Effect of Women's Empowerment on Gender Equality: A Case of Welenchiti Town, East Central Ethiopia

Hewan Birhanu[1], Rajendrakumar Parmar[2]

[1]PhD Scholar, Parul University
[2]Assistant Professor, Parul University
Email: hewanbirhanu@yahoo.com

This study looks into how women's empowerment impacts gender equality in Welenchiti Town, located in East Central Ethiopia. It uses an explanatory research design along with a quantitative research approach. Data were gathered from 194 women through a questionnaire. For analysis, methods such as frequency, percentage, mean, standard deviation, correlation, & multiple linear regression were utilized. The results show a clear connection between empowering women & achieving gender equality. Key factors like Economic and Political elements help create the opportunities and structures needed for gender equality. Economic growth opens up better chances for women, while political systems play a pivotal role in shaping the overall landscape of equality. Moreover, family dynamics are also important. When families practice equal treatment, it helps build a fairer society. Personal aspects matter too—things such as education & awareness allow individuals to strive for and support gender parity actively. Socio-cultural factors significantly impact this issue as well. Traditional norms & stereotypes still influence women's roles in both public & private life. The study suggests that a well-rounded approach is necessary to reach gender equality. Addressing these intertwined factors is crucial. It's important to promote cultural changes along with economic & political reforms to develop a society where gender equality can flourish. A comprehensive strategy will be essential for nurturing an environment that supports and maintains gender equality across all life areas.

Keywords: Women's empowerment, Gender equality, Welenchiti, Ethiopia.

1. Introduction

Women's empowerment plays a crucial role in achieving balanced development that focuses on people. Many studies have demonstrated that empowering women is for enhancing economic, social, and conditions, while also to reduce poverty and stimulate economic growth. The active participation of both women & men across all areas—public and private—will greatly aid in the long-term advancement of society as well as its social conditions. Importantly, the aim of women's empowerment is to encourage equal involvement of all genders in society (Parpart, 2014).

In Ethiopia, women face significant limitations regarding access to & control over productive resources, information, education, training, and decision-making processes. They suffer economic, social, cultural, & political disadvantages – which impede their enjoyment of equal rights & opportunities. These barriers also hinder their participation in development efforts (Ogato, 2013).

Empowering women positively impacts not just their families but communities & the nation too. Still, women in Ethiopia are often considered to be of lower status than men. They receive fewer social services and hold lesser positions across all economic and political fields (Belay, 2013). For instance, information from the Federal Civil Service Agency indicates that women represented only 18.3% of professional and scientific roles and just 25% of management positions within the federal government. This reveals that men still largely dominate higher civil service roles. Conversely, women account for 71% of secretarial & financial positions and 51% of custodial or manual jobs (FDRECSA, 2014).

Moreover, research concerning women's empowerment in Ethiopia highlights women's involvement in nearly every aspect of societal life; they contribute significantly to the economy and community well-being. Nevertheless, patriarchal traditions persistently place them at a disadvantage compared to men. Gender-based discrimination continues at various levels and limits their access to necessary resources (Meron, 2016).

Broadly speaking, gender issues in Ethiopia—and specifically in Welenchiti town—have not been effectively tackled by employment structures designed for broader opportunities. Despite numerous initiatives aimed at closing gender gaps in different sectors both nationwide & within Welenchiti town itself, women still experience lower socioeconomic status compared to men. Therefore, this study aims to explore the impact of women's empowerment on gender equality: focusing on Welenchiti Town in East Central Ethiopia.

2. Literature Review

2.1. Women's Empowerment

Women's empowerment is a big concept. It has many parts (Yount et al., 2016) and all about relationships (Cornwall, 2016; Eger et al., 2018; Kabeer, 2011). Scholars of various aspects of. These aspects include resources to feel empowered, the ability to make choices, and how our beliefs about gender play a role. Achievements in politics, economy, society, and culture also matter. Plus, there's the passing down of resources and chances from one generation to another (Kabeer, 1999; Kishor, 2000). Women's empowerment really depends on changes happening in these related areas (Kabeer, 2005). This empowerment is both personal and group-oriented (Eger et al., 2018; Kabeer, 2011). It's all about claiming new resources & having control over beliefs, values, & attitudes (Cornwall, 2016).

Women's empowerment means being able to make smart choices and take charge (Kabeer, 2005). However, there are restrictions. For example, in homes where women have limited say regarding their spousal relationships or access to resources. This lack of input can affect health decisions too! It's a big deal because it links how much physical & human resources are available to the best childcare practices and how well children eat (Shroff et al., 2009). But remember: empowerment can change. Women can feel empowered or disempowered through

different experiences (Kabeer, 2005). One way is by joining programs focused on nutrition & gender-sensitive agriculture like the E-HFP program.

Empowerment matters a lot! It has great value on its own & helps make good use of available resources (Kabeer, 2005). It's a mix of different parts. A woman might feel strong in one area but not in another (Kabeer, 2005). Also importantly: different areas can affect a child's nutritional well-being through various ways. One link often studied is how women's involvement in economic decisions relates to child nutrition. For instance, when women make choices about buying food or managing money. Being economically empowered allows them to prioritize essential items like nourishing food, hygiene products & medicines. When women have control over production choices at home; especially in farming (Perry, 2005), it's linked to better feeding practices for kids (Malapit & Quisumbing, 2015).

2.2.Dimensions of Women's Empowerment

2.2.1.Economic Empowerment

Because women often face more economic challenges than men, it's super important to focus on their education & gender issues for better economic growth. When we say "economic empowerment," we mean helping women understand their value in the economy. This way, they can become financially independent. It's also key to recognize how much they contribute to different production processes. Economic empowerment isn't just something that happens overnight; it's a. To help women on this path, we need to create strategies that boost their credit value. Plus, let's work on breaking down those gender-specific barriers that stop women from getting their fair share in every area of life.You know, household income can really be misleading when we look at women's well-being because it doesn't always show the true picture—especially when income is not fairly shared. So, for women to really chase after justice & equality, economic empowerment is essential (Pitta, 2010).

2.2.2.Social Empowerment

Ensuring human dignity for everyone in a society is a fundamental responsibility, and social empowerment requires improving women's social status. Simply providing women with financial resources isn't always sufficient for their empowerment unless it is combined with education on issues like women's subordination, self-esteem, and the benefits of women's empowerment. Achieving gender equity involves creating a violence-free environment for women and ensuring their representation in top policy-making positions. When women are included in family decision-making, they can better address their socioeconomic challenges. This shift aims to transform gender relations, so women are seen not just as beneficiaries but as equal partners in decision-making and implementation (Tinku, 2009).

2.2.3.Political Empowerment

Political empowerment is a strategy designed to enhance women's mobility, break their isolation, build their self-esteem, and help them develop public identities while engaging in decision-making within a broader framework of awareness and critical analysis to guide and control development. This empowerment encompasses not only access to established centers of power but also the fundamental right to equal participation. Women's involvement is seen as a key step toward empowerment, though concerns remain about their current level of participation in politics. Political empowerment includes voting rights, the ability to run for

office, roles as supporters and members, active involvement in decision-making, and representation at all government levels. Participation in elections reflects women's political awareness and their ambitions for increased status (Rameshwari & Babitha, 2008).

2.2.4.Gender Equality

Gender equality means acknowledging and valuing the varied behaviors, needs, and contributions of both women and men as equally significant. It emphasizes that while men and women may have different characteristics and experiences, these differences should not lead to unequal treatment or opportunities. Rather than enforcing sameness between genders, gender equality ensures that rights, responsibilities, and opportunities are not influenced by whether someone is male or female. Achieving gender equality requires that both men and women have equal access to valued resources, opportunities, and rewards in all areas of life, including employment, education, and public services. This means dismantling barriers that prevent individuals from fully participating in societal and economic activities based on their gender. In many cases, women face systemic exclusion or disadvantage in decision-making processes and in accessing economic and social resources due to entrenched gender biases and inequalities. These disparities can manifest in various ways, such as unequal pay, limited access to leadership roles, and restricted opportunities for advancement. Addressing these issues is essential for creating a fair and equitable society where both women and men can thrive equally (Pathania, 2017).

3. Methods

To explore the cause-and-effect relationships between dependent and independent variables, the study utilized an exploratory research design. It applied a quantitative research methodology to assess the impact of women's empowerment on gender equality. The primary data sources were women, including married women from both male-headed and female-headed households. According to CSA (2020), the study targeted a population of 3,846 households, comprising 3,521 married women in male-headed households and 325 women in female-headed households. The sample size was derived based on this data, and Yamane's (1967) formula was used to determine the number of households included in the data collection.

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{3846}{1 + 3846(0.07)^2}$$

$$n \approx 194$$

Where: n = Sample size
N = Total Population
e = Sampling Error

The study employed a multi-stage sampling method to select respondents. In the first stage, a simple random sampling technique was used to choose sub-cities. In the second stage, Kebeles were also selected using simple random sampling. The third stage involved dividing the population into two strata: married women in male-headed households and women in female-headed households, with stratified random sampling applied. To determine the number of

respondents from each group and selected Kebele, the probability proportional to size sampling method was utilized. Finally, specific respondents were selected from the sampling frame using systematic random sampling techniques.

Data collection was conducted via questionnaires, which were then cleaned, coded, and entered into SPSS for Windows version 26. Descriptive statistics such as frequencies, percentages, means, and standard deviations were employed for analysis. To examine the impact of women's empowerment on gender equality, correlation and linear regression analyses were also performed.

4. Result and Discussion

4.1.Background Characteristics of Respondents

Analyzing the background characteristics of the respondents is important to understand their profile included in the study. Accordingly, respondents' age, educational level, marital status, family size, occupation, and monthly income study have been analyzed and presented in Tables 4.1, 4.2, and 4.3 below.

Table 4.1: Age and Educational Level of Respondents

Variables	Categories	Frequency	Percentage
Age of respondent	22-27	34	17.5
	28-33	52	26.8
	34-39	41	21.1
	40-45	59	30.4
	46-51	8	4.1
	Total	194	100
Educational level	No formal education	32	16.5
	Grade 1-8	70	36.1
	Grade 9-12	8	4.1
	Diploma	27	13.9
	Degree	57	29.4
	Total	194	100

The largest age group of respondents is 40-45 years old (30.4%), followed by 28-33 years old (26.8%) and 34-39 years old (21.1%). The smallest age group is 46-51 years old (4.1%). The majority of respondents fall within the age range of 28-45 years, indicating that the study primarily focuses on a relatively young to middle-aged population. The lower representation of the 46-51 age group might suggest that the study population is skewed towards a younger demographic, which could have implications for the generalizability of the findings.

The largest educational level group is grade 1-8 (36.1%), followed by degree (29.4%) and no formal education (16.5%). The smallest educational level groups are grades 9-12 (4.1%) and diploma (13.9%). The most prevalent educational level among the respondents is grade 1-8, suggesting that a significant portion of the participants have a basic education. While there is a substantial number of respondents with a degree, it is noteworthy that a considerable proportion has no formal education. This indicates a diverse educational background among the participants.

Table 4.2: Marital Status and Family Size of Respondents

Variables	Categories	Frequency	Percentage
Marital status	Single	27	13.9
	Married	92	47.4
	Widowed	38	19.6
	Divorced	37	19.1
	Total	194	100
Family Size	1-4	108	55.7
	5-8	73	37.6
	9-12	13	6.7
	Total	194	100

The data reveals that married individuals constitute the largest group, comprising 47.4% of the total. This indicates a significant proportion of the population is in committed relationships. Following this, widowed and divorced individuals represent nearly equal proportions, each accounting for approximately 19% of the population. The remaining 13.9% of the population is single, signifying a considerable unmarried segment.

The most common family size falls within the 1-4 member range, encompassing 55.7% of families. This suggests a prevalence of smaller family units. Families with 5 to 8 members account for 37.6% of the total, indicating a substantial portion of medium-sized families. Larger families, with 9 or more members, are less frequent, constituting only 6.7% of the population.

Table 4.3: Occupation and Monthy Income of Respondents

Variables	Categories	Frequency	Percentage
Occupation of respondent	Government employee	58	29.9
	NGO employee	12	6.2
	Self-employed	76	39.2
	Unemployed	48	24.7
	Total	194	100
Monthly income	Below 5000	33	17.0
	5000-10000	108	55.7
	10001-15000	34	17.5
	15001-20000	19	9.8
	Total	194	100

The data in the table highlights the predominance of self-employment as the most common occupation category, encompassing a significant portion of the population, with nearly four out of every ten individuals (39.2%) engaged in self-driven economic activities. Government employment follows as the second most common occupation, with 29.9% of the population working in public sector roles, indicating a substantial portion of individuals are employed in state-run institutions. Meanwhile, unemployment affects a notable segment of the population, with 24.7% lacking formal employment, highlighting potential challenges in job creation and access to employment opportunities. Finally, the table reveals that employment within Non-Governmental Organizations (NGOs) is the least common, with only 6.2% of the population working in this sector, which may suggest limited availability or competitiveness of roles within these organizations, or perhaps a lesser emphasis on NGO-driven initiatives within the local economy.

The data indicates that the majority of the population, over half (55.7%), earns a monthly income within the range of 5000 to 10000, suggesting this income bracket is the most common and possibly reflects the standard earning capacity for a significant portion of the community. This dominant income group may be indicative of the prevalent wage structures, cost of living, and economic conditions in the area. A smaller but still notable segment of the population, 17.0%, earns less than 5000 per month, highlighting the presence of low-income individuals who may face economic challenges and limited access to resources or opportunities for upward mobility. The distribution also shows that fewer individuals earn higher incomes, with 17.5% falling into the 10001-15000 range, and an even smaller proportion, 9.8%, earning between 15001 and 20000. These figures suggest that higher income brackets are less common, potentially reflecting disparities in income distribution and the relative scarcity of higher-paying jobs.

Table 4.4: Descriptive Summary of Study Variables

Variables	Minimum	Maximum	Mean	Std. Deviation
Economic	1.00	5.00	3.57	1.303
Political	1.00	5.00	2.75	1.258
Familial	1.75	5.00	4.11	0.727
Personal	2.00	5.00	4.12	0.716
Psychological	2.25	5.00	3.75	0.662
Socio-cultural	2.29	4.71	3.98	0.537
Gender Equality	1.40	5.00	3.32	0.595

Table 4.4 presents the mean and standard deviation for various factors related to women's empowerment dimensions. Economic factors had a mean of 3.57 (SD=1.303), indicating a perception of favorable conditions. Political factors scored 2.75 (SD=1.258), suggesting less than satisfactory gender equality. Familial factors achieved a mean of 4.11 (SD=0.727), demonstrating a strong perception of women's empowerment contributing to familial improvement. Personal factors had a mean of 4.12 (SD=0.716), indicating a positive impact on women's empowerment. Psychological empowerment was perceived positively with a mean of 3.75 (SD=0.662). Socio-cultural empowerment was considered satisfactory, as indicated by a mean of 3.98 (SD=0.537). Finally, gender equality had a mean of 3.32 (SD=0.595), suggesting an overall perception of inadequate gender equality in the study area.

Table 4.5: Correlation Analysis Result

Variables		X_1	X_2	X_3	X_4	X_5	X_6	DV
Economic (X_1)	Correlation	1						
	Sig.							
	n	194						
Political (X_2)	Correlation	.417	1					
	Sig.	.000						
	n	194	194					
Familial (X_3)	Correlation	.348	.276	1				
	Sig.	.000	.000					
	n	194	194	194				
Personal (X_4)	Correlation	.373	.266	.537	1			
	Sig.	.000	.000	.000				
	n	194	194	194	194			
Psychological	Correlation	.305	.241	.524	.430	1		

(X5)	Sig.	.000	.001	.000	.000			
	n	194	194	194	194	194		
Socio-cultural (X6)	Correlation	.346	.089	.246	.324	.375	1	
	Sig.	.000	.216	.001	.000	.000		
	n	194	194	194	194	194	194	
Gender Equality (DV)	Correlation	.675	.496	.580	.548	.492	.441	1
	Sig.	.000	.000	.000	.000	.000	.000	
	n	194	194	194	194	194	194	194

The correlation analysis reveals positive and significant relationships between economic (r = 0.675, p<0.01), political (r = 0.496, p<0.01), familial (r = 0.580, p<0.01), personal (r = 0.548, p<0.01), psychological (r = 0.492, p<0.01) and socio-cultural (r = 0.441, p<0.01) factors with gender equality. Notably, economic factors demonstrate strong associations with gender equality, while political, familial, personal, psychological, and socio-cultural factors show moderate associations with gender equality.

4.2. Regression Analysis

This study uses multiple linear regression analysis to assess how various independent variables impact a specific dependent variable. Prior to testing the effect of women's empowerment on gender equality with regression analysis, the study first performs tests for normality, linearity, and multicollinearity. These tests help identify any potential data issues and ensure the quality of the research.

Linearity Test

Linearity measures how changes in the dependent variable correspond to changes in the independent variables. Consequently, the outcomes of the linearity test are illustrated in Figure 4.1.

Figure 4.1: The Linearity test of Standardized Residual
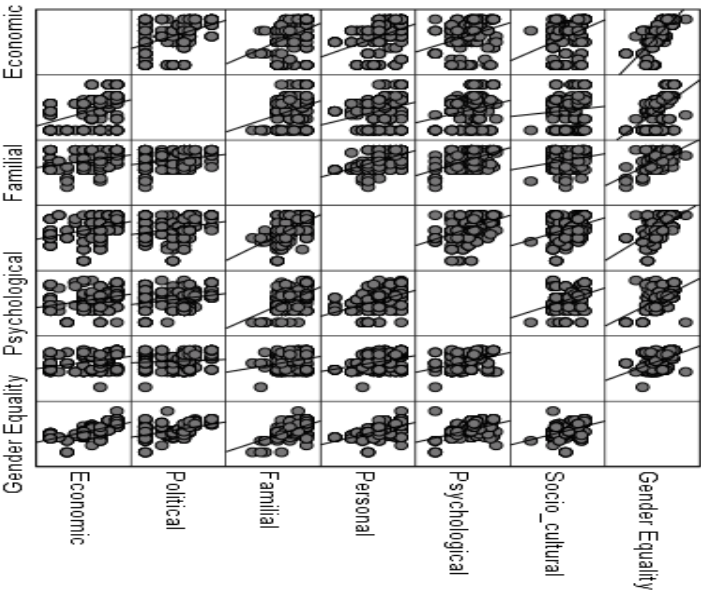
To assess if there's a linear connection between the dependent and independent variables, regression residual plots were generated using SPSS. The scatter plot of residuals, shown in Figure 4.1, reveals a consistent spread across the plot, indicating a linear relationship. Additionally, the residuals are evenly distributed around the mean of zero. This confirms that the linearity assumption is met. Consequently, the researcher can confidently draw valid conclusions about the population parameters from the sample data.

Normality Test

The normality assumption posits that the residuals should have a mean of zero. To test this assumption, the researcher employed a graphical method. The resulting histogram is shown below:

Figure 4.2: Frequency Distribution of Standardized Residual
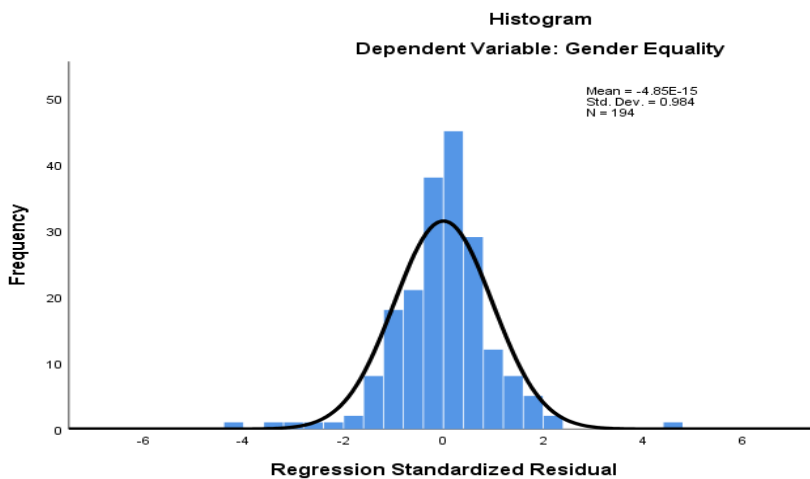
As illustrated in Figure 4.2, the distribution closely resembles a normal curve, confirming that the normality assumption is met. This indicates that the residuals are normally distributed around the mean of zero and form a bell-shaped pattern. Therefore, there are no violations of the assumption regarding normally distributed error terms.

Multicollinearity Test

In this section, tests for multicollinearity were conducted using the variance inflation factor (VIF) and tolerance values, as detailed in Table 4.6.

Table 4.6: Multicollinearity Assumption

Independent variables	Collinearity Statistics	
	Tolerance	VIF
Economic	.685	1.459
Political	.789	1.268
Familial	.591	1.692
Personal	.635	1.575
Psychological	.640	1.562
Socio cultural	.774	1.293

Table 4.6 was utilized to assess multicollinearity among the economic, political, familial, personal, psychological, and socio-cultural factors. Multicollinearity arises when independent variables are highly correlated, complicating the evaluation of each variable's individual effect on the outcome. To address this, tolerance and VIF values were calculated. As noted by Miller and Whicker (1999), tolerance values exceeding 0.10 and VIF values below 10 signify an acceptable level of multicollinearity, indicating that the regression model remains robust despite potential correlations among the independent variables.

Model result

Before delving into the interpretation of the regression analysis results, it is important to understand the context and purpose of this analysis. The multiple linear regression model presented in Table 4.7 aims to examine the influence of various factors—economic, political, familial, personal, psychological, and socio-cultural—on the outcome of interest. The analysis provides both unstandardized and standardized coefficients, allowing for a comprehensive understanding of the relative importance of each factor.

Table 4.7: Results of Multiple Linear Regression Analysis

Variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	SE	Beta		
(Constant)	.191	.219		.872	.384
Economic	.171	.023	.375	7.485	.000
Political	.096	.022	.203	4.352	.000
Familial	.191	.044	.234	4.334	.000
Personal	.117	.043	.141	2.704	.007
Psychological	.077	.047	.086	1.661	.098
Socio cultural	.175	.052	.158	3.345	.001
F-statistic	65.747				
Sig.	.000				
R-square	.678				

Note: B= Regression coefficient, SE = Standard Error, Dependent variable = Gender Equality

The regression analysis revealed that the F-statistic of 65.747 was significant at the one percent level, confirming the model's effectiveness in assessing gender equality. The R^2 value of 0.678 indicates that approximately 67.8% of the variation in gender equality is explained by the economic, political, familial, personal, psychological, and sociocultural factors included in the model. The remaining 32.2% of the variation in gender equality is not explained by these variables. The regression output shows that, out of the six variables examined, five were found to be significant predictors of gender equality. The following sections will detail these significant variables, including their estimated effects and implications.

According to the results of Table 4.7, economic factors has a positive and statistically significant effect on gender equality ($\beta = 0.171$, $p < 0.01$). The result of the regression coefficient indicates that on average, a one-unit increase of economic factors brings a 0.171 units increase in gender equality. This result aligns with the findings of Sangaji et al. (2018), which suggests that economic development and growth can have a positive impact on women's participation in the labor market and their overall economic opportunities. However, the relationship between economic factors and gender equality is complex and can vary depending on the specific context and the mechanisms through which economic development affects

gender dynamics.

Based on the results of Table 4.7, political factors has a positive and statistically significant effect on gender equality ($\beta = 0.096$, $p < 0.01$). The result of the regression coefficient indicates that, on average, a one-unit increase of political factors will increase the value of gender equality by 0.096 units. In line with this finding previous researchers such as Goryunova and Madsen (2024), Neundorf and Shorrocks (2021), and Leung et al. (2020) argued that political factors can shape the landscape of gender equality.

As presented in Table 4.7, familial factors has a positive and statistically significant effect on gender equality ($\beta = 0.191$, $p < 0.01$). The result of the regression coefficient indicates that, on average, a one-unit increase of familial factors brings 0.191 units to increase in gender equality. The study by Lee et al. (2020) also revealed that parental attitudes and their impact can shape gender norms and equality within society. Families that promote equitable practices, support the education and empowerment of both male and female members, and discourage gender-based discrimination contribute directly to broader societal gender equality.

Based on Table 4.7 result, personal factors has a positive and statistically significant effect on gender equality ($\beta = 0.117$, $p < 0.01$). The result of the regression coefficient indicates that, on average, a one-unit increase of personal factors will increase the value of gender equality by 0.117 units. In connection to this finding, George et al. (2020) explained that personal factors significantly contribute to enhancing the value of gender equality, reflecting how individual characteristics, beliefs, attitudes, and behaviors influence the broader societal commitment to gender parity. These factors can include personal education levels, awareness of gender issues, confidence, assertiveness, and the willingness to challenge traditional gender norms. Likewise, and Shah (2019) also added that when individuals, particularly women, are educated and informed about their rights and the importance of gender equality, they are more likely to advocate for themselves and others, both within the family and in wider social contexts.

As per the results of Table 4.7, socio-cultural factors has a positive and statistically significant effect on gender equality ($\beta = 0.175$, $p < 0.01$). The result of the regression coefficient indicates that, on average, a one-unit increase of sociocultural factors brings 0.175 units to increase in gender equality. According to Shah (2019), deeply entrenched gender stereotypes and traditional norms may create barriers to women's participation in the public sphere, limiting their access to leadership positions and decision-making roles.

5. Conclusion and Recommendations

The analysis highlights the significant effect of women's empowerment on gender equality. Economic and political factors are crucial in shaping opportunities and frameworks that advance gender equality, with economic growth enabling better prospects for women and political structures influencing the broader landscape of equality. Familial factors also play a significant role, as supportive and equitable practices within families contribute to more egalitarian societal norms. Additionally, personal factors, such as education and awareness, empower individuals to advocate for and embrace gender parity effectively. The study also points to the importance of socio-cultural factors in influencing gender equality, emphasizing that traditional norms and stereotypes continue to impact women's roles in both public and

private spheres.

It is recommended that policymakers and stakeholders adopt a multifaceted approach to advancing gender equality. Economic policies should focus on creating inclusive growth opportunities that actively support women's participation in the labor market. Additionally, political reforms should aim to strengthen legal frameworks and institutional support for gender equality, ensuring that women have equal representation in decision-making processes. On a familial level, initiatives that promote gender-equitable practices and education within households should be encouraged, as these can significantly influence broader societal norms. Moreover, there should be a concerted effort to address sociocultural barriers by challenging traditional stereotypes and fostering a culture of gender awareness and respect. Finally, empowering individuals through education and awareness campaigns can further enhance their ability to advocate for gender parity, thereby contributing to a more just and equitable society.

References

1. Belay, E. (2013). Women empowerment practice in Ethiopian federal civil services: The case of five selected ministries (Doctoral dissertation, Addis Ababa University, Addis Ababa, Ethiopia).

2. Cornwall, A. (2016). Women's empowerment: What works? Journal of International Development, 28(3), 342-359.

3. Eger, C., Miller, G., Scarlett, H., & Eckhardt, K. (2018). Gender equality and women's empowerment in global value chains. Gender, Technology and Development, 22(1), 1-10.

4. FDRE-CSA. (2014). Population and housing census of Ethiopia. Addis Ababa.

5. George, A. S., Amin, A., de Abreu Lopes, C. M., & Ravindran, T. S. (2020). Structural determinants of gender inequality: why they matter for adolescent girls' sexual and reproductive health. bmj, 368. https://doi.org/10.1136/bmj.l6985

6. Goryunova, E., & Madsen, S. R. (2024). The current status of women leaders worldwide. In Handbook of research on gender and leadership (pp. 2-22). Edward Elgar Publishing. https://doi.org/10.4337/9781035306893.00010

7. Kabeer, N. (2005). Gender equality and women's empowerment: A critical analysis of the third millennium development goal 1. Gender & Development, 13(1), 13-24.

8. Kabeer, N. (2011). Between affiliation and autonomy: Navigating pathways of women's empowerment and gender justice in rural Bangladesh. Development and Change, 42(2), 499-528.

9. Kishor, S. (2000). Empowerment of women in Egypt and links to the survival and health of their infants. In H. Presser & G. Sen (Eds.), Women's empowerment and demographic processes: Moving beyond Cairo (pp. 54-80). New York: Oxford University Press.

10. Lee, I. C., Hu, F., & Li, W. Q. (2020). Cultural factors facilitating or inhibiting the support for traditional household gender roles. Journal of Cross-Cultural Psychology, 51(5), 333-352. https://doi.org/10.1177/0022022120929089

11. Leung, T. Y., Sharma, P., Adithipyangkul, P., & Hosie, P. (2020). Gender equity and public health outcomes: The COVID-19 experience. Journal of Business Research, 116, 193-198. https://doi.org/10.1016/j.jbusres.2020.05.031

12. Malapit, H. J. L., & Quisumbing, A. R. (2015). What dimensions of women's empowerment

in agriculture matter for nutrition in Ghana? Food Policy, 52, 54-63.

13. Neundorf, A., & Shorrocks, R. (2022). Revisiting the impact of modernization on support for women politicians: The role of women's political empowerment. Comparative Political Studies, 55(8), 1298-1331. https://doi.org/10.1177/00104140211066214

14. Ogato, G. S. (2013). The quest for gender responsive information communication technologies (ICTs) policy in least developed countries: Policy and strategy implications for promoting gender equality and women's empowerment in Ethiopia. International Journal of Information Technology and Business Management, 15(1), 23-44.

15. Parpart, J. L. (2014). Exploring the transformative potential of gender mainstreaming in international development institutions. Journal of International Development, 26(3), 382-395.

16. Pathania, S. K. (2017). Sustainable development goal: Gender equality for women's empowerment and human rights. International Journal of Research, 5(4), 1-15.

17. Perry, D. A. (2005). Women's economic empowerment in agriculture: Strengthening governance of women's economic production decisions. FAO.

18. Pitta, U. (2010). Empowerment of women and self-help groups. New Delhi: Sonali Publications.

19. Rameshwari, P., & Babitha, S. (2008). Women in politics. In Women welfare and empowerment in India: Vision for 21st century (pp. 112-130). New Delhi: New Century Publications.

20. Sangaji, J., & Kurnia, A. S. (2018). Macroeconomic determinants of gender inequality index in eight ASEAN countries. In E3S Web of Conferences (Vol. 73, p. 11002). EDP Sciences. https://doi.org/10.1051/e3sconf/20187311002

21. Shah, S. (2019). Gender equality and situated constructions: Perspectives of women educational leaders in a Muslim society. Educational Studies, 56(1), 37-53. https://doi.org/10.1080/00131946.2019.1607739

22. Shah, S. (2019). Gender equality and situated constructions: Perspectives of women educational leaders in a Muslim society. Educational Studies, 56(1), 37-53. https://doi.org/10.1080/00131946.2019.1607739

23. Shroff, M., Griffiths, P. L., Adair, L. S., Suchindran, C., & Bentley, M. (2009). Maternal autonomy is inversely related to child stunting in Andhra Pradesh, India. Maternal & Child Nutrition, 5(2), 64-74. https://doi.org/10.1111/j.1740-8709.2008.00161.x

24. Tinku, P. (2009). Women's social empowerment and gender equity. International Journal of Social Sciences, 4(2), 112-125.

25. Yamane, T. (1967). Statistics, an introductory analysis (2nd ed.). New York: Harper & Row.

26. Yount, K. M., Cheong, Y. F., Maxwell, L., Heckert, J., & Martinez, E. M. (2016). Measurement properties of the project-level Women's Empowerment in Agriculture Index. World Development, 86, 203-225.