. Res. Manag. Soc. Sci* 3 (2014): 80-89.
12. Beena, Ms, and Madhu Mathur. "Role of ICT education for women empowerment." *International Journal of Economics and Research* 3.3 (2012): 164-172.
13. Chandrashekhar, K. S., and C. S. Shivaprakash. "The role of information communication technology in women empowerment and poverty eradication in Kerala." *APJRB* 1.2 (2010): 1-16.
14. Lakshmi, B., I. Yabesh Abraham Durairaj, and Hansa Lysander Manohar. "Women Empowerment through ICT-An Empirical Study."
15. Hafeez, Muhammad, et al. "The Impact of ICT on Women Empowerment: Evidence from Selected South Asian Countries." *NUST Journal of Social Sciences and Humanities* 6.1 (2020): 45-61.
16. Tüfekçi, Özgür, and Mohammed Hashiru. "Women Empowerment through Political Participation in Rising Powers: Comparison of Turkey and Nigeria." *A Comparative Perspective of Women's Economic Empowerment*. Routledge, 2019. 219-234.
17. Sultana, H. Yasmeen, M. Abdul Jamal, and Dur-E. Najaf. "Impact of microfinance on women empowerment through poverty alleviation: An assessment of socio-economic conditions in Chennai city of Tamil Nadu." *Asian journal for poverty studies (AJPS)* 3.2 (2017).
18. Duflo, Esther. "Women empowerment and economic development." *Journal of Economic literature* 50.4 (2012): 1051-79.
19. Mehra, Rekha. "Women, empowerment, and economic development." *The Annals of the American Academy of Political and Social Science* 554.1 (1997): 136-149.
20. Sohail, Mariam. "Women empowerment and economic development-an exploratory study in Pakistan." *Journal of Business Studies Quarterly* 5.4 (2014): 210.
21. Saqib, Najia. "Women empowerment and economic growth: empirical evidence from Saudi Arabia." *Advances in Management & Applied Economics* 6.5 (2016).
22. Nord, Jeretta Horn, et al. "Examining the impact of social technologies on empowerment and economic development." *International Journal of Information Management* 36.6 (2016): 1101-1110.

23. Roy, Chandan, Susmita Chatterjee, and Sangita Dutta Gupta. "Women empowerment index: Construction of a tool to measure rural women empowerment level in India." *Available at SSRN 3357543* (2018).