International Journal of Multidisciplinary Research and Development

Volume:2, Issue:4, 127-134
April 2015
www.allsubjectjournal.com
e-ISSN: 2349-4182
p-ISSN: 2349-5979
Impact Factor: 3.762

Shree Kanungo
Sr.Lecturer,Abit Group Of Institutions, Department of MBA, Research Scholar, Ravenshaw University, Department Of Commerce and managemen odisha, India

Correspondence:
Shree Kanungo
Sr.Lecturer,Abit Group Of Institutions, Department of MBA, Research Scholar, Ravenshaw University, Department Of Commerce and managemen odisha, India

Woman empowerment-A key to economic growth

Shree Kanungo

Abstract
Woman plays a major role for the development of our society. Though this fact is not accepted worldwide but this is true. Growth of a society starts from a family and rather from an individual and mostly this is managed by a woman. There is a very famous proverb that "If a man is educated one person is educated but If a woman is educated a family is educated." Empowerment can be measured through percentage of women in professional, technical, managerial, administrative jobs and by the number of seats women have in parliament. Empowerment can be characterized through employment and that to in Organized sector. Employment in unorganized sector can not be taken as a measure of empowerment as in these sectors women are paid much less than their male counterparts. This paper makes an humble attempt to study the relationship between Woman employment in organized sector, woman education, fertility rate and infant mortality rate in India. It also tries to study the trend of Woman employment in organized sector and growth of society through different indicators. For the purpose it uses statistical tools like multiple regression, correlation and trend analysis.

Keywords: Woman employment in organized sector, multiple regression, correlation and trend analysis, Empowerment

1. Introduction
Empowerment refers to spiritual, political, social or economic strength of individuals. woman empowerment means ability of women to think, to take decision regarding matters of the family as well as the society. Before we start to discuss about woman empowerment, let us evaluate the role a woman plays in a society.

Woman plays a major role for the development of our society. Though this fact is not accepted worldwide but this is true. Growth of a society starts from a family and rather from an individual and mostly this is managed by a woman. She is responsible for the smooth functioning of the family which includes managing the house, upbringing the children etc. The most vital key to the growth of society is upbringing the children. There is a very famous proverb that "If a man is educated one person is educated but If a woman is educated a family is educated."The first teacher of a child is his or her mother. The most important development of a child takes place from 0 to 5 years, life shaping years. If the mother is educated she can implant values in her child which in return makes the child a good human being. Development of a society starts from a community, a family and ultimately a mother. If a woman is employed along with the other responsibilities, she adds to the family income. By that economic status of the family improves and the economic condition of the society also increases.

Though we see many women are doing miracles but ignore it and don't even educate our girl child. Most specifically this scenario is pre-dominant in underdeveloped and developing countries. Some women who have achieved excellence are either struggled a lot, or very fortunate to born into some families or married to such families who have given them a chance to prosper. But it is just not possible for all. In India women literacy rate is 65.46%. Even after so many years of independence some part of the rural India is still not aware of girl child education. Not only girl child education female foeticide is a common phenomena in some parts of India even after a lot of restrictions from the government. It has started reflecting in the sex ratio which is showing a decreasing trend in the ratio of female birth to male birth. This can be an alarming situation. Today, it is estimated that 6 million women are missing every year (World Development Report, 2012) of these, 23 percent are never born, 10 percent are missing in early childhood, 21 percent in the reproductive years, and 38 percent above the age of 60. Women in developing countries are treated differently than their brothers, lagging behind men in many domains. For each missing woman, there are many

more women who fail to get an education, a job, or a political responsibility that they would have obtained if they had been men. Even if a woman is educated as a man, has aspirations and dreams, sacrifices her desires to build a family but never respected or admired for her deeds.

Therefore if efforts are given for woman education and empowerment then the situation can be controlled and growth of society is inevitable as development of our society is directly related to the empowerment of women.

Empowerment can be measured through percentage of women in professional, technical, managerial, administrative jobs and by the number of seats women have in parliament. Empowerment can be characterized through employment and that to in Organized sector. Employment in unorganized sector can not be taken as a measure of empowerment as in these sectors women are paid much less than their male counterparts. This paper makes an humble attempt to study the relationship between Woman employment in organized sector, woman education, fertility rate and infant mortality rate in India. It also tries to study the trend of Woman employment in organized sector and growth of society through different indicators.

Review of Literature

Esther Duflo (Women Empowerment and Economic Development) Nber Working Paper Series Nber Working Paper No. 17702 JEL No. D1,O1,O12; National Bureau Of Economic Research,1050 Massachusetts Avenue Cambridge, MA02138, December 2011-This paper reviews the literature on both sides of the empowerment-development nexus, and argues that the inter-relationships are probably too weak to be self-sustaining, and that continuous policy commitment to equality for its own sake may be needed to bring about equality between men and women.

Anju Malhotra, Mark Mather (Do Schooling and Work Empower Women in Developing Countries? Gender and Domestic Decisions in Sri Lanka) December 1997, Volume 12, Issue 4, pp 599-630 **springer.com**

This paper points out the limitations of the theoretical presumptions underlying the relationship between empowerment, education, and employment in developing countries. The paper argues that the relationship between education, work, and women's control of household decisions is conditioned by the larger social context, and as such, it is likely to reflect the extent to which the division of labor and access to information and economic resources are the bases of domestic power in the society under consideration. The results make a strong case for the need to move away from broad-based conceptualizations of women's empowerment to a consideration of the specific arenas and dimensions along which women can have power.

Prahlad Kumar and Tinku Paul (Empowerment of Women: Concept, Policy Approach and Implications) Department of Economics, University of Allahabad, Allahabad, 211002 The present paper is an attempt to develop conceptual clarity of the term empowerment delineating it with several other overlapping concepts of gender equality, social inclusion, powerful etc. and suggest and advocate an inclusive approach of policy measures whereby the planners working towards an empowerment approach develop ways enabling women themselves to critically review their own situation and participate in creating and shaping the society as agents of change themselves.

Anju Malhotra,(Measuring Women's Empowerment as a Variable in International Development) International Center for Research on Women Sidney Ruth Schuler, PhD JSI Research and Training Institute Carol Boender Consultant, JSI Research and Training Institute Background Paper Prepared for the World Bank Workshop on Poverty and Gender: New Perspectives Final Version: June 28, 2002

This paper is a first step in the attempt to outline the most promising methodological approaches to measuring and analyzing women's empowerment. This review attempts to provide the following:

1. an indication of the different ways in which empowerment has been conceptualized;
2. a critical examination of some of the approaches that have been developed to measure and track changes in women's empowerment;
3. an examination of some of the ways in which the effects of policies and programmatic interventions to promote women's empowerment have been measured; a summary of the evidence on how women's empowerment affects important development outcomes such as health, education, fertility behavior, income levels, etc.

Ekesionye E. N* And Okolo A. N (Women Empowerment And Participation In Economic Activities: Indispensable Tools For Self-Reliance And Development Of Nigerian Society)Educational Research And Reviews (Academic Journal) Article Number - A9E07D94291 Vol.7(1), Pp. 10-18 , January 2012

DOI:10.5897/ERR10.220 ISSN:1990-3839 Department Of Educational Foundations, Faculty Of Education, University Of Nigeria, Nsukka, Nigeria.

The objective of the study was to examine women empowerment and participation in economic activities as tools for self-reliance and development of the Nigerian society. The results showed that: farming, trading, craft, food processing, hair dressing, poultry and the likes were the major economic activities performed by women in Anambra state. Personal savings, family assistance, philanthropist's assistance, loans and credits, cooperative society assistance, group contributions, were the sources of fund available to the women for their economic activities.

Mark M Pitt Brown University Sahidur. R Khandker. Jennifer Cartwright Brown University

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This article examines the effects of men's and women's participation in micro credit programs on various indicators of women's empowerment using data from a special survey carried out in rural Bangladesh. These credit programs are well suited to studying how gender-specific resources alter intrahousehold allocations because they induce differential participation by gender through the requirement that only one adult member per household can participate in any micro credit program. Empowerment is formalized as an unobserved latent variable reflecting common components of qualitative responses to a large set of questions pertaining to women's autonomy and decision-making power. The empirical methods are attentive to various sources of endogeneity, and the results are consistent with the view that women's participation in micro credit programs helps to increase women's

empowerment. The effects of male credit on women's empowerment were generally negative.

Objective of the Study

1. To study the relationship between Woman employment in organized sector, woman education, fertility rate and infant mortality rate in India.
2. To find out the extent of correlation between Woman employment in organized sector in India and gross national income of India.
3. To evaluate the trend of woman employment in organized sector and the trend in national income.

Hypothesis

H_0 : There is no linear association among the variables GNI and woman employment in organized sector.

H_1 : GNI and woman employment in organized sector are associated.

$H_0 : \rho=0$

$H_1 : \rho\neq0$

Research Methodology

The article is based on secondary source of information. Data is taken from 1991 to 2009.Multiple regression is used to find out the relationship between Woman employment in organized sector, woman education, fertility rate and infant mortality rate in India. Woman employment in organized sector is taken as the dependent variable and woman education, fertility rate and infant mortality rate are taken as the independent variable.

Trend in enrolment of females per hundred males by university education in major disciplines like arts, science, commerce, education, engineering and medicines are taken. It is converted in thousands and then weighted average has been calculated and that represents the variable woman education in India.

GNI per capita is taken as an indicator of growth of the country as a whole.GNI per capita is the gross national income, converted to U.S. dollars using the World Bank Atlas method, divided by the midyear population.

DATA

YEAR	woman employment in organized sector in 000's	Avg.enrolment of female per 1000 males in major discipline by university education	total fertility ratein india per 1000 population	ageof marriage	infant mortality rate per 1000 population
1991	37,689	448	3.6	24	80
1992	38,966	452	3.6	24	79
1993	40,226	470	3.5	24.2	74
1994	41,602	465	3.5	24.4	74
1995	42,381	482	3.5	24.4	74
1996	44,145	492	3.4	24.5	72
1997	46,704	510	3.3	24.6	71
1998	47,923	543	3.2	24.6	72
1999	48,349	565	3.2	24.7	70
2000	49,210	587	3.2	24.8	68
2001	49,464	617	3.1	25	66
2002	49,243	660	3.0	25	63
2003	49,680	613	3.0	25	60
2004	49,184	576	2.9	25.2	58
2005	50,270	692	2.9	25.5	58
2006	51,287	679	2.8	25.7	57
2007	52,370	Na	2.7	26	55
2008	55,096	Na	2.6	26	53
2009	55,915	Na	na	26	50

Year	GNI per capita(India)
1991	350
1992	350
1993	330
1994	350
1995	380
1996	410
1997	420
1998	420
1999	450
2000	450
2001	460
2002	470
2003	530
2004	630
2005	740
2006	820
2007	960
2008	1050
2009	1170

Data Analysis

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
woman employment in organized ector	47352.84	5201.57	19
woman education in major disciplines	576.16	93.29	19
total fertility rate	3.200	.337	19
infant mortality rate	66.00	9.05	19
age of marriage	24.926	.656	19

Correlations

		woman employment in organized ector	woman education in major disciplines	total fertility rate	infant mortality rate	age of marriage
Pearson Correlation	woman employment in organized ector	1.000	.937	-.963	-.926	.929
	woman education in major disciplines	.937	1.000	-.956	-.938	.945
	total fertility rate	-.963	-.956	1.000	.979	-.969
	infant mortality rate	-.926	-.938	.979	1.000	-.973
	age of marriage	.929	.945	-.969	-.973	1.000
Sig. (1-tailed)	woman employment in organized ector	.	.000	.000	.000	.000
	woman education in major disciplines	.000	.	.000	.000	.000
	total fertility rate	.000	.000	.	.000	.000
	infant mortality rate	.000	.000	.000	.	.000
	age of marriage	.000	.000	.000	.000	.
N	woman employment in organized ector	19	19	19	19	19
	woman education in major disciplines	19	19	19	19	19
	total fertility rate	19	19	19	19	19
	infant mortality rate	19	19	19	19	19
	age of marriage	19	19	19	19	19

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	age of marriage, woman education in major disciplines, infant mortality rate, total fertility rate[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: woman employment in organized ector

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.968[a]	.938	.920	1472.19

a. Predictors: (Constant), age of marriage, woman education in major disciplines, infant mortality rate, total fertility rate

b. Dependent Variable: woman employment in organized ector

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.57E+08	4	114167947.6	52.676	.000[a]
	Residual	30342956	14	2167354.014		
	Total	4.87E+08	18			

a. Predictors: (Constant), age of marriage, woman education in major disciplines, infant mortality rate, total fertility rate

b. Dependent Variable: woman employment in organized ector

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	3909.860	3993.293		.931	.367	-89789.965	227609.685		
	woman education major disciplines	10.312	13.220	.185	.780	.448	-18.043	38.666	.079	12.633
	total fertility rate	-18186.3	6101.082	-1.177	-2.981	.010	-31271.855	-5100.816	.029	35.036
	infant mortality rat	267.122	216.997	.465	1.231	.239	-198.290	732.533	.031	32.024
	age of marriage	524.272	2544.734	.066	.206	.840	-4933.639	5982.182	.043	23.116

a. Dependent Variable: woman employment in organized ector

Coefficient Correlations[a]

Model			age of marriage	woman education in major disciplines	infant mortality rate	total fertility rate
1	Correlations	age of marriage	1.000	-.279	.487	.171
		woman education in major disciplines	-.279	1.000	-.108	.456
		infant mortality rate	.487	-.108	1.000	-.615
		total fertility rate	.171	.456	-.615	1.000
	Covariances	age of marriage	6475669	-9383.519	269067.141	2652268.8
		woman education in major disciplines	-9383.519	174.769	-309.520	36743.693
		infant mortality rate	269067.1	-309.520	47087.571	-813720.3
		total fertility rate	2652269	36743.693	-813720.314	37223204

a. Dependent Variable: woman employment in organized ector

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions				
				(Constant)	woman education in major disciplines	total fertility rate	infant mortality rate	age of marriage
1	1	4.948	1.000	.00	.00	.00	.00	.00
	2	5.061E-02	9.888	.00	.02	.00	.00	.00
	3	7.202E-04	82.890	.00	.63	.00	.24	.01
	4	2.010E-04	156.901	.01	.33	.92	.54	.01
	5	1.210E-05	639.468	.99	.02	.07	.21	.98

a. Dependent Variable: woman employment in organized ector

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	38373.61	55985.27	47352.84	5036.93	19
Residual	-2818.99	2506.08	5.36E-12	1298.35	19
Std. Predicted Value	-1.783	1.714	.000	1.000	19
Std. Residual	-1.915	1.702	.000	.882	19

a. Dependent Variable: woman employment in organized ector

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
GNI	565.26	258.10	19
WOEMORG	47352.84	5201.57	19

Correlations

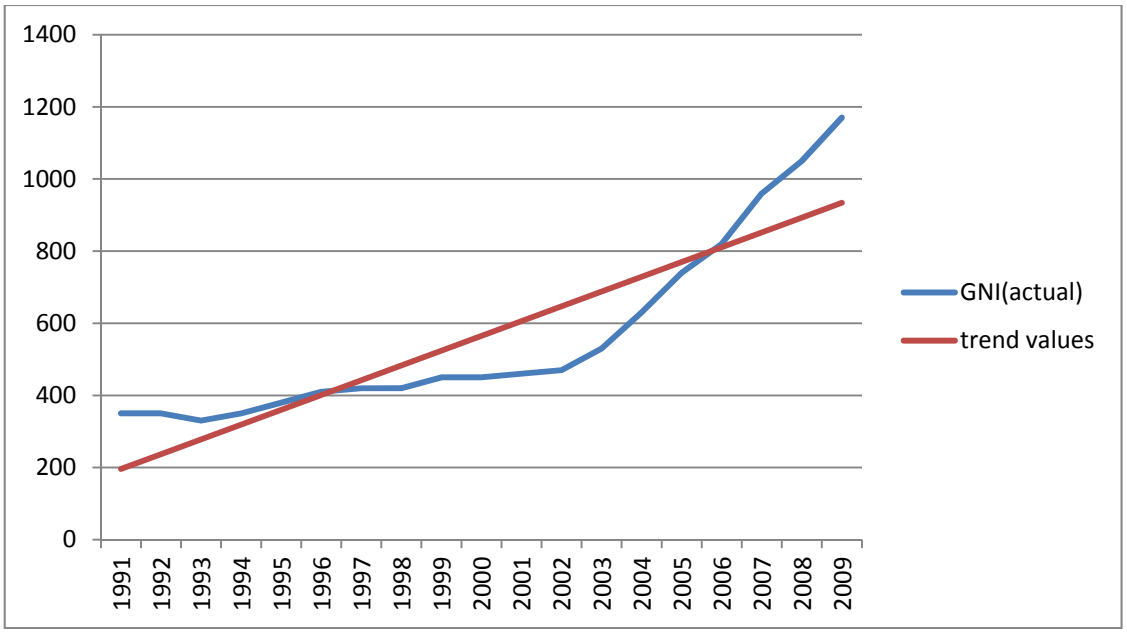
		GNI	WOEMORG
GNI	Pearson Correlation	1.000	.826**
	Sig. (2-tailed)	.	.000
	N	19	19
WOEMORG	Pearson Correlation	.826**	1.000
	Sig. (2-tailed)	.000	.
	N	19	19

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

Trend Analysis

YEAR	GNI(y)	X =t-2000	XY	X^2	Y=a + bX (trend values)
1991	350	-9	-3150	81	196
1992	350	-8	-2800	64	237
1993	330	-7	-2310	49	278
1994	350	-6	-2100	36	319
1995	380	-5	-1900	25	360
1996	410	-4	-1640	16	401
1997	420	-3	-1260	9	442
1998	420	-2	-840	4	483
1999	450	-1	-450	1	524
2000	450	0	0	0	565
2001	460	1	460	1	606
2002	470	2	940	4	647
2003	530	3	1590	9	688
2004	630	4	2520	16	729
2005	740	5	3700	25	770
2006	820	6	4920	36	811
2007	960	7	6720	49	852
2008	1050	8	8400	64	893
2009	1170	9	10,530	81	934

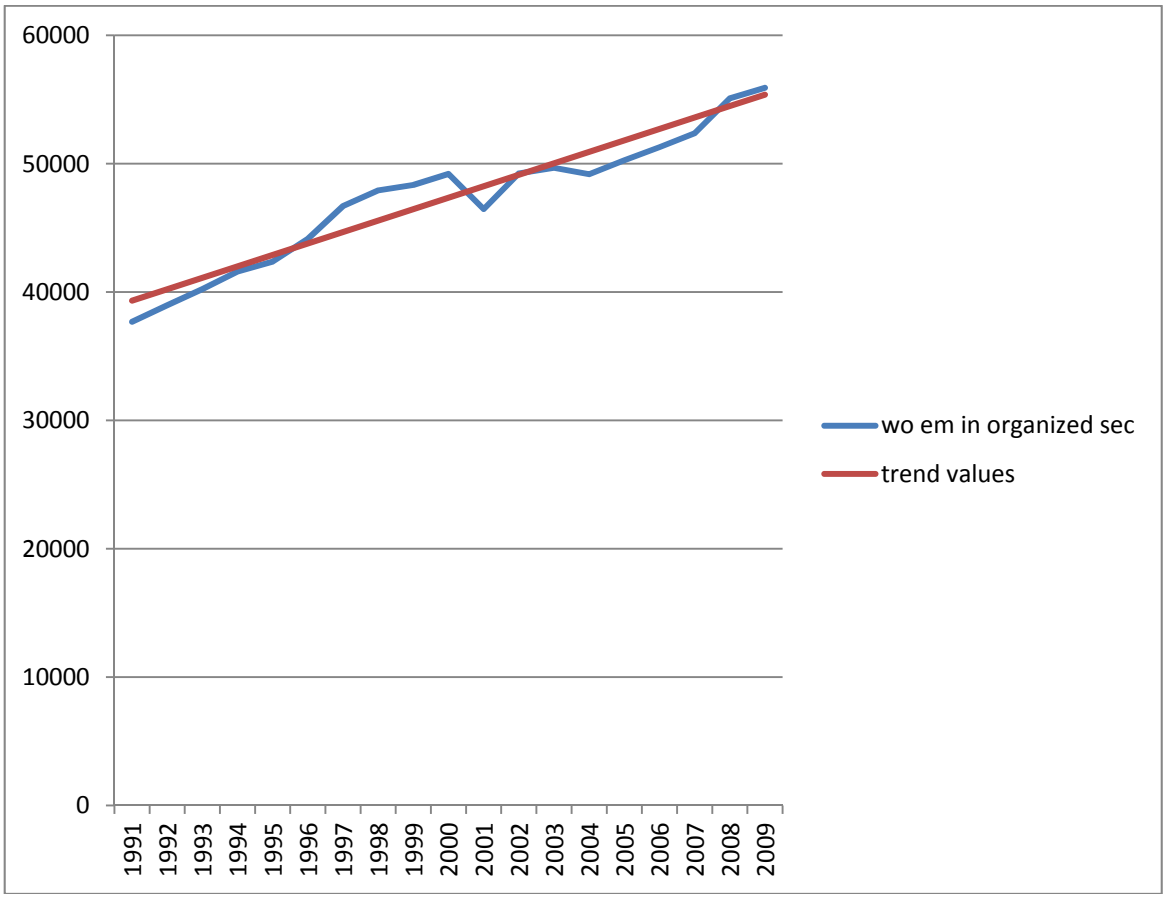
Y=a +bX
The two normal equations are
$\sum Y=na+b\sum X$
$\sum XY=a\sum X+b\sum X^2$
$\sum XY=23,330$, $\sum X=0$, $\sum Y=10,740$, $\sum X^2=570$, n=19Y=565 +41X



YEAR	Woman employment in organized sector	X =t-2000	XY	X^2	Y=a + bX (trend values)
1991	37,689	-9	-339201	81	39327
1992	38,966	-8	-311728	64	40219
1993	40,226	-7	-281582	49	41111
1994	41,602	-6	-249612	36	42003
1995	42,381	-5	-211905	25	42895
1996	44,145	-4	-176580	16	43787
1997	46,704	-3	-140112	9	44679
1998	44,923	-2	-95846	4	45571
1999	48,349	-1	-48349	1	46463
2000	49,210	0	0	0	47355
2001	49,464	1	49464	1	48247
2002	49,243	2	98,486	4	49139
2003	49,680	3	149040	9	50031
2004	49,184	4	196736	16	50923
2005	50,270	5	251350	25	51815
2006	51,287	6	307722	36	52707
2007	52,370	7	366590	49	53599
2008	55,096	8	440768	64	54491
2009	55,915	9	503235	81	55383

$Y=a+bX$
The two normal equations are
$\sum Y=na+b\sum X$
$\sum XY=a\sum X+b\sum X^2$

$\sum XY=5,08,476$, $\sum X=0$, $\sum Y=899744$, $\sum X^2=570$, $n=19$
$Y=47355+892X$



Findings

The last column of ANOVA shows the goodness of fit of the model. The lower this number, the better the fit. Looking at the model fit ("ANOVA") **for checking the goodness of fit** we may conclude that the model is a good fit as the significant value is less than 0.05.

The "R-Square"' tells us that 93.8% of the variance in Woman employment in organized sector is accounted for by the independent variables Woman education in major disciplines, fertility rate, infant mortality rate and age of marriage. The "**Adjusted** R-Square" shows that 92% of the variance is explained. These three variables together explains woman employment in organized sector but woman education or infant mortality rate or age of marriage as a single variable has no significant impact on the dependent variable rather fertility rate has a significant impact on woman employment in organized sector.

Correlation coefficient between gross national income and woman employment in organized sector is 0.826and this Correlation coefficient is significant at 1% level of significance. So the hypothesis of no linear association between income and woman employment in organized sector is rejected.

There is a positive trend in GNI as well as woman employment in organized sector in India. From all the above analysis we may conclude that woman employment in organized sector and growth of society goes together.

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