



MEASUREMENTS AND ASSESSMENT IN THE CONTEXT OF WOMEN EMPOWERMENT

¹Mohd Aksar Hussain, ²Dr. Mayank Tomar

¹Student, ²Assistant Professor

¹Department of Sociology, Amity University Institution of Social Science

¹Amity University, Noida

Abstract: Gender equality and social development are impossible to achieve without empowering women. The purpose of this research is to assess women's empowerment using the Gender Empowerment Measure (GEM), the Gender Parity Index (GPI), and the Gender Development Index (GDI). This study analyzes the present situation of women's empowerment throughout the world by analyzing pertinent literature, reports, and statistical data via a content analysis methodology. This research evaluates the GEM, GPI, and GDI indicators to better understand women's empowerment via the use of content analysis. The results will shed light on the state of women's empowerment throughout the world and the factors contributing to or hindering its development. To achieve gender equality and advance women's empowerment in different domains of life, this study seeks to educate policymakers, organizations, and stakeholders of the areas that demand attention and investment. By fixing these problems, we can create a more just and inclusive world.

Index Terms - Component, formatting, style, styling, insert.

ACKNOWLEDGEMENT

I would like to profoundly express my gratitude to my mentor and guide Dr. Mayank Tomar who introduced me about the NTCC.

Through his expert guidance, I was able to complete this project. I express my gratitude towards his guiding hand. I would

also like to express my heartfelt gratitude to the Youth Empowerment Foundation (YEF) for their invaluable support and resource throughout my research journey. Their commitment to empowering youth and providing opportunities, such as the NTCC internship, has been instrumental in my personal and professional growth. I am truly grateful for their contribution to my success. I am also thankful to the AISS for providing me an opportunity to learn about society in such an early phase of life.

I would also like to extend my gratitude to my sister and mother for providing me resources that helped me in completing my research with my full potential and my peers for the endless motivation and support.

INTRODUCTION

To promote gender equality, strengthen women's agency, and question limiting cultural conventions, women's empowerment is a multidimensional and revolutionary movement. It acknowledges that women, as full participants in society, have the authority to make choices, manage their own lives, and advance their local and global communities economically, politically, and socially. Sustainable development and the general welfare of societies depend on women's empowerment, making it a question of justice and human rights as well.

Women have always been on the receiving end of bias, sexism, and social exclusion. They face systematic gender-based abuse, less economic possibilities, fewer legal protections, and fewer rights and freedoms. But times are changing as more and more women take bold stands for equality, question outdated beliefs, and demand recognition for their accomplishments. Empowering women aims to further these initiatives by creating a climate that values and promotes women's skills, ambitions, and successes.

Education, employment, healthcare, political engagement, and decision-making are just a few of the many domains that benefit from women's empowerment. In order for women to have equal say in the political, economic, and social realms, we must provide them the tools they need to succeed. It also entails fighting against traditional gender roles and restrictive attitudes.

Empowering women has far-reaching positive effects. Societies flourish when women have agency. Empowering women has been found to generate economic development, decrease poverty, boost health outcomes, and strengthen social stability. Incorporating women's ideas and experiences into decision-making processes promotes creativity and diversity of thought.

True gender equality and women's empowerment have come a long way, but there is still a long way to go. To end discriminatory norms, promote legislative changes, and build communities where women can thrive, we need the combined efforts of governments, civil society, and people.

The importance of women's empowerment has never been higher than in the current period of growing globalization and interconnection. This is a rallying cry for people and organizations to work together to protect and advance women's rights and opportunities. When we invest in women's education and economic independence, we improve not just individual lives but also the global community.

The Gender Empowerment Measure (GEM) assesses the extent to which women in a country are involved in political and economic decision-making. The GEM is determined by recording "the share of women in parliament, the number of women in senior officials and managers, the number of women in professional and technical occupations, and the gap between men's and women's earned income, reflecting economic independence." Based on these data, it assigns a ranking to each country.

GEM has been criticized for excluding consideration of social issues including sexism, racism, homophobia, and the abuse of women's rights. The GEM has been criticized for its effort to provide a uniform way to measuring women's empowerment without taking into consideration contextual issues such as historical context, female autonomy, gender segregation, and women's ability to vote.

The Gender Parity Index (GPI) and the Gender-related Development Index (GDI) are two more indices that quantify women's involvement and relative equality. The UNDP uses the GDI to quantify the extent to which men and women are treated differently in each nation. It has been argued that the Gender Gap Index (GDI) is not representative of gender inequality since it evaluates only absolute levels of wealth, education, and health rather than the distribution of these factors between men and women in a given population.

Limits to action might be identified as a qualitative measure of women's empowerment. This enables the analysis of gendered power dynamics. Participatory processes like this one make it easier to have open discussions about issues like gender bias. By comparing current and historical restrictions on women, we can better see any shifts or growth. Actions may be assessed via analyzing the growth of women's organizations. The actions performed by women themselves, rather than by other parties, should serve as the basis for such evaluations. Women's empowerment is an internal process, and external organizations can only assist pave the way.

Objective of the study

- To identify measurement techniques of women empowerment.
- To analyze the assessment criteria of women empowerment.

Research methodology

Content analysis is a systematic and objective approach used to analyze qualitative data, such as textual or visual content, to derive meaningful insights. It involves the systematic coding and categorization of data to identify patterns, themes, and trends within the collected content. The utilization of content analysis as a data collection technique for measuring and assessing women's empowerment allows researchers to gain valuable insights into the various dimensions and factors contributing to women's empowerment. By systematically analyzing textual or visual content, researchers can identify patterns, trends, and gaps in women's empowerment efforts, thereby informing policy and intervention strategies.

Gender Empowerment Measure

The UNDP's Gender Empowerment Measure (GEM) is a statistical index that compares nations on their progress toward gender parity and women's empowerment. It is a metric for gauging success in the fight for gender parity.

Political involvement and decision-making, economic participation and decision-making, and control over economic resources are all taken into consideration by the GEM. Inequalities between the sexes are what this measure is meant to capture. The GEM takes into account a number of factors, including the number of women in elected office, the number of women in top-level management roles, and the gender pay gap. The sum of these variables is used to calculate an index from 0 to 1 that measures the extent to which women in a given society have political and economic power.

The GEM broadens the discussion of gender parity by highlighting women's agency in the realms of decision-making and economic engagement. "The Gender Inequality Index (GII) and the Gender Development Index (GDI) both measure elements of gender equality, and this metric is complementary to them". Researchers and politicians may use the GEM to pinpoint where women's empowerment is lacking and work to close the gender gap. To get a whole picture of gender equal opportunity and empowerment of women in a given nation or environment, however, the GEM must be utilized in conjunction with other qualitative and quantitative data.

Gender Parity Index

The Gender Parity Index (GPI) is a statistical technique for gauging the magnitude to which women and men have equal opportunities to contribute in and benefit from formal education. It is often used to evaluate institutions' success in fostering gender parity in learning.

The GPI evaluates gender disparities in education by contrasting the percentage of girls to the percentage of boys who complete a certain grade level's curriculum. The indication for females is divided by the indicator for boys to arrive at this number. An index value of 1 indicates complete gender equality, whereas a number below 1 indicates a bias toward males. Primary, intermediate, and postsecondary education all have their own unique GPIs. It may also be determined for individual academic disciplines. Policymakers and scholars may monitor progress or pinpoint areas where gender gaps remain by looking at the GPI over time.

Indicating that females' enrolment or success in primary school is somewhat lower than boys', a GPI of 0.95 shows a 5% discrepancy in favor of boys. In contrast, if the GPI is 1.05, it shows a 5% gap in favor of females, indicating that more girls than boys are enrolled in school or have higher academic attainment. When it comes to tracking and fixing gender gaps in learning, the GPI is invaluable. It's useful for pinpointing where further work is needed to guarantee educational parity for men and women. While the GPI is a useful starting point for exploring educational discrepancies between the sexes, it is crucial to remember that it cannot provide a complete picture of these issues on its own and must be used in conjunction with other indicators and qualitative data.

Gender Development Index

"As part of its Human Development Index (HDI) framework, the United Nations Development Programme (UNDP) created a statistical measure called the GDI. The purpose of the GDI is to measure gender inequality and gaps in human development. Health, education, and income are the three pillars on which the GDI is built. By contrasting the levels of success experienced by men and women, it is possible to gauge the extent to which there is a gender gap in these areas. The GDI takes into account a wide variety of indicators, including life expectancy at birth, average years of schooling, and GDP per capita.

Multiplying the female value of each indicator by the male value and dividing by 100 yields the gender disparity index (GDI). The resultant index may take on values between 0 and 1, with 1 signifying complete gender equality and 0 indicating significant gender inequality in favor of males. Researchers and policymakers have a tool in the GDI to measure and monitor the reduction of gender gaps in human development outcomes. It sheds light on whether or not women and men have similar access to healthcare, education, and economic opportunities.

The GDI isn't the only gender-related index created by the UNDP; in fact, there are numerous. Another popular metric that examines differences between the sexes in areas including reproductive health, empowerment, and the workplace is the Gender Inequality Index (GII). Researchers and policymakers striving for gender parity and women's empowerment will find both the Gender Gap Index and the Gender Inequality Index (GII) helpful.

CONCLUSION

In conclusion, the “Gender Empowerment Measure (GEM), Gender Parity Index (GPI), and Gender Development Index (GDI)” are all valuable tools for assessing gender disparities and progress towards gender equality. Each index focuses on different aspects and dimensions of gender equality, providing unique insights into various areas of concern. The Gender Empowerment Measure (GEM) offers a comprehensive assessment of women's empowerment, particularly in political participation, economic decision-making, and control over economic resources. It helps identify areas where women's empowerment needs to be improved and informs strategies to address gender disparities in power dynamics. “The Gender Parity Index (GPI)” specifically focuses on education, measuring gender disparities in enrollment and achievement. It allows policymakers to identify areas where girls may face barriers to accessing education and helps track progress towards achieving gender parity in educational outcomes. “The Gender Development Index (GDI)”, as part of the Human Development Index (HDI), provides a broader perspective on gender disparities in health, education, and income. It examines gender inequalities in these dimensions and highlights the extent to which women have equal opportunities and outcomes compared to men. While these indices are useful in quantifying gender disparities and monitoring progress, it is important to remember that they are not exhaustive measures and should be used alongside qualitative research and other indicators to gain a comprehensive understanding of gender equality issues. Moreover, addressing gender disparities requires a multidimensional approach that goes beyond statistical measures, encompassing social, cultural, and systemic changes. Overall, the GEM, GPI, and GDI contribute to a deeper understanding of gender inequalities and inform policy efforts towards achieving gender equality, empowering women, and creating inclusive societies.

References

- Combatting Gender-Based Violence - Pathfinder International. (2022, December 29). Wwww.pathfinder.org. <https://www.pathfinder.org/focus-areas/gender-based-violence/>
- Women empowerment in India and its Importance. (2020, October 7). Hindrise. <https://hindrise.org/resources/women-empowerment-in-india-and-its-importance/>
- Indicator Metadata Registry Details. (n.d.). Wwww.who.int. Retrieved June 29, 2023, from <https://www.who.int/data/gho/indicator-metadata-registry/imr-details/3671#:~:text=Definition%3A>
- Netherlands, S. (n.d.). Gender Empowerment Measure (GEM). Statistics Netherlands. <https://www.cbs.nl/en-gb/news/2009/27/dutch-women-among-the-most-emancipated-in-europe/gender-empowerment-measure--gem-->
- Gender Parity Index: UNESCO. (n.d.). Drishti IAS. Retrieved June 29, 2023, from <https://www.drishtias.com/daily-news-analysis/gender-parity-index-unesco>
- Gender Parity Index in primary level enrolment. (n.d.). Wwww.who.int. <https://www.who.int/data/nutrition/nlis/info/gender-parity-index-in-primary-level-enrolment>
- Nations, U. (2022). Gender Development Index. Hdr.undp.org. <https://hdr.undp.org/gender-development-index#/indicies/GDI>
- Vizzuality. (n.d.). Resource Watch. Resourcewatch.org. <https://resourcewatch.org/data/explore/soc002rw1-gender-development-index-gdi>

