

Workforce Participation and Economic Empowerment of Women: An Order Logit Regression Approach

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ABSTRACT-- *The paper is an attempt to investigate the inter-linkage between the workforce participation and economic empowerment of women. To attain the sustainable development goal in developing country like India- Women empowerment has been identified as a vital fact in regard to address the issues of poverty, inequality, inclusive development of the women, children and society. Primary data was collected and analyzed from one of the progressive district Nadia, State West Bengal, India. using ordered logit econometric model. The study observes four significant parameters and its influence upon women economic empowerment in relationship to prevailing patriarchal socio-cultural environment. The findings of the study reveals that despite various efforts made to bring women on forefront by giving access to opportunities to meet their aspirations, it is found that women have made strides and empowered having access to resources, education , married , living in urban locality but women as a worker, self –employment, single , working in informal sector , rural area progress seems to be at a snail’s pace. There is underutilization of women potential and their empowerment for coming forward and play key role as Business Leader, Entrepreneur and Professional.*

Keywords-- *Women, Women Workforce Participation, Women Empowerment, Order Logit Regression*

I. INTRODUCTION

The study focuses upon linkages of women work participation in relationship to their economic empowerment. The basis of empowerment among women is based on empowering women economically, politically and socially. According to Mayoux (1998), the empowerment is a multidimensional concept that has four fundamental components: First, internal power: it allows women to express their aspirations and strategies for change. Second, allow the power of women to develop their necessary skills and, access the necessary resources to achieve their aspirations. Third, power allows women to analyze and articulate their collective interests and organize to achieve them. Fourth, power surpasses underlying inequalities in power and resources that limit the aspiration and ability of women to achieve them. The concept of empowerment of women and gender equality are separate, however, it is closely associated. Gender equality implies the equivalence in the

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results of life for women and men, recognizing their different needs and interests, and requiring a redistribution of power and resources (Reeves and Baden 2000).

II. LITERATURE REVIEW

Human race given the name Homo sapiens is not a mere accident, where women make up half of humanity and in many countries outnumber to men. In India, they comprise half of the total country's population. Yet, for centuries they have been treated as inferior beings. Women have generally been relegated as breeders not leaders. And even though technological and economic advances have allowed women to have children as well as professional careers, their multi-millennial image as background breeders persists. This pervasive fallacy continues to limit the creative potential of half of the world's population.

“There is no chance of the welfare of the world unless the condition of women is improved. It is not possible for a bird to fly on one wing” - Swami Vivekananda.(Barman, 2015)

In India, many women are self-employed and many of them work from their home and few of them engaged in some kind of technical job work either associated to some manufacturing or engaged into complex job process. The study reveals that such women are independent from their household male members and able to build strong social relationships also outside their family sphere.

It was noted that “many women in the intervention may simply have get themselves engaged as paid job works outside their home (in male managed enterprises)”. It is a general consensus that women empowerment is limited when they work for family but it is yet to be confirmed universally that self-employment leads to women empowerment. This relationship between financial contribution and empowerment is of one of the prime factor of participation in the workforce and their empowerment. Here financial contribution means the contribution being made by her to her total family income. The magnitude to which a family depends upon a women income set up the influencing power and control in the family. As the employed women holds importance and controls in her family. This situation improves her status in the family and more importantly it improves her drawbacks by reducing her dependency over male members within and outside her homes. The lower is the earning contribution of women in a family, the lower is the say of the women in her family matters and the greater is the contribution the stronger is her voice in her family matters. A positive correlation has been observed on women empowerment and her income contribution in the family (Schuler et al., 1996; Hashemi et al., 1996; Kabeer, 1997; Grasmuck and Rosario, 2000). Women socio-demographical base also has a direct and indirect impact on their empowerment with respect to being employable, gender status and position in the society.

2.1 Conditional *Empowerment –A limitation*

Fewer women get the chance to work in honoured occupations and rarely some in authoritarian positions in the employment sector. Educated women working in non-physical positions are mainly concentrated into women-intensive occupations in service sector and take up positions as teachers, nurses or social workers (ILO, 1998).

In the manufacturing sector, women are offered labour-intensive, lowly paid jobs, where working conditions are worse and career advancement possibilities are very less or nil.

A study of both the gender in the factories of Indonesia revealed some striking facts that women were absorbed more as casual workers on a daily basis in comparison to their male counterpart who were mostly permanent or regular workers, double number of women workers in respect to men were made to do overtime in obligation and two-third of the female workers did not even get maternity leave (ILO, 1998).

2.2 Societal Prejudices

According to Dutta (2002) for Indian women of Bengali origin, their husband still maintains the upper hand in domestic decision making, whereas for Bangladeshi women, work improves status of empowerment but a number of societal systems act as an obstacle to strengthen empowerment for the working women (Salway and Jesmin, 2005).

There are other evidences on workforce participation and economic empowerment of women. Lower income of women does not ensure their social protection and moreover their employment does not relieve them of the duties and obligations of their household labour nor does it lead to escalated political participation or equality of rights in property sharing (Pearson, 2004).

When women works in the home or engaged in some kind of domestic work, it becomes an obstacle to her empowerment as it generally leads to the group of women being controlled by the male members/ guardian of the family and thus restricts their independence and movement within and outside their family relationship. The results of the study reveals that, women garment workers working from home, failed to establish any co-relationship between their mobility and succeeding economically.

Based upon the Literature review, it reveals on the existing gaps in establishing co-relation with other variables may influence empowerment factor among the women. These existing facts encouraged us to go deeper into the subject in understanding factors of women empowerment using empirical / Logit method for revealing results using multiple array of variables, and establishing their co-relation with the women empowerment in the society. These array of variables used for the study are related to socio-demographic profile factors like age, literacy, place of education, residence status i.e. urban or rural area, marital status i.e. “Married” or “Other”, includes women categories as divorced, not living with their husband or are widowed and their caste as a variable has also been included in the study. Response categories are “Scheduled Caste, Scheduled Tribe, Backward caste or Others”.

III. OBJECTIVE

This study measures empowerment by four parameters- freedom of movement, violence against women, decision making and control over resources. The objective is to show linkage among work participation and empowerment of women across the four empowerment indicators. The general null hypothesis of the study can be presented as follows:

- *There is no impact of women work participation on women empowerment.*

IV. METHODOLOGY

4.1 Data

Overall rationale behind the study is to measure the present empowerment status of women in present day society. The research work is based upon both primary and secondary data survey. The primary data has been collected from different rural and urban areas of three selected blocks of Nadia District of West Bengal. For this purpose questionnaires have been prepared to collect necessary information from the 323 women respondents from city Krishnanagar, Nabadwip and Santipur from Nadia district in the state of West Bengal. These women respondents are from both rural and urban parts of the district with varied education background, different caste, religion, age groups, marital background, family size engaged in both formal as well as informal sector.

On the other hand secondary data relating to general information about the women labour have been collected from different government sources. In this research work we have used stratified random sampling technique to collect the primary data as well as for testing different hypotheses. The collected data have been summarized by different statistical tools such as Pie-Chart, Bar Diagram, Mean, Standard Deviation, Coefficient of Variation, correlation, regression and many other useful statistical and econometric tools.

The rationale behind selecting this district for the study because of its rich intellectual and cultural legacy and also matches the average literacy rate of the state i.e. 76 percentages and both Male and Female Literacy rate is above 70 percentages. The district has produced great thought leaders, logicians and famous writer in the state of West Bengal and also known as Oxford of Bengal.

Considering these factors as perfect situation to test and draw conclusion upon the existing relationship between the factors influencing women empowerment based upon their work participation and draw certain earmarking conclusions related to barriers to women empowerment as sensitivity, social stigma, women access to rights and information.

4.2 Explanation of Variables

4.2.1 Dependent Variables: Empowerment Indicators

During survey multiple questions were asked from the respondents linked to freedom of movement, violence against women, decision making and control over resources. In this study these are not only taken as women empowerment areas, but as indicators to measure empowerment factor related also to the 'behavioural' measures.

The study is based upon two decisive indicators to be used as decision making scale for finding mean score for every respondent across two decision making indicators. Range of the score is 0 to 1, where highest score indicates greater power to take decision and thus reflects better empowerment scores. Decision-Making is estimated by two variables. It is the choice of the family members and relatives to decide upon naming the person for becoming the respondent of the study. The categorizations made for the respondent were from the family member –“husband or others” or “joint family decision made with others”.

Freedom of movement of women was measured using the average value of the respondent's score in two questions related to their mobility: Whether you need permission to go to the market and whether you need consent to visit your family or friends. The responses are 'no' and 'yes' or 'not permitted'. Average ranges from 0 to 1 where a score of 1 symbolizes permission not needed, thus depicting empowerment, and 0 means need permission to go to the market or visit family. A score of 5 symbolizes that permission is needed for first case.

4.2.2 Independent Variables: Women work-participation i.e. Employment

This study considers women work participation as the independent variable. This study empirically tests the relationship between women work participation and women empowerment.

4.2.3 Control Variables: Socio-Demographic Characteristics

In this study, control variable includes some socio-demographic factors like education, age, etc. Variables like education have been further classified into illiterate, attended primary school or less, completed middle school, higher secondary school, and degree level. The respondent's age has also been included and kept the range in between 10 and 70 years. Other variables used are residence status i.e. urban or rural area, marital status etc are some of the important Socio-demographic parameters undertaken as record for the respondents. Other variables used for the study in content to marital status i.e. "Married" or "Other", this includes those women who are divorced, not living with their husband or are widowed. Lastly, caste as variable has also been included in the study. Response categories are from "Scheduled Caste, Scheduled Tribe, Back-ward caste or others"

4.3 Models of Empowerment

There are many demographic variables which are significant across all empowerment indicators. The level of education is an important deciding factor of empowerment of women with respect to resource control, independence of movement, opinion on cruelty against women and taking decisions. Possessing higher educational level is related to women empowerment in terms of all indicators.

The type of area is being an important indicator of empowerment. Urban women are likely to have higher empowerment scores than rural women. Marital Status and Marital age is also an important indicator of empowerment. Newly married women is less likely to have increased magnitude of empowerment, in terms of independence of mobility, making decisions, resource control and scores high on violence against women, than women who are separated, divorced or widowed. Age is also another important indicator of empowerment. Age also plays an important part of the study. Elderly women are almost 1.2 times more likely to possess elevated empowerment levels than women with lower age in almost all the parameters of women empowerment.

Caste is not a constant predictor among the empowerment parameters of the various models. Women belonging to Schedule Tribe, Schedule Caste or other backward class decrease the chance of greater independence of mobility. Empowerment to be considered amongst women by achieving high score by raising voice for any offence made against women, where caste is not correlated to controlling of the resources or in making decisions.

Therefore work-participation always does not confer women empowerment. There are some other constraints viz. Low education level, high age, caste, respondent from rural area are likely to be important constraints of women work-participation and also women empowerment. Women with low level of education cannot participate in work and hence less empowerment. A woman of currently married and of low age is also a constraint of work-participation and empowerment and women of rural areas cannot participate freely in the work and it is also a constraint of women empowerment.

4.4 Empirical Models

This empirical analysis check the link between women empowerment with women work participation (WWP) and thus enable us to determine conditions of women and in what ways WWP is related to vital empowerment indicators for the women.

The dichotomous dependent variables used in the study are the women control over resources and act of forcefulness against women are used as Logistic regression. The study interlinks multiple category variables to measure responses related to Women Decision-making and Freedom of movement, by using ordered Logit model.

In the study besides getting the logit result as mentioned, each model was run by variables based upon individual education level. It is used to measure the three dimension areas linked to women empowerment.

4.4.1 Model 1

Model 1 scrutinizes the association between work participation status and empowerment to verify the assumption that empowerment and employment are interlinked. On the other way we tried to find out whether working women have a better chance of empowerment over non-working women. This model controls other variable viz. for the caste, level of education, respondent's age, marital status and respondent residential base i.e. rural or urban region and also the status of the respondent, whether working currently or not.

4.4.2 Model 2

Taking into consideration the tested assumption of existence of linkage between empowerment and employment, Model 2 assesses specific characteristics enable employment lead to women empowerment. The model therefore validates the relationship existing between empowerment and occupation and tries to explore further upon nature of work and with the empowerment status.

4.4.3 Model 3

The variable used in Model 3 is to measure women employment situation and her contribution to the total household income. The model studies women contribution to their household income across various categories viz. Women contribution towards half of their family income, more than half of their family income, or making full contribution towards their family income. The study also explores fact for all those women making no contribution towards their family income. The 'contribution-missing' category includes women mostly from non-working group or employed partially. The reference category is taken for all those women who contribute less than half of their family income thus giving scope to compare with all those women who are high contributors to their family income against all those women who are low contributors towards their family income.

V. ANALYSIS AND FINDINGS

5.1 Decision Making

5.1.1 Model Specification 1

Table 1 represents the regression result, that women take part in decision making process and is in relation to their women work participation. Model Specification 1 tests the postulation and validates the theory of

relationship between empowerment of women with their work participation. Women who are probable for empowerment in lieu of their age, academic background, marital status and family size have been shown by the positive regression coefficient. The regression coefficient of age, education, family size is positive which indicates increase in women empowerment with her age, education and family size and also with her marital status as the regression coefficient part is showing positive which indicates married women are highly empowered than single or divorced women. Apart from that the decision making power of women also depends upon their place of location. Women from rural area are lesser empowered than urban women showing negative regression. Caste is negatively significant with women empowerment. Women from higher caste are more empowered than women from the lower caste.

Table 1: Model of Ordered Logit Regression in Decision Making across Socio-Demographic and Employment Characteristics

Variable	Model 1	Model 2	Model 3
Demographic Factors			
	0.121**		
Age	* (.005)	0.117*** (.005)	0.198*** (.007)
	0.121**		
Education	* (.005)	0.117*** (.005)	0.181*** (.006)
Area (Location)	-0.107*** (.015)	-0.082*** (.016)	-0.072*** (.013)
Marital Status	1.611*** (.029)	1.431*** (.032)	1.498*** (.036)
Caste	1.013* (.014)	-0.328* (.019)	-0.031* (.019)
Family Size	0.122*** (.005)	0.119*** (.005)	0.091*** (.009)
Occupation Status			
Primary Activities		0.299*** (.048)	---
Secondary Activities		0.411*** (.081)	---
Tertiary Activities		0.359*** (.047)	---
Unskilled-Informal		0.299*** (.051)	---
Unskilled-Formal		0.322*** (.087)	---
Skilled-Informal		0.401*** (.041)	---
Skilled Formal		0.418*** (.061)	---
Contribution to Family Income			
(0-25)%			-0.041 (.039)
(25-50)%			0.019 (.011)
(50-75)%			0.051 (.032)

(75-100)%			0.321*** (.041)
N	323	323	323

Source: Own estimation of authors using primary data

***, ** and * represent level of significance at 1%, 5% and 10% respectively

5.1.2 Model Specification 2

Table 1 represents decision making authority of women is related to their occupation. In case of decision making of women, the regression coefficient indicates that women working in secondary activities are having more chance of enjoying decision making in home than women who are unemployed or working in some other occupations. Women working in primary activities have less decision making power at home than tertiary and secondary activities. The coefficient for skilled formal and skilled informal job is greater than unskilled formal and unskilled informal job. So we can say that women who work unskilled informal and unskilled formal jobs have less decision making power than women who work skilled formal and skilled informal jobs.

5.1.3 Model Specification 3

Model Specification 3 includes respondents' from Model 1 and Model 2 and contribution to their family income. Table 1 displays the regression result for women in decision making part and contribution to their family income. The regression result shows women making full or major contribution in their total family income (75-100)% have the greater decision making power than those women who contributes (50-75)% of their total earnings in the overall income of the family. On the other hand, women who contribute only (0-25)% in their total family income have no decision making power and are dis-empowered.

5.2 Freedom of Movement

5.2.1 Model Specification 1

Table 2 shows the regression results for all those women having decision making power in relation to her employment status. The logit result reveals that freedom of movement of women is associated to her present working status, and is an important factor related to empowerment of woman. The positive significant coefficient indicates that women whose works are skilled based and done in controlled environment, have attained higher empowerment scores and are comparatively more empowered over other working women. The predicted probabilities of freedom of movement for women from different socio-demographic background are shown in Table 2. A small up-liftment in the predicted chances of full mobility of working women can be seen while comparing it with the non-working women. The highly educated, older urban women enjoy her mobility by virtue of her official position. The women belonging from socially marginalized section shows that there is limited freedom in her movement in comparison to those working women enjoying different work status and having more freedom of movement. So Socio-demographic factors play an important role in women freedom of movements. Women were found empowered over other women socio –demographic category because of their positive regression coefficients value across variables viz. education, age, marital status and family size.

Table 2: Model of Ordered Logit Regression for Freedom of Movement across
 Socio-Demographic and Employment Characteristics

Variable	Model 1	Model 2	Model 3
Demographic Factors			
	0.132**		
Age	* (.006)	0.123*** (.005)	0.201*** (.006)
	0.133**		
Education	* (.005)	0.122*** (.005)	0.201*** (.005)
			-0.092***
Area (Location)	-0.111*** (.015)	-0.110*** (.012)	(.010)
		0.891***	1.511***
Marital Status	0.961*** (.032)	(.035)	(.028)
	-		
Caste	1.255* (.013)	-1.211* (.021)	-0.029* (.020)
Family Size	0.099*** (.007)	0.131*** (.004)	0.111*** (.007)
Occupational Status			
Primary Activities		0.311*** (.047)	---
Secondary Activities		0.501*** (.079)	---
Tertiary Activities		0.362*** (.043)	---
Unskilled-Informal		0.298*** (.041)	---
Unskilled-Formal		0.345*** (.079)	---
Skilled-Informal		0.399*** (.043)	---
Skilled Formal		0.429*** (.059)	---
Contribution to Family Income			
(0-25)%			-0.059 (.039)
			0.036
(25-50)%			(.009)
(50-75)%			0.261** (.012)
(75-100)%			0.291** (.039)
N	323	323	323

Source: Own estimation of authors using primary data

***, ** and * represent level of significance at 1%, 5% and 10% respectively

The regression co-efficient of age, education, family size is positive which indicates that as age, education and family size increases, women freedom of movement also increases and thus women empowerment increases. For married women, regression coefficient is positive which implies for married women freedom of movement is higher than other single or divorced women. Freedom of movement depends negatively on location. Women of rural area are less likely to be empowered than urban area. Caste is negatively significant with freedom of movement. Women of higher caste have greater freedom of movement than lower caste. So, in terms of freedom of movement, women belonging from higher castes are more empowered than women belonging from lower castes.

5.2.2 Model Specification 2

Model Specification 2 constitutes the correlation between empowerment and occupation. In Table 2 the regression result shows that occupation and mobility of women are related to each other. Increased independence of mobility is enjoyed by women working in non-manual labour job than non-working women or women working in manual occupations. It has been found that professional women workers are significantly more empowered because of their mobility. There is a substantial relationship between domestic and household work, and activities involving such work may be resulting in increase in mobility. Often the domestic workers has to go to the market, thereby resulting in higher mobility. Non-manual occupations show a strong level of mobility, though a positive association is found between levels of mobility and manual labour and agricultural work. In Table 2, we see that, freedom of movement of women working in secondary activities is greater than women working in primary and tertiary activities. So, women empowerment in terms of freedom of movement is greater in secondary activities than women working in tertiary activities. So, women empowerment in terms of freedom of movement is greater in the skilled formal followed by the skilled informal occupations over unskilled formal and unskilled informal occupations.

5.2.3 Model Specification 3

Model Specification 3 explores respondent contribution to their family income. The results for model specification- 3 are shown in Table 2. It indicates that the contribution made by a woman in her family has the freedom to take her own decision in instances viz. visit to her family members and friends and need not require permission to visit to the market place or to her place of interest when a woman contributes major or all her income (75-100)% to the family gross income, in that case we can see a positive impact on her mobility and validate this situation has women with highest empowerment status in terms of her mobility. On the other hand, women who contribute more than half (50-75)% to her total family income, does not have the fullest degree of freedom in her movement, but still enjoys higher degree of freedom over all those women who are non-contributor or marginal contributor to their overall family gross income. In this case the regression coefficient for freedom of movement is negative which indicates that these women are disempowered in terms of mobility. \

5.3 Control over Resources

5.3.1 Model Specification 1

The logit results depicted in Table 3 discusses about the linkage between employment status, women capability to save money across various socio-demographic features. It is found that woman control over resources is enhanced if the woman is older, highly educated, living without spouse living in urban are with employment; draws highest degree of empowerment in terms of control over resources. Working women are more likely to save money for better cause over non-working women.

From Table 3, we see that women those who older, staying in urban locality and better educated have the more power and controlling authority upon resources irrespective of their employment status as shown in regression coefficient. So in the matter of women empowerment regarding power to keep money aside, young aged, rural and illiterate women are in a weak position than literate, urban and older women demographic category. Employment status does not have prominent impact on resource control; this clearly hints that socio-demographic background has more importance than employability for women to possess control over the resources.

Table 3: Model of Ordered Logit Regression of Control over Resources across Socio-Demographic and Employment Characteristics

Variable	Model 1	Model 2	Model 3
Demographic Factors			
Age	0.162** * (.003)	0.121*** (.005)	0.198*** (.007)
Education	0.101** * (.007)	0.129*** (.005)	0.181*** (.006)
Area (Location)	-0.119*** (.013)	-0.101*** (.014)	-0.072*** (.013)
Marital Status	1.598*** (.025)	0.991*** (.028)	1.498*** (.036)
Caste	- 0.093* (.020)	-1.001* (.099)	-0.031* (.019)
Family Size	0.151*** (.004)	0.123*** (.006)	0.091*** (.009)
Occupational Status			
Primary Activities		0.331*** (.051)	---
Secondary Activities		0.431*** (.080)	---
Tertiary Activities		0.385*** (.049)	---
Unskilled-Informal		0.359*** (.053)	---
Unskilled-Formal		0.322*** (.081)	---
Skilled-Informal		0.422*** (.049)	---

Skilled Formal		0.510*** (.062)	---
Contribution to Family Income			
(0-25)%			-0.093* (.042)
			0.089*
(25-50)%			(.039)
(50-75)%			0.071 (.034)
(75-100)%			0.323*** (.044)
N	323	323	323

Source: Own estimation of authors using primary data

***, ** and * represent level of significance at 1%, 5% and 10% respectively

Model Specification 2

Model specification 2 explores the co-relation between resource control and occupation. We find a notable difference in capability to save money for better use in future exist depending on type of occupation a women is absorbed in. Occupation is a noteworthy indicator of resource control has been denoted by the logit result shown in Table 3. Both skilled and unskilled women working in agricultural activities and engaged in manual labour jobs have lesser chance of empowerment in comparison to women working in other occupations. Working women have more power to set money aside and used wisely than non-working women. Skilled and unskilled manual workers have greater probability to save money over non-workers. Women engaged in blue-collared job, like clerical, sales/service, professionals are almost twice as prospective to save money over non-working women are also performing very well when it comes to the resource control.

5.3.1 Model Specification 3

Model Specification 3 includes women aggregate contribution to their family income, relating to the factors viz. work situations and occupations as mentioned in Model Specification 3. Model Specification 3 depicts that the magnitude of the financial contribution made by women to her household income is an important factor for the women to have her own personal saving and access to the money. The regression results in Table 3 suggest that women making significant contribution to her family gross income have commanding control upon resource in comparison to those who contribute less to family income. All those women who work in skilled or unskilled manual positions job, agriculture work, self-employed or working from home, have least scope to go form their own savings but women contributing half or more to their family income , it is found that they have greater control over resources than the low contributors. Women, who contribute all of their incomes in their family, have greater authority and power to control over resources. On viewing the effect of empowerment of women over control over resources have direct co-relation with the contribution made by women to her family gross income and there is steady increase in resource control across all work and occupation status. The impact of contribution spread across all the occupations, pointing to the fact that control of resources is determined by contribution made by the women in the family income and is a noteworthy factor and an empowerment indicator for the women.

5.4 Violence against Women

Index of cruelty against women is an important indicator of women empowerment. Opinion received from respondents upon committed violence against women, its relationship to women empowerment and their employment status have different results as revealed in Table 4. Opinion on violence against employed women reduces the chance of scoring high in cruelty against women scale. Working women will probably display a higher score, over their non-working counterparts. Based upon status or position of the women, it has been found that there is direct relationship to occurrence of Home Violence against Women (VAW). There is clear evident and justification that beating of wife or indulging into other home related violence has negative relationship when we measure women empowerment in terms of her work position and home violence.

Table 4: Model of Ordered Logit Regression of Views on Violence against Women across Socio-Demographic and Employment Characteristics

Variable	Model 1	Model 2	Model 3
Demographic Status			
Age	0.199*** (.009)	0.220***(.006)	0.233*** (.007)
	-0.231***		-0.180***
Education	(.014)	-0.182*** (.017)	(.017)
Area (Location)	0.181*** (.030)	0.161***(.030)	0.141*** (.031)
Marital Status	0.259*** (.015)	0.254***(.015)	0.260*** (.015)
			0.045***
Caste	0.048*** (.004)	0.045***(.004)	(.004)
	-0.401***		
Family Size	(.012)	---	---
Occupational Status			
Primary Activities		(omitted)	---
Secondary Activities		-0.017 (.047)	---
Tertiary Activities		-0.017 (.081)	---
Unskilled-Informal		-0.468*** (.048)	---
Unskilled-Formal		-0.115 (.066)	---
Skilled-Informal		-.398*** (.034)	---
Skilled Formal		-.355*** (.042)	---
Contribution to Family Income			
(0-25)%			.084* (.041)
(25-50)%			(omitted)
(50-75)%			.008 (.034)

			.178***
(75-100)%			(.041)
N	323	323	323

Source: Own estimation of authors using primary data

***, ** and * represent level of significance at 1%, 5% and 10% respectively

In practical, working women are more likely to report for any such incidence of violence over non-working women, where their husbands are indulge in beating of their wife and in other kind of violence activities for some minute reasons. The justification behind this is that working women are breaking traditional norms of tolerating violence and injustice against their husband family. The women showing their hostility against such an ill act are paying the price for breaking the norms to fight for justice and stand against women violence. This seems to be one important reason why disempowered view on domestic violence is negative related to employed women category status. Such women segment those are illiterate, young or older rural women, or having primary / intermediary education are still deprived in demanding and getting justice for acts against women violence.

5.4.1 Model Specification 1

For Model Specification 1, demographic factors are positively significant for violence against women (VAW).

5.4.2 Model Specification 2

Women those are into service or jobs, or working as unskilled or skilled manual jobs or engaged into farm based agro activities are less probable to feel the beating of their wife by their husband over educated women white collar job profile. Women working in such professions are more probable to report their husband's beating or any other act of violence. In India, despite of the occupational status, women lack empowerment in showing their attitude towards raising voices for violence against woman. In Table 4, it is shown that women working in different occupations are the person only to raise voice for violence against women thus indicating low level of women empowerment. Irrespective of occupation, women seem to accept cruelty against women. The view of women against wife-beating considered to be unjustified is found more among women with non-manual job. We can take the example; women from managerial/professional/ technical and clerical position are having 50-50 probability to support domestic violence against women. Again, the agricultural workers will have a low chance of raising their voice that wife beating is justified. Thus, this demonstrates the variation of women views in raising voice against violence, because of attitudinal differences, having direct relationship with their occupation.

5.4.3 Model Specification 3

This Model deals with the correlation of women contribution to total family gross income and her opinion on violence against women. The result reveals from Table 4 is that women contribution to family income can positively impact opinion of the women towards violence against wife. It has been observed that the attitude of women who contribute half or more of family income is indifferent from women who contribute less to their family earning. Women who contribute the maximum to family earning are more likely to say wife-beating is unjustifiable, than women who contributes less to total family income. Though, being fairly small, it is a notably

positive factor that improves women affinity for having more empowered attitudes. Thus magnitude of contribution of the women income to the overall family income has an impact and shown her attitude towards raising voice for violence against women irrespective of their occupations.

VI. LIMITATIONS, IMPLICATIONS AND FUTURE SCOPE OF RESEARCH

We found women were hesitant in responding to some part of the questionnaire. Our study is limited to specific geographical area, covers only one district in the state of West Bengal .The paper has used some of the facts as secondary data, may get differ from the present scenario.

It is evident that every society struggles to create equal opportunities for its women citizens. It is the only efforts through structured research and interventions, new approaches and tools can be developed and compare the intervention result and its outcomes. Till date, Human capital of women is one of our most under-exploited potentials. We must aspire towards equality in opportunity which is much more important than equality in outcomes.

Newer research dimension is to know about the conflicting roles and attitudinal behavior of women and men members in favour of Patriarchal society and against advocacy of Gender Equity. Research study can help us in knowing the best practices on remarkable success in Gender Parity.in states viz. Sikkim, Goa, Kerala. This may enable to design policies, innovative tools and approaches on the inclusivity factors linked to Gender Parity both in social and economic sphere.

Research study has to be conducted for the change that has happened within the society especially increasing parity between men and women in terms of voter turnout has given the women nearly equal say in the electoral process. There has been significant rise in number of women voters towards franchising their voting rights since last two decades. Women voter percentage in 2009 it was 55.82 percentages, in the year 2014 it was 65.63 percentage and in the year 2019 it was 68 percentage. There is sharp increase in women vote share count of 17.6 percentage in the year 2014 over 2009 and increased marginally by 3.6 percentage in the year 2019 over 2014. This has happened over years as silent revolution of self-empowerment in political arena without rather concerted policy effect of the Government or Election Commission of India.

Research based findings from these studies may help in developing deeper understanding of the co-related factors and their relationship to societal changes linked to Gender Parity and may speed up the process to reduce the social neglect and discrimination within feminine section of the society.

VII. CONCLUSION

Considering the relationship of women and their work-participation status helps in determining their empowerment status. Four major factors leading to women empowerment are- Firstly, it is the kind, type and nature of work-participation of women, Secondly, women making noteworthy contributions to their total family income enables to elevate their empowerment status, Thirdly, existing women attachment to the workplace for their Livelihood and fourthly progressive and equality focused approach lead to women empowerment, greater independence in their mobility, giving power to make decision, having better control over resources, change in

situation linked to Violence against Women, all are interrelated with the employment and empowerment factor in a unique way.

The empirical study reveals the present empowerment status of the women in the Nadia district which is quite discouraging and some- how linked to women un-employability and work participation status. The existing patriarchic system restricts women to choose better options in life and challenge the existing functioning power structure and dominance.

Thus, it can be concluded that women working outside home are important for them, as it adds value to their overall personality and growth, ultimately leading to greater economic outcomes and empowerment.

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