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Information from GO/NGO to develop and factors affecting women empowerment

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Abstract

Empowerment is a process to change the distribution of power, both in interpersonal relations and in institutions throughout society. Despite a major contribution in the development process, female population has low status as compared to men, specifically in the developing world. Consequently, at present it has become a major topic of socio-economic and demographic research. Considering its importance, an attempt has been made in this study to investigate the issues of empowerment such as (GOs and NGOs) contribution to enhance women empowerment according to different factors in 4 districts of Rajshahi, Khulna and Rangpur divisions. Women are more informed as well as conscious about the empowerment enhancing indicators like female education, tailoring, livestock and poultry training, savings money, micro credit and computer training through GO/NGOs. Women's education significantly impacts on receiving information on six effective indicators of women empowerment. Most of the women up to secondary level of education perceived the information about women empowerment from different GO/NGOs. After receiving information maximum numbers of women are involved in micro credit program to enhance their own capabilities. The outputs of the study demonstrate the policy implications that can improve the empowerment of reproductive aged married women. Education and employment opportunities should be created for them to increase their self-esteem and also increase their status in society. So it is suggested to provide information as well as different interventions through NGOs and GOs properly so that it can develop the women's consciousness regarding women empowerment. Finally, it is suggested to provide effective policy to minimize the gap between men and women and to ensure their rights in every sphere of life.

Keywords: contingency, women empowerment, multiple linear regression, percentage distribution

Introduction

Traditionally the state has interpreted women's needs to suit its own preferences. The typical consideration that women have received information from different sectors has been in their capacity. Women would be empowered moment after moment by adopting knowledge and receiving sense on equal right for various part of life. So they can be identified as a part and parcel of society and by this way they treated as empowered with increasing sense and sensitivity of some important phenomena in everyday life. Any person or any institution can help the women be empowered by this process to the way of reaching information to them about some important indicators of women empowerment. Women can be sought for receiving information about some indicators that can help them to be empowered in the society. It is acknowledged that with the advancement of time, the fact has now been recognized that without empowering women the national development cannot be achieved because it emphasizes the idea of women as active agents in, rather than passively recipients of development strategies. From the long run there is an emphasis on women participation in different activities as the way to women empowerment. The government of Bangladesh has from time to time enacted or amended several Acts to safeguard women's legal right or to improve their status. It is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interests to increase their empowerment. An effective initiative of Government Organizations (GOs) and/or Non-Government Organizations (NGOs) through the help of civil society can dissolve the barrier at all. Women have equal rights with men in all spheres of the state and public life. The presence and participation of women in decision making process would enable them to empower themselves. Women empowerment being the subject of the concern among the policy makers of developing countries, the integration of women into the development process and therefore their participation in economic activities along with men, have been gaining importance in many national development plans. Development planners initially assumed that overall economic development and the process of modernization would bring about an improvement in the status of women by benefiting both men and women equally (Lewina, 1999) [1].

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Information on the indicators of empowerment from different organizations enhances the confidence level and keep it up in the perception level of a woman. A lot of activities for women empowerment are taken in hand in a piecemeal way by government as well as non-government level. But women still not so benefited from these piecemeal contribution because of unstructured and disintegrated way and also due to lack of reaching information on the indicators of empowerment. So an in-depth exploration would be needed to know about the magnitude of receiving information of women on different indicators for empowerment.

Receiving information on the indicators of empowerment, women grown up as a massive agent of development and the responsibilities of this agency enforce a course of action upon themselves. Government of Bangladesh continuously working to increase the proportion of women leadership but yet cannot reach to the goal. The United Nations' Population Information Network states five dimensions of women's empowerment, such as women's sense of self-worth, choices, access to opportunities and resources, power to control own lives and ability to influence the direction of social change (POPIN, 1995) [2]. "Power to" suggests enabling power that creates new possibilities without control, whereas "power with" alludes to co-operation and working together. Finally, "power within" refers to a spiritual awareness at an individual level which means an individual power by believing in oneself and one's abilities by increasing one's self-esteem, awareness or consciousness raising and confidence building (Rowland, 1998) [3]. The promotion of women's empowerment not only facilitates social justice as an important aspect of human welfare, but also women's empowerment is a means to other goals. Sen's approach expands on the empowerment concept, identifying the importance of human "agency" and the freedom of individuals towards development goals. According to him, human functional capabilities comprise "life, bodily health and integrity, being able to imagine, think and reason, being able to emote and have attachments, practical reason, affiliation, recreation, and control over one's political and material environment". As this relates to gender equity, he believes that for positive change to happen, individual women must be able to exercise their "agency" through their empowerment and economic independence. Empowering women enables them to make the transition from the periphery to the centre of the situations and decisions that shape their lives (Yunus, 1996) [4].

According to the UNDP (2003) [5] frequent use of Gender Empowerment Measure (GEM) is a composite measure of gender inequality in three key areas: Political participation and decision-making, economic participation and decision-making and power over economic resources. It is an aggregate index for a population and does not measure empowerment on an individual basis. It is made up of two dimensions: Economic participation and decision-making (measured by the percentage of female administrators and managers, and professional and technical employees), and political participation and decision-making. For our purposes GEM is limited and does not capture the multidimensional view of women's empowerment. It cannot be assumed that if a development intervention promotes women's empowerment along a particular dimension that empowerment in other areas will necessarily follow. A number of studies have shown that women may be empowered in one area of life while not in others (Malhotra and Mather 1997; Kishor 1995 and 2000; Hashemi *et al.* 1996; Beegle *et al.* 1998) [6-10].

In a settings of personal as well as community level variables they suggest that raise of age at marriage, enhancing

education and greater employment opportunities help to empower women, at least in some respect. It is hypothesized that various kinds of inputs such as education, age, family type and earning status etc. will encourage women's participation in the development programs. Subsequently, this process will lead to women empowerment through enhanced self-confidence, resources, coping abilities, freedom of choices and power relations.

Materials and Methods

Materials

This study is designed by purposively selected sampling from three divisions namely Rajshahi, Rangpur and Khulna. The sample size is 500 in which the respondents are taken from 18 village/moholla of 10 unions/municipalities from 5 upazila of four districts under three divisions from July 2010 to January 2011. The unit of analysis is reproductive aged married women. In this sampling design the sample size is 500 of which 250 households from rural areas and 250 households from urban areas.

Method

The study was performed by several statistical tools and techniques including frequency distribution, contingency table development and analysis, multiple linear regression analysis and logistic regression analysis. The selected socio-economic and demographic variables used in this study. The demographic characteristics included in this study are respondent's age, respondent's age at marriage, etc. This study also includes socio-economic characteristics which are place of residence, respondent's education, husband's age, husband's education, respondent's occupation, religion etc.

In this study an attempt has been made to summaries those dimensions concerning contemporary socio-economic situation of women, a three dimensional approach of the measurement of women empowerment is developed. The three dimensions would be empirically computed considering the corresponding indicators: (1) Economic decision making dimension which includes the indicators (i) who decides how to spend money, (ii) decision of purchasing large household goods, and (iii) decision about household purchases for daily needs; (2) Household decision making dimension which includes the indicators (i) decision on own health care, (ii) decision on child health care, (iii) decision on family member health care, and (iv) final say on food to be cooked every day; and (3) Freedom of physical movement dimension which includes the indicators (i) final say on visits to outer family member or relatives, (ii) goes outside the village/town/city alone, and (iii) goes to shopping or cultural program or any ceremony. Five indicators that can help the women to be empowered in the society such indicators are male-female equal right in the society, male-female equal right for education, male-female equal right for wage, female participation in politics and; the right for maternal health care is ultimately needed to gather sound health of mother and child. Women would explore them by participating in different NGOs and / or GOs at grass-root level may be one of the major strategies of women empowerment and this participation measure stimulates the women to go forward one step for leadership development. In economic perspective, it includes the role in household economic decision-making through meeting the basic needs to broad household sphere needs, control over finance in the household level and both improving self-reliance, thereby reducing women's economic subordination. In familial perspective, it includes participation

in household decisions making. The increased role in household decision-making would enable them to improve their self-determination, bargaining power, control over resources, self-esteem, autonomy, status and power relations within households. That means the increased role of women in household decision-making will lead to their own well-being and that of their children. Finally, in freedom of physical movement perspective, it includes free movement status to relatives and nonrelatives house, to public place, to socio-cultural programs. It provides perception on gender awareness with regard to basic rights of women and coping capacity to different household shocks. It will enhance self-confidence, bargaining power, freedom of choices and coping abilities within the households. Mason and Smith (2003)¹¹ explained empowerment is inherently a multi-dimensional phenomenon, with women relatively empowered in some spheres but not in others.

Data collection and analysis

A woman explores herself by participating at grass-root level through different organization and received information about various phenomena of women empowerment leading to share this information to others. Such type of activities of giving and taking of information is one of the strategies of women

empowerment. This measure stimulates the women to go ahead to expose herself and encouraged other women in the way of the development of women as well as their empowerment. In this regard an attempt has been made to explore the information receiving status of women from different organizations (GOs and NGOs). Table 1 shows the percentage of women of the intensity of receiving information about the indicators of women empowerment from organization. It is revealed that two-fifth of the women have had no Information from any organization. Rural urban differential is somewhat visible in this way. Only 51.2% of the women have had information about the indicators of women empowerment from at least one organization, 30.0% up to two organizations and 10.6% up to three organizations. For rural urban differentiation of receiving information it is seen that rural women are gone ahead of receiving information at least one in number than that of urban women. But in case of receiving information from two or more organization simultaneously urban women are proportionately larger than that of rural. It is also observed that about 9% of the women have no concept about the indicators of women empowerment and those cannot evoke themselves as well as their surroundings.

Table 1: Percentage of respondents of the intensity of receiving information about the indicators of women empowerment from different GO/NGO by rural-urban differentials.

Information about women empowerment		Rural (%)	Urban (%)	Both (%)
No Information		36.8	43.6	40.2
No concept about women empowerment		8.9	9.6	9.3
Having information	up to 1 organization	54.4	48.0	51.2
	up to 2 organizations	28.0	32.0	30.0
	up to 3 organizations	6.9	14.4	10.6

Various GO/NGOs are operating their activities and these are the main sources of providing information about different types of indicators those enhance the level of women empowerment. Now it is observed that the pattern of receiving information about the different indicators accordingly the level of education of the respondents. Table 2 represents the percentage distribution of respondent's receiving information from GO/NGOs according to educational levels for different indicators. It reveals that a

remarkably larger proportion of the respondents with secondary level of education have received information from GO/NGOs sectors for female education, tailoring, livestock and poultry rearing training, kitchen gardening and micro-credit program. On the other hand proportionally a large number of higher educated women received information from GO/NGOs about violence against women, savings of money, computer training, health awareness, eve-teasing and male-female equal rights.

Table 2: Percentage of respondent's receiving information from GO/NGOs according to educational levels

Types of information	Educational level of the respondent					All
	Illiterate	Primary	Secondary	Higher secondary	Higher	
Female education	1 (3.4)	1 (3.4)	14 (48.3)	3 (10.3)	10 (34.5)	29 (100.00)
Tailoring	-	3 (8.6)	12 (34.3)	13 (37.1)	7 (20.0)	35 (100.00)
Livestock and poultry training	9 (16.1)	8 (14.3)	31 (55.3)	6 (10.7)	2 (3.6)	56 (100.00)
Kitchen gardening	1 (16.7)	-	3 (50.0)	-	2 (33.3)	6 (100.00)
Violence against women	-	1 (10.0)	4 (40.0)	-	5 (50.0)	10 (100.00)
Savings money	1 (6.7)	3 (20.0)	4 (26.7)	2 (13.3)	5 (33.3)	15 (100.00)
Micro-credit	22 (8.0)	61 (22.3)	137 (50.2)	33 (12.1)	20 (7.3)	273 (100.00)
Computer training	-	-	1 (7.1)	2 (14.3)	11 (78.6)	14 (100.00)
Health awareness	3 (25.0)	4 (33.3)	-	1 (8.3)	4 (33.3)	12 (100.00)
Eve teasing	-	1 (25.0)	1 (25.0)	-	2 (50.0)	4 (100.00)
Male-female Equal rights	-	1 (11.1)	1 (11.1)	-	7 (77.8)	9 (100.00)

Note: The values indicated in parenthesis are percentage as row wise and (-) indicated that the cell frequency is empty

Results and Discussion

GO/NGOs support of different way to enhance women empowerment

Yet, it is not clear how much support will be forthcoming for women-run NGOs, nor to what extent emancipator,

empowerment-producing educational projects for women will be supported resources. Ultimately, empowerment should lead to the improvement of women's socio-economic status. So, we have to measure the empowerment through such indicators, which support is received by respondents from

GO/NGO. Table 3 represents that the percentage distribution of respondents receiving supports from different GO/NGO by rural urban differentials. About 55% of the women do not have any support from GO/NGO of different way to enhance women empowerment. There is a clear differentiation of having support of way to enhance women empowerment between rural and urban residents and hence urban women are more better in case of receiving support of way to enhance women empowerment. Among the different ways micro credit is more influential one.

Table 3: Percentage distribution of respondents receiving support from different GO/NGO by rural-urban differentials

Types of Support		Rural	Urban	Both
No Support		48.0	60.8	54.4
No concept about it		7.6	8.0	7.8
Having support	Female education	-	0.8	0.4
	Tailoring	-	4.4	2.2
	Domestic animal	3.6	2.8	3.2
	Savings money	-	1.6	0.8
	Micro credit	40.8	20.0	30.4
	Computer training	-	1.6	0.8

Table 4 presents that the percentage distribution of respondents receiving support from GO/NGO according to educational levels. There exists a remarkable differentiation of having support among the ways to enhance women empowerment according to educational levels. Primary and tertiary educated women received support about female education fifty percent each. A large proportion of secondary educated women received support about the enhancing programs like as livestock and poultry training, money savings and micro-credit. Support from computer training program was received at higher secondary and tertiary

Table 4: Percentage distribution of respondent's receiving support from GO/NGO according to educational levels.

Types of support	Educational level of the respondent					All
	Illiterate	Primary	Secondary	Higher secondary	Tertiary	
Female education	-	1 (50.0)	-	-	1 (50.0)	2 (100.00)
Tailoring	-	2 (18.2)	2 (18.2)	4 (36.4)	3 (27.3)	11 (100.00)
Livestock and poultry training	4 (25.0)	2 (12.5)	9 (56.2)	1 (6.2)	-	16 (100.00)
Savings money	-	-	2 (50.0)	1 (25.0)	1 (25.0)	4 (100.00)
Micro-credit	16 (10.5)	40 (26.3)	86 (56.6)	10 (6.6)	-	152 (100.00)
Computer training	-	-	-	2 (50.0)	2 (50.0)	4 (100.00)

Note: The values indicated in parenthesis are percentage as row wise and (-) indicated that the cell frequency is empty

Level of women empowerment for predictors

Seven influential factors, five at demographic, one at economic and one at social level are used as predictors in order to check for their significance as women's empowerment determinants. At demographic level respondent's age, age at marriage, residence, household head and type of family are considered. At economic level respondent's earning status and at social level respondent's educational level are considered. Table 5 represents the mean values of women empowerment index (WEI) for aforesaid selected socio-economic and demographic settings of women. The overall mean value of WEI is 0.560. It is observed that about 51% women are in middle age (20-34 years) group and about 40% are in higher age (35+ years) group. The highest mean value of WEI is 0.573 for middle age group women followed by the higher age group whose mean value of WEI is 0.561 and the lowest mean value WEI is 0.483 younger age group (below 20 years). This scenario of women empowerment is the reflection of age experience. An upward

educated women only. In a study, Parveen and Leonhauser (2004) [12] found that education, training and exposure to information media have the potential to increase women's empowerment. They also found effective initiatives undertaken by the concerned agencies in improving women's education, skill acquisition training and access to information could enhance women's empowerment in order to achieve gender equality and development at all levels in the rural society of Bangladesh. In their study it was suggested that as different donors constitute a vital contributing factor in upgrading women's status in Bangladesh by eliminating discrimination against girls and women by funding different projects relating to education, agricultural production, health, human rights etc. through GOs and NGOs, they should conduct regular proper monitoring and evaluation specifically to minimize the gender gap as well as to fulfill the Millennium Development Goals. Lazo (1995) [13] stated that after a certain period women remain in a state of blissful ignorance and most survive in the belief that they cannot change their poor situation. As a result of this long-standing poverty and powerlessness the women lose their sense of control over their environment. In a study Hashemi *et al.* (1996) [9] found that women's empowerment can only be achieved by increasing women's consciousness about gender and class relations, and organizing them to engage in grassroots struggles for women's rights. They also suggested that involvement in credit programs does empower women. Participants in Grameen Bank and BRAC increases women's mobility, their ability to make purchases and major household decisions, their ownership of productive assets, their legal and political awareness and participation in public campaigns and protests. Many scholars suggest various dimensional measurement of women empowerment.

trend of mean values of WEI for respondent's age at marriage is shown as age at marriage increases the mean value is also increases. Among the educated women as educational level is increases the mean value of WEI is increases. It is found that illiterate women are somewhat better in women empowering than primary educated women or even than that of secondary level of educated women where primary educated women are about 13%, secondary educated women are about 50% and about 9% women are illiterate among the total women. It may be due to the cause of lacking of pertinent education in the curriculum of education system in our community. The mean value of WEI for urban women is 0.625 and the value that for rural women is 0.495 highlights that rural women are lag behind than that of urban. The mean value of WEI for female headed women is 0.862 and that the value for male headed is 0.549 and it is evident that female headed women have more empowered than that of male headed women. This may be due to the cause that female headed women are not suffering from male subordination and also they are mostly occupying

in the single family. The mean value of WEI for the women of single family is 0.582 and that the value for joint family is 0.495. It is obvious that women of single family are not suffering from any other family members and that is why they are free from the subordination of other family members. The

mean value of WEI for the earning women is 0.664 and that the value for not earning women is 0.542. This is because of earning women are contributed in kinds of financial benefits and most often they make themselves financially solvent.

Table 5: Mean values of women empowerment index (WEI) by some demographic and socio-economic variables

Variables	Respondents (N=500)		Mean value of WEI
	Number	Percent	
Total	500	100.00	0.560
Respondent's age (years)			
<20	43	8.60	0.483
20-34	256	51.20	0.573
35+	201	40.20	0.561
Respondent's age at marriage (years)			
<15	226	45.20	0.523
15-19	188	37.60	0.559
20-24	58	11.60	0.629
25+	28	5.60	0.724
Respondent's educational level			
Illiterate	47	9.40	0.553
Primary	67	13.40	0.484
Secondary	249	49.80	0.542
Higher secondary	63	12.60	0.594
Tertiary	74	14.80	0.666
Residence			
Urban	250	50.00	0.625
Rural	250	50.00	0.495
Household head			
Male	483	96.60	0.549
Female	17	3.40	0.862
Family type			
Single	375	75.00	0.582
Joint	125	25.00	0.495
Respondent's earning status			
Not earner	427	85.40	0.542
Earner	73	14.60	0.664

Factors affecting women empowerment

Multiple linear regression analyses are used to see the cause and effect of seven phenomena on the women empowerment index value. So the dependent variable here is the value of women empowerment index. The only quantitative independent variable used in this section is respondent's age at marriage. The categorical variables are respondent's age, education, residence, type of family, household head and earning status of the respondent. Though respondent's age and education are measured in terms of completed year and year of schooling respectively, in kinds of quantitative variables, these two variables are modified as categorical

variables here. Because of there are some structural fashion are shown for these two variables rather than a complete straight increment or decrement or even nonrandom fashions. That is why these two variables used as categorical variables instead of quantitative variables. Women's age, age at marriage, education and place of residence have significant effect on women empowerment of three dimensional approaches. So the rationale of taking the aforesaid predictors as the factors affecting women empowerment may be valid and consequently the regression analysis is conducted and the results are summarized in Table 6.

Table 6: Multiple linear regression of women empowerment index on some selected variables

Variables	Coefficients	t-value	Significance
(Constant)	0.551	8.011	0.000
Respondent's age			
Age<20 years ^r	-	-	-
20≤Age≤34	0.070	2.510	0.012
Age≥35	0.049	1.705	0.089
Respondent's education			
Illiterate	0.73	2.251	0.025
Primary ^r	-	-	-
Secondary	0.008	0.314	0.754
Higher secondary	0.008	0.244	0.807
Tertiary	0.065	1.723	0.085
Respondent's age at marriage	0.006	1.963	0.050
Residence			
Rural ^r	-	-	-

Urban	0.109	6.336	0.000
Type of family			
Single	0.091	5.028	0.000
Joint ^r	-	-	-
Household head			
Female ^r	-	-	-
Male	-0.298	-6.960	0.000
Respondent's earning status			
Not Earner ^r	-	-	-
Earner	0.029	1.211	0.226

Note: ^r = Reference category

Table 6 shows that the quantitative variable respondent's age at marriage has positive significant effect on women empowerment index value. Women of 20-34 years age group are significantly 0.070 units more empowered than those of women of below 20 years age group and women of 35+ age group are tend to significantly 0.049 units more empowered than those of below 20 years age group. Illiterate women are positive significantly more empowered than those women of primary educated women and tertiary educated women have positively tend to significant effect of empowerment than those of women of primary educated. Parveen and Leonhäuser (2004) [12] also highlight the fact that formal and non-formal education is one of the most influential factors that enhance women's empowerment. Women of urban and with single family have positive significantly more empowered than those of women of rural and with joint family respectively. Women from male headed family are negative and significantly suffering from less empowerment than those of women from female headed family. According to earning status of the respondents, earning women are more empowered than that of their non-earning counterpart women. It is represented that about 55% of the women do not have any support from GO/NGO of different way to enhance women empowerment. There is a clear differentiation of having support of way to enhance women empowerment between rural and urban residents and hence urban women are more better in case of receiving support of way to enhance women empowerment. Among the different ways of enhancing women empowerment micro credit is more popular and influential.

It is also seen that Primary and tertiary educated women received support about female education fifty percent each. A large proportion of secondary educated women received support about the enhancing programs like as livestock and poultry training, money savings and micro-credit. Support from computer training program was received at higher secondary and tertiary educated women only.

The overall mean value of WEI is 0.560. It is observed that about 51% women are in middle age (20-34 years) group and about 40% are in higher age (35+ years) group. The highest mean value of WEI is 0.573 for middle age group women followed by the higher age group whose mean value of WEI is 0.561 and the lowest mean value WEI is 0.483 younger age group (below 20 years). This scenario of women empowerment is the reflection of age experience. An upward trend of mean values of WEI for respondent's age at marriage is shown as age at marriage increases the mean value is also increases. Among the educated women as educational level is increases the mean value of WEI is increases. It is noticeable that illiterate women are somewhat better in women empowering than primary educated women or even than that of secondary level of educated women where primary educated women are about 13%, secondary educated women are about 50% and about 9% women are illiterate among the

total women. It may be due to the cause of lacking of pertinent education in the curriculum of education system in our community. The mean value of WEI for urban women is 0.625 and the value that for rural women is 0.495 highlights that rural women are lag behind than that of urban. The mean value of WEI for female headed women is 0.862 and that the value for male headed is 0.549 and it is evident that female headed women have more empowered than that of male headed women. This may be due to the cause that female headed women are not suffering from male subordination and also they are mostly occupying in the single family. The mean value of WEI for the women of single family is 0.582 and that the value for joint family is 0.495. It is obvious that women of single family are not suffering from any other family members and that is why they are free from the subordination of other family members. The mean value of WEI for the earning women is 0.664 and that the value for not earning women is 0.542. This is because of earning women are contributed in kinds of financial benefits and most often they make themselves financially solvent.

Conclusion

The results reveal that two-fifth of the women have had no information about the way to enhance women empowerment from any GO/NGOs. Of the total, rural women received only one information from GO/NGOs are gone ahead than that of urban women. But in case, more than one information receiving from any organization urban women are proportionately larger than that of rural. It is observed that a remarkably larger proportion of the respondents with secondary level of education have received information from GO/NGOs sectors for female education, tailoring, livestock and poultry rearing training, kitchen gardening and micro-credit program. On the other hand proportionally a large number of higher educated women received information from GO/NGOs about violence against women, savings of money, computer training, health awareness, eve-teasing and male-female equal rights.

It is shown that the quantitative variable respondent's age at marriage has positive significant effect on women empowerment index value. Women of 20-34 years age group are significantly 0.070 units more empowered than those of women of below 20 years age group and women of 35+ age group are tend to significantly 0.049 units more empowered than those of below 20 years age group. Illiterate women are positive significantly more empowered than those women of primary educated women and tertiary educated women have positively tend to significant effect of empowerment than those of women of primary educated. Women of urban and with single family have positive significantly more empowered than those of women of rural and with joint family respectively. Women from male headed family are negative and significantly suffering from less empowerment than those of women from female headed family. According

to earning status of the respondents, earning women are more empowered than that of their nonearning counterpart women.

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Authors' contribution

SA and MGM designed the experiments, developed the methodology and prepared the manuscript. SA and MGM collected the data and carried out analysis.

Conflict of interest disclosure

The authors declare that they have no conflict of interest.

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