

IMPACT OF WOMEN'S EMPOWERMENT ON THE SOCIOECONOMIC DEVELOPMENT

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Abstract

The expansion of the socio-economic, the GDP, instructive growth, and the rate of knowledge can be able to amount in a country. Women's authorization has become the most vivacious factor for the pecuniary and social progress of a national. The enclosure of women in the workplace increases the capacity of the rate of construction and reduces gender bias. Introducing the "Equal Rights Program" is an effective innovation for enhancing of the connexion of women in the socioeconomic expansion of a country. Primary quantitative method has been used with the help of the SPSS analysis and 70 people has been taken. People from the different condition have performed in the survey. The most of the people are partaken in the survey are does not prefer to discussed their gender and the percentage of that people is 42%. The position of the WE and the issues for the employment of the WE can be determined from the study. The scarcity of cognizance and the education song women are the main questions for the WE which has to be diminished by the proper application of the rules.

Keywords: Socioeconomic development, women empowerment, "Equal Rights Program", Social growth

Introduction

The development of a society's social and economic factors is called socioeconomic development. As per the recommendation of Kumar, Dahiya, & Ratwan (2021), the socio-economic development in a country is one of the most important factors for the overall growth and development of the country. The development of the socio-economic, the GDP, educational growth, and the rate of literacy can be able to measure in a country. Women's empowerment and development are the most important for the growth of communal works and the employability of society. Empowering women in society, the rate of unemployment becomes decreased and the financial crisis is also reduced.

One of the main issues for women's empowerment in order to socioeconomic development is the lack of safety for women. According to Reshi, & Sudha (2022), recruiting women in various kinds of industry and other workplace demand the safety of women. Therefore, the comparison between the man and women in the workplace is the reason for the depression and lack of job satisfaction.

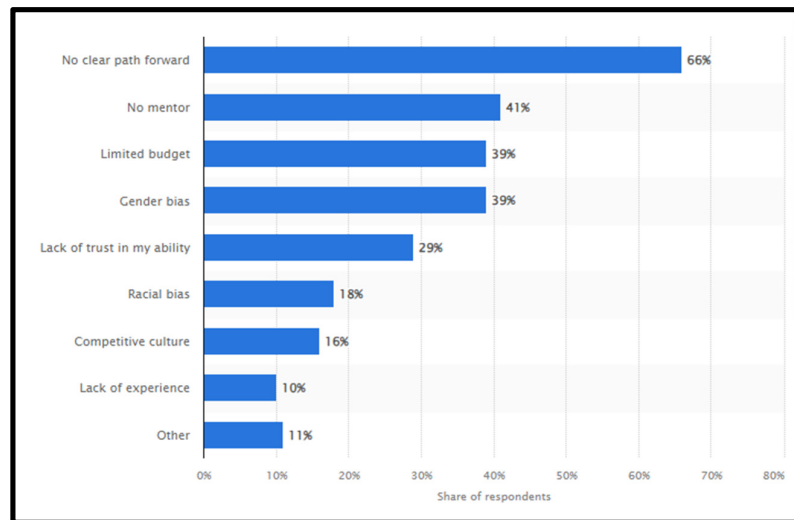


Figure 1: Issues faced by women in the industries

(Source: Statista, 2023)

From the above graph, it can be shown that the rate of women in society who does not have any proper direction is the highest and the percentage is 66%. The lowest percentage of women who lack experience is 10%. Therefore, it is clear that women's empowerment has become the most vital factor for the economic and social growth of a country.

Research aim and objectives

The aim of the study is to determine the effect and impact of women's empowerment in case of the socioeconomic development of a country.

The objectives of the research are:

- To determine the impact of women empowerment on socioeconomic development or SD
- To estimate the issues that are arising in order to the empowering the women
- To find the proper solution to reduce the issue related to women's empowerment or WE
- To assess the possible improvement in the SD by empowering the women

Research questions

The research questions that arise from the study are:

- What is the impact of women empowerment on socioeconomic development or SD?
- What are the issues that are arising in order to the empowering women?
- What is the proper solution to reduce the issue related to women's empowerment or WE?
- What is the possible improvement in the SD by empowering women?

Literature review

Impact of women's empowerment on socioeconomic development or SD

Women empowerment or WE is important to reduce the issue of gender discrimination and increase the GDP of a country with the contribution of both men and women. As per the view of Rehman, Moazzam, & Ansari (2020), the participation of women in the SD helps to boost economic growth and develop social and cultural factors. There are some women entrepreneurs who enhance the economic growth of the country and implement the WE. Zang Xin is an entrepreneur of the company "SOHO China", Kiran Mazumdar-Shaw is the founder of the industry "Biocon", and Oprah Winfrey is the co-founder of the industry "Oxygen Media, a cable station". All of the above are examples of the WE and take their industry to the next level with their skill and enthusiasm. As per the opinion of Olonade et al. (2019), the inclusion of women in the workplace enhances the capacity of the rate of production and reduces gender bias. Therefore, for the economic and social growth of a country, the WE is the most effective and impactful asset.

Issues that are arising in order to the empowering the women

There are many problems and issues that have to face women employees in the workplace and outside of the workplace. As per the view of Abreha, Walelign, & Zereyesus(2020), the lack of safety and gender inequalities are two main issues. Sometimes society does not allow women to work till late at night and this affects their mental health. Gender discrimination and the lack of opportunities lead to a decrement in the SD and make the country less developed than the other countries. On the other hand, Reshi, & Sudha (2021) stated that the elimination of the issues of structural gender inequality can be helpful for the enhancement of the WE and also helps the SD. Hence, the reduction of the above issues increases the economic growth of a country.

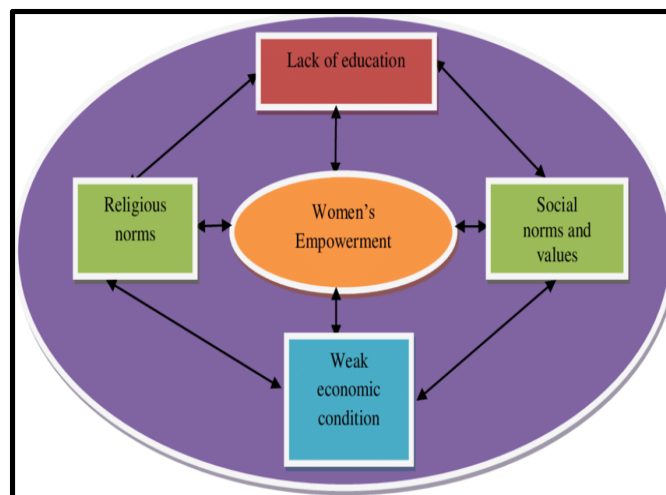


Figure 2: Major challenges of Women empowerment

(Source: Choudhry, Abdul Mutalib, & Ismail, 2019)

From the above figure 2, it can be said that the factors that make a hindrance for the WE are the lack of education, religious norms, weak economic condition, and social norms and values. As per the report of “National Family Health”, 51.3% of the women do not have any land on their own Barman, Saha, & Chouhan (2020). Therefore, the issues of the WE also affect the decrement of the economy of a nation.

The proper solution to reduce the issue related to women's empowerment or WE

Implementation of gender equality in the workplace and also in society is one of the most effective factors to reduce the issue of WE. According to Kapoor (2019), proper women's education and making women equally qualified to the men are two best ways to decrease the rate of the issue of the WE. Introducing the “Equal Rights Program” is an effective innovation for enhancing f the involvement of women in the socioeconomic development of a country.

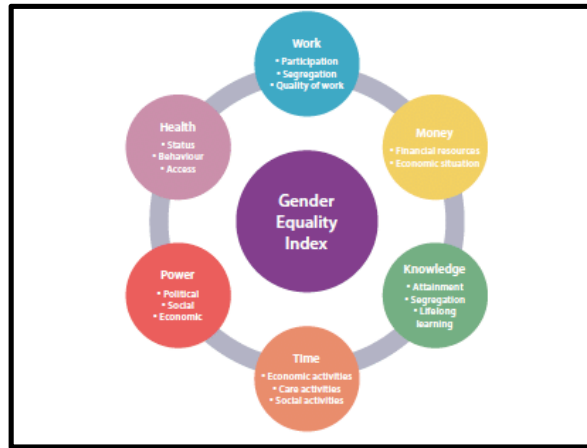


Figure 3: Gender equality index

(Source: Papageorgiou et al. 2019)

From the above figure, it can be shown that various factors like health, power, time, and knowledge affect gender equality.

Methodology

The primary quantitative method has been used in the study to determine the effect and the impact of the WE on the SD of a country. As per the view of Bent (2019), the primary quantitative method is helpful for the use of the advanced type of regression analysis process and the data analysis method. One disadvantage of the method is that the collected data is less number and the use of secondary sources helps to collect more data and information. Although there is a disadvantage, the method has been taken for the proper determination of the impact of the WE on the SD. The analysis has been done with the help of the SPSS software and the survey has been proceeding taking 70 people.

Findings

Frequency table

What is your age?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	14	20.0	20.0	20.0
	2.0	28	40.0	40.0	60.0
	3.0	14	20.0	20.0	80.0
	4.0	14	20.0	20.0	100.0
	Total	70	100.0	100.0	

Figure 4: Age frequency

(Source: SPSS)

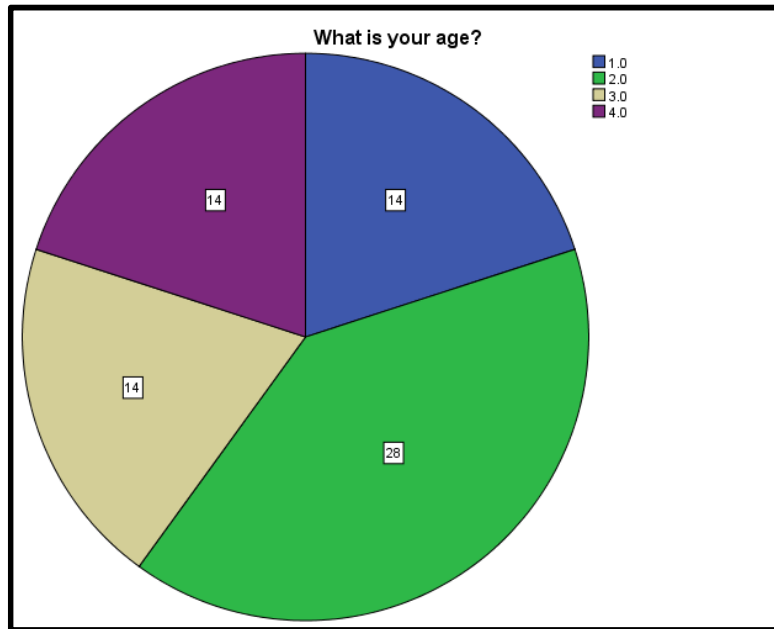


Figure 5: Age frequency

(Source: SPSS)

From the above figure 4 and 5 of the age frequency, it is clear that the percentage of the persons of the age of 25 to 35 is 14% and the persons of the age 36 to 45 is the highest which is the 28%. Also, the people from the other age group also participate in the survey. Therefore, it can be said that the survey is effective to find the impact of the WE on the SD as all the people have joined in the survey.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.0	14	20.0	20.0	20.0
3.0	14	20.0	20.0	40.0
4.0	42	60.0	60.0	100.0
Total	70	100.0	100.0	

Figure 6: Gender frequency

(Source: SPSS)

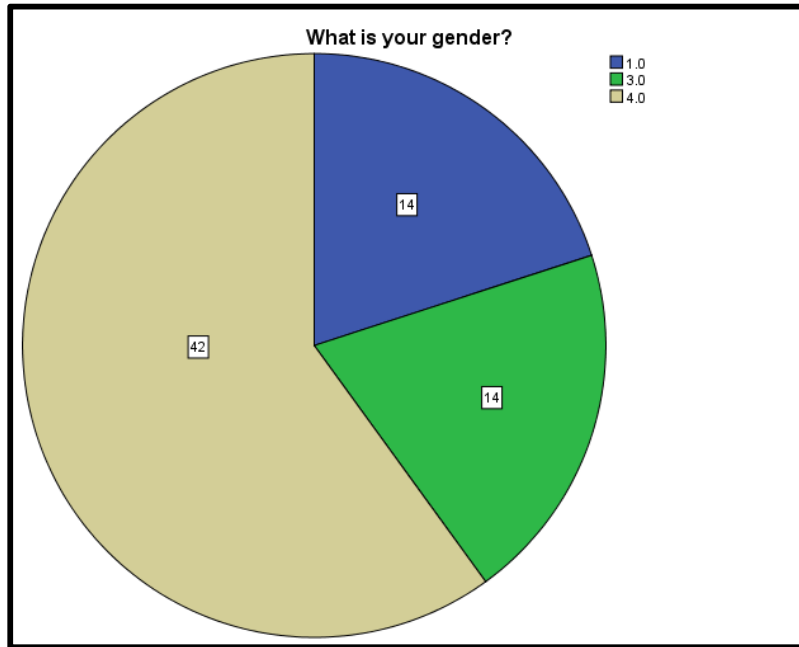


Figure 7: Gender frequency

(Source: SPSS)

From the figure of the gender frequency, it can be concluded that the percentage of the people of male is 14% and the female is 14%. The most of the people who participated in the survey do not prefer to discuss their gender, and the percentage of those people is 42%.

What is your qualification?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	14	20.0	20.0	20.0
	2.0	14	20.0	20.0	40.0
	3.0	14	20.0	20.0	60.0
	4.0	28	40.0	40.0	100.0
Total		70	100.0	100.0	

Figure 8: Frequency of qualification

(Source: SPSS)

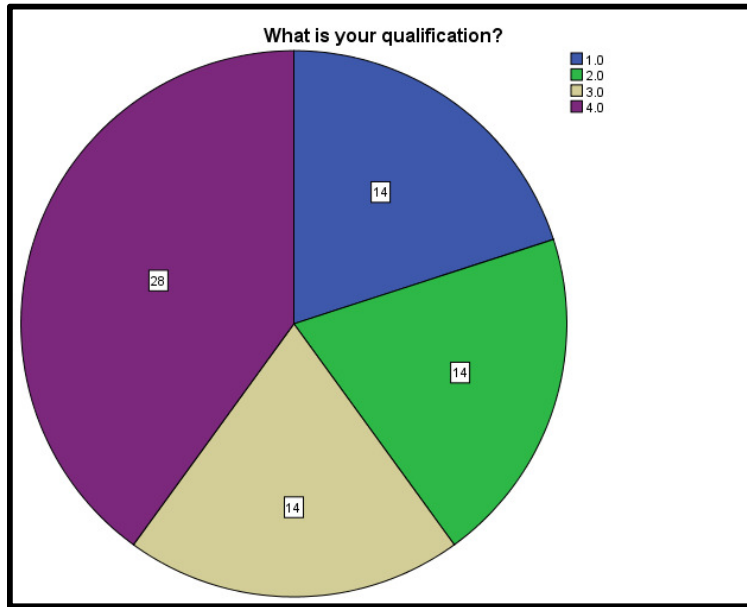


Figure 9: Frequency of qualification
(Source: SPSS)

From the figure of the frequency of the qualification of the people, it is clear that the people who have completed their graduation is 14% and the people who have completed their masters is 14%. Most of the people who have joined the survey is the employee of a industry and the percentage of that kinds of people is 28%. Therefore, people from the different qualification have performed in the survey.

Descriptive statistics

Descriptive Statistics							
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
IV1.1	70	1.0	4.0	2.800	1.4803	-.417	.287
IV2.1	70	3.0	5.0	3.800	.7537	.351	.287
IV3.1	70	2.0	5.0	4.000	1.1034	-.933	.287
DV	70	3.0	5.0	4.400	.8058	-.862	.287
IV1.3	70	2.0	5.0	3.400	1.0272	.278	.287
Valid N (listwise)	70						

Figure 10: Descriptive statistics
(Source: SPSS)

From figure 10 of the descriptive statistics, it can be said that the value of the minimum statistics for the WE on the SD is 1.0 and the value of the minimum statistics of the women safety on the SD is 3.0. The value of the standard deviation of the employment for the

SD is 1.1034. The standard error for the all dependent and independent variable is 0.287. Therefore, there are the same valuation of the independent factors for the SD.

Correlation

		Correlations						
		IV1.1	IV1.2	DV	IV3.1	IV4.1	IV1.3	IV2.3
IV1.1	Pearson Correlation	1	.357**	-.612**	-.745**	.000	.721**	-.612**
	Sig. (2-tailed)		.002	.000	.000	1.000	.000	.000
	N	70	70	70	70	70	70	70
IV1.2	Pearson Correlation	.357**	1	-.219	.342**	-.198	-.294*	-.375**
	Sig. (2-tailed)	.002		.069	.004	.101	.013	.001
	N	70	70	70	70	70	70	70
DV	Pearson Correlation	-.612**	-.219	1	.456**	.000	-.196	.375**
	Sig. (2-tailed)	.000	.069		.000	1.000	.104	.001
	N	70	70	70	70	70	70	70
IV3.1	Pearson Correlation	-.745**	.342**	.456**	1	.000	-.895**	.456**
	Sig. (2-tailed)	.000	.004	.000		1.000	.000	.000
	N	70	70	70	70	70	70	70
IV4.1	Pearson Correlation	.000	-.198	.000	.000	1	.310**	.791**
	Sig. (2-tailed)	1.000	.101	1.000	1.000		.009	.000
	N	70	70	70	70	70	70	70
IV1.3	Pearson Correlation	.721**	-.294*	-.196	-.895**	.310**	1	-.196
	Sig. (2-tailed)	.000	.013	.104	.000	.009		.104
	N	70	70	70	70	70	70	70
IV2.3	Pearson Correlation	-.612**	-.375**	.375**	.456**	.791**	-.196	1
	Sig. (2-tailed)	.000	.001	.001	.000	.000	.104	
	N	70	70	70	70	70	70	70

Figure 11: Correlation

(Source: SPSS)

The above correlation figure 11, shows the connectivity of the SD to the WE, women safety and the employability. The value of the women safety to the SD is 0.357 and the value of the employment to the SD is -7.45. The positive value of the relation between the women safety to the SD shows that the dependency of the two variables. The negative value shows that there are less relation between the two variables.

Reliability statistics

Reliability Statistics	
Cronbach's Alpha ^a	N of Items
-8.229	6

Figure 12: Reliability statistics

(Source: SPSS)

The figure 12 shows that the number of the items is 6 and the value of the Cronbach's Alpha is -.8229. The negative value indicates the decreasing of the rate of the relation between the WE and SD depends on the other factors.

Validity

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	.000
	df	1
	Sig.	1.000

Figure 13: Validity

(Source: SPSS)

Table of validity shows that the value of the sampling adequacy is 0.500 and the approximate value of the Chi-square is 0.000. The approximate value of the Chi-square indicates the relation between the WE and the SD. Also, the value of the significance between the both is 1.000. There is a significance between the WE and SD.

Regression statistics

Model summary

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	1.000 ^a	1.000	1.000	.0000	.667

Anova

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	44.800	4	11.200	.	. ^b
	Residual	.000	65	.000		
	Total	44.800	69			

Coefficient

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.667	.000		.	.
	IV1.2	-.333	.000	-.667	.	.
	IV3.1	.167	.000	.228	.	.
	IV3.2	-2.000	.000	-1.225	.	.
	IV4.1	-1.167	.000	-.922	.	.

Figure: Regression

(Source: SPSS)

From the above regression table, it can be shown that the value of R square is 1.000 and that is for the Durbin-Watson is 0.667. The value of the Durbin-Watson less than 1, that means there is a less independency of the dependent and the independent variables.

Discussion

From the above study, it can be discussed that the effect of the WE on the economic and social growth of a country is undeniable. The rate of employability become also decreases by involving women in different kinds of small, medium, and big work. As per the recommendation of Yu, & Cui (2019), the reduction of gender inequality helps to increase the workforce of an industry and the productivity of an industry. The lack of security in the workplace is one of the main issues for women workers that made a negative effect on the development of the industry and society. The issue of the flexible shift is also an issue for women's empowerment that can be said after the discussion of the study. As per the view of Andriamahery, & Qamruzzaman(2022), the decrement of the issue and the discrimination of gender inequality helps to increase the rate of the WE that enhances the SD. Therefore, the importance of the WE and the issues for the implementation of the WE can be determined from the study.

The proper solution for improving women's empowerment can be discussed in the above study. It can be said that the increment of awareness about gender bias and social growth will be impactful for the better involvement of women. The small and medium industries are the one of the best options for women who wants to be empowered. As per the view of Gupta (2021), introducing various social and WE programs is helpful for society in order to the WE. Therefore, the study is helpful for a better understanding of the impact of the WE on the SD.

Conclusion

From the above study, it can be concluded that the impact of the WE cannot be denied for the SD of a country. Economic and social growth depends on the empowerment of both men and women in a country. The scarcity of awareness and the education among women are the main issues for the WE which has to be decreased by the proper application of the rules. “Equal Rights Program” is one of the most effective initiatives that help women to include in the various kinds of empowerment initiatives.

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Appendices

Appendix 1: Survey questions

Survey link: <https://forms.gle/e2wJKjKQXhvhkJvo9>

What is your age?

What is your gender?

What is your qualification?

Women empowerment enhance the way of the socioeconomic development

Women empowerment increase the capability of the women for self-independent

Women safety is a factor for developing the social structure

Socioeconomic development does not depends on the safety of the women

Increasing of the rate of employment helps to develop the social structure

There are a positive relation between the socioeconomic development and employability

Technical development enhance the women employability

Socioeconomic development strongly depends on the technical development

Empowering the women helps to decrease the unemployment issue

The security of the women makes the ways of women employment smoother