

Women Empowerment: Deserving of Every Chance and Opportunity in the World

Prof. Dr. MUHAMMAD AHMED QADRI
Vice Chancellor, Nazeer Hussain University, Karachi
KIRAN NAYYAR UL HAQUE
Research Scholar, Department of Political Science
University of Karachi

Abstract

Everyone now is spoken or written on equality of women in society. But, still in some of the sectors nothing seems to be changed. Women needs power that power to make use of their rights actively, and to make women stand independently. There are many sectors in which women needs to be empowered; discrimination in society and home needs to be reduced, education of women is very important as education has a positive effect on child's mortality. The presumptions that boys' education has much importance than girls' needs to be eradicated from the society, women's control should be increased over different resources.

The economic empowerment of women is being regarded these days as a root progress for a country. This article is exploring the most alarming violation of universal human rights, violence against women of all ages, around a billion women across the globe. Women disparity is prevailing around the world whether in term of education or the distribution of economic and productive resources. This paper is discussing women right to have equal opportunities to get education, her right to have proper healthcare service, her right to plan her family, to own property and last but not the least to receive equal pay like men do for having enough chance to do actions and make choices freely without being oppressed by anyone.

Keywords: Women Empowerment, Social Development, Policy Measures, Economic Growth.

INTRODUCTION

Women are known to be the God's most comprehensive creation but Men and women are still fighting for the equal importance in every sector of life, the increase of crime against women at such a shocking rate, compels one to think the actual stand of women empowerment. There are many women who have set the example the women can rule a country or even world better than men like Benazir Bhutto, India Gandhi, Margaret Thatcher. Women empowerment leads to the development and improvement in all aspects of the society. Currently, there are approximately 50% women in the world from which most of the females have to combat the unembellished form of gender inequality. Although many of the societies exist where women are suppressed to the extent that their opinion matters to nobody. She is made to feel as if it is a sin to be a woman in this world.

Women are so much suppressed by men that in Pakistan most of the women are unable to plan children according to their own wish, for them giving birth to a child as a common as most of the other issues of life. (Ali, Siyal and Sultan 1995). It is very important for women to be educated that she can raise her voice for the sake of herself and most importantly for her children, Empowering women in social sphere will not only strengthen capability to regulator their fertility but it will also help to get rid of numerous abuses like physical abuse by husband and in-laws carried out against them.

According to United Nation Foundation statistics, there are around 62 million girls in the world who are allowed not to access the education. According to World Health Organization (WHO), there are on average, 30 percent women who are subjected to domestic violence from their life partners. According to United Nations, women of age between 15 and 54 are likely to fall a victim of rape and domestic violence more than from cancer, malaria, road accidents or insurgency. UN

also unveils that only 22 percent of all the parliamentarians in the world are female. Microsoft Research discloses that there will be 1.4 million open technology based jobs in United States by 2018 but at the current rate of enrollment, only 22 percent will be women from those who will graduate with Computer Science degree.

In Pakistan female labor participation is very low most of the women's are on a low paid job. The income which is earned by her is used to fulfill her household duties and family requirements rather being used on her own welfare to stimulate her confidence. (Ali, Siyal and Sultan 1995). According to a source in developing countries one third of the girls got married before the age of 18 and every 1 in a 9 girl gets married before the age 15. Nine out of fifteen countries in West Africa and Central Africa has more than thirty percent rate of child marriage, among those Nigeria is leading.

Another very important issue violating rights of women is Female Genital Mutilation (FGM). The reasons of practice FGM are many, which include social concerns of marriages, to maintain family honor, communal recognition, ethnic identity, ceremonial patterns of the evolution to womanhood, religious and cultural norms and social economic factors. In many cases FGM is associated with virginity, fidelity and purity of a woman which are considered necessary for her marriage. (Chesnokova and Vaithianathan 2010).

Gender inequality contributes many glitches in almost all dimensions of life throughout the world. These inequalities are mostly bear by women and girls where they are not given control on resources in the field of economic and politics. Worldwide there are many countries where women legally do not have independent right to do business, get along with a property of her own or even travel outside without any male of the family. . Honor killing is one another form of gender inequality that kills around 1000 women annually, each in India and Pakistan. Women are also being burnt alive for not

giving enough dowry or meeting the demands of the wedding while many other faced domestic violence in their houses after marriage.

According to United Nations, women of age between 15 and 54 are likely to fall a victim of rape and domestic violence more than from cancer, malaria, road accidents or insurgency. The United Nations Educational, Scientific and Cultural Organizations explore, there are only 30 percent researchers who are female in the world. In 2015, only 21 females were positioned as the state heads. More than 150 countries have legislations that are provoking inequality. Women empowerment is the most debatable issue faced worldwide, but the status of women has been highlight about 1400 years ago by the Prophet Muhammad (S.A.W) following the words of Quran.

In 21st century people around the world are fighting on the rights of women and gender equality while the Holy Quran has declared it 1400 years ago:

“For Muslim men and women, for believing men and women, for devout men and women, for true men and women who are patient, for men and women who humble themselves, for men and women who give in charity, for men and women who fast, for men and women who guard their chastity, and for men and women who engage much in Allah's praise - For them all has Allah prepared forgiveness and great reward.” (Al-Ahzab 33:35)

Islam is the religion of balance and is considered as the pioneer of maintain balance between men and women in terms of worship, work, duties, spirituality, self-preservation. In the Holy Quran Allah has always mentioned men and women together which is a proof that Islam advocates gender equality (Chaudhry, Nosheen and Lodhi 2012). All of the Sunnahs have shown that Islam has given honorable and dignified prestige to women, Hazrat Abu Hurairah reports that the Prophet (S.A.W) said:

“The believers with perfect faith are those who have the best disposition and the best of you are those who are best to their wives”

Freedom of women is a broader terminology that demands the society to accept women’s participation in all the activities as she is a wonderful creation of nature who is capable of doing everything when she is given a chance.

This study will discuss about the gender inequality eradication in a way that a woman should be given all the rights equal to man. Women empowerment is not only a foreign agenda but empowering women needs to be done worldwide. There is seen a fast awareness on women empowerment in the past few decades which make sure the understanding of women equality in social, economic and political matters. Now this study will figure out the loopholes in policies and identify the real power of a female and her role in different economic and social activities.

This work will be redefining woman’s power as a human resource and a key role player in societal conflicts and general affairs.

REVIEW OF LITERATURE

The idea behind gender inequality that men and women are not equal. Gender inequality is defined as the unequal perceptions and treatment of all due to gender. It may arise from the difference in gender roles (Wood, 2005). There is many natural difference include in the physical strengths on the average of the sexes, the difference in the body so they consider that man is stronger than any women (Maughan, Weir, & Watson, 1983). there is no difference in intelligence between men and women (Colom & Juan-Espinosa, 2000). That discrimination leads to different paths to children and sets to leads in a different personality, relationships, and career paths (Brescoll, 2013).

different studies from OECD, AAUW and the US Department of Labor ensure that pay rate is different between men and women female earning is 94 cents if men earning is one dollar the rate of difference is near by 5-6% (Labor, Feb 2016). Women professional planning of the careers is take long time as compare to men (Goldin & Katz, 2002). (Lagerlof, 1999) Observes the effect of education, fertility and economic growth on the gender inequality. The larger the gap years of schooling between male and female leads to low economic growth. The gap is negatively related to the economic growth (Barro & Lee, 1995).

(King & Hill, 1995) Examines how the gender inequality effects on education and on the economic growth. The last authors (Dollar & Gatti, 1999) observes the connection between education, growth and gender inequality. Separately from the many studies which is connecting with economic growth and gender inequality, like (Summers, 1994) examines the female education effects on the growth they finds the positive impact in the economic growth.

A study in Pakistan found four ways that education affects fertility (it leads to later marriage, to women marrying men with higher, to women entering the formal employment sector and to unspecified changes in women's values and interests), it found that domestic autonomy failed to predict fertility (Sathar and Mason 1993). The economic empowerment of women is being regarded these days as a root progress for a country. Hence, the issue of economic empowerment of women holds paramount importance to political thinkers and decision makers (Blackden and Bhanu 1999). Understanding the relationship between women's empowerment and maternal and child health(MCH) outcomes is an increasing focus of demographic and public health research (Mahmud, Shah and Baker 2012). The Millennium Development Goals (MDGs) unable to recognize gender inequality as a main issue. About gender there is two goals in the MDGs who's mentioned in the

MDG3 and in MDG5. In MDG3 focus on the measure gender inequality in the education, in the employment, wage discrimination and the last portion is related to the women proportion in legal and national legislatures. In the MDG5 explains the maternal mortality and on the reproductive health.

The number of times families resorted to honour killing, all over the globe, have surged greatly in the recent years. According to Honour Based Violence Awareness Network (HBV) there are more than 5000 reported acts of honour killing per year around the globe. ("Statistics & Data", 2017). While empowerment often comes from within, and individuals empower themselves, cultures, societies, and institutions create conditions that facilitate or undermine the possibilities for empowerment (USAID 2012). Another important element is the access to have control over resources (either economical, social or material) and freedom to acquire these resources as equal to men, and lastly, the broader spectrum that characterizes the circumstances of a woman's life (like marriage, influence in household decision making etc.) shapes the choices available to her (Kabeer, Resources, agency, achievements: Reflections on the measurement of women's empowerment 1999) (Kishore and Gupta 2004). Education has been shown to be more vital in the process toward empowering women than more deeply rooted cultural conventions regarding her role in a family or society (Martin 1995). The results of such strategies show that the vulnerability of the poor has reduced at some extent and asset creation and income of women increased gradually in those economies (Simanowitz and Walker 2002).

Gender equality means it is not necessarily that males and females outcomes is equal. The definition by World Development Report gender equality means equal access to the

“Opportunities that will allow people to pursue a life their own choosing and to avoid extreme deprivations in outcomes that's is gender equality in rights, resources and voice (World Bank 2001; World Bank 2005). Some studies had

recommended the reduce gender inequality in the field of education that's leads to increase the economic growth (Jong-Wha Lee and Robert Barro 1994; Barro and Sala-IMartin 1995). According to the report of World Development 2006 admits the importance of confirming the opportunities divided equally in the all groups of population that to decrease the level of poverty and increase the development process that may helpful as instrument to achieving the higher growth (World Bank 2005). The Millennium Development Goals is presented by World Bank for the enhancing the well-being of the whole world. In this there are eight goals in which three are directly related to the women. MDGs further explains the evidence that is comprises on the women's empowerment and gender inequality, while other MDGs explains different channels attaining the well-being of women.

Gender equality is a main requirement for the economic development. Many policies, like cash transfer programs and microcredit loans are offered specially to women because the policy makers believe that this improve the decision of investment and make better spending that will helpful to the women for their well-being. If the female participation increases in the government jobs and in the parliament by quotas, the result comes in different investment and spending decisions. The development decisions are in the favor of investment in the infrastructure by the women. The more invest in the infrastructure shows the priorities of women.

Researcher seems to the huge potential to have a women to energize the economies of the countries but this will decrease by the gender inequality. Women prefers and tends to have the jobs in the domestic services and services sectors but not in the fields of high technology or high qualified jobs. In developed countries there is professional males may earn more than females the gap up to 25 percent. To improve this situation, the public policies that make policies that will enhance and encourage the women to participation in the labor force that

increase the decisions making positions of women in private sector.

REDEFINING FREEDOM OF WOMEN

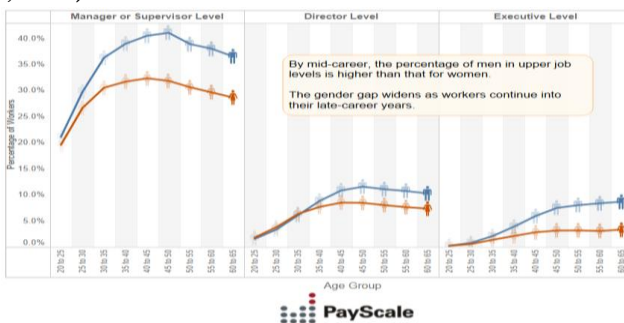
Many researchers explain the gender inequality in the fields of technology that women study Science, Technology, Engineering and Mathematics (STEM) at a lower rate than men do. Some researcher suggest that the expectations of cultural having influence of gender disparity in the form of women feel pressured to engage careers in the other field rather than technology. Many women who face and experience this disparity, discrimination and inequality in the labor market and at the workplace they often tell someone, most of them don't report this harassment and discrimination. Nowadays almost every countries of the world have different laws against domestic violence, but the applying these laws are very big issue and countries make efforts to be applying these laws. Laws play an important role in to achieve real equality between women and men. Through law women could have the gender quotas of electoral lists, provide them maternity leaves, provide punishment for domestic violence and sexual harassment or give equal respect or guarantee the representation of women in public institutions.

According to United Nations Definition, women empowerment has five components. Sense of self-worth, the right to have and to determine choices, right to have access to opportunities and resources, right to have the control their own lives, and ability to influence the direction of social change nationally and internationally (UN Population Division n.d.). Naila Kabeer explained women empowerment as an expansion in the range of potential choices available to women so that the real outcome reflects the particular set of choices which the women value (Kabeer, Conflicts Over Credit: Re-Evaluating the

Empowerment Potential of Loans to Women in Rural Bangladesh 2001).

First and foremost we need to analyze what has been and even still is the definition of freedom for women. The views that are promoting inequality especially based on gender must change. The definition of freedom of women is justice; to be treated with the same amount of respect and opportunity as any other gender, or with little to no regard to gender in their treatment. If a woman struggles to escape into the work field and become the ‘breadwinner’ of the house, her reputation is questioned and is pointed out to be too bold and selfish. The issue of honor killing in Pakistan is also a social issue. Many women have faced death due to an issue regarding their family’s honor. The “gender pay gap” refers to the average difference between a male employee and a female employee’s salary at the same job, in the same position. Discriminatory behavior in workplaces - such as racism, and sexism - is an unethical, abhorrent practice which limits the potentials of employees and reduces motivation in the workplace, and therefore overall efficiency of the workplace.

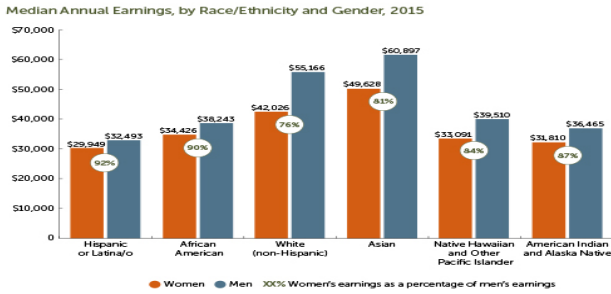
Graph 1 ("Gender Pay Gap Ratios, Stats and Infographics | PayScale", 2017)



Graph 1 shows the difference between the population of men (blue) and women (orange) for upper management jobs. This graph shows that although men and women both start their careers at the same level, men are more likely to end up as Vice

Presidents or Chief Executives by mid-career, while most women are still working in individual contributor roles even by the age of 60.

Graph 2 shows how the gap widens over the years.



Graph 2 (Miller, 2017)

We can notice in graph 2 that the margin for African men and women has very little difference, but it doesn't seem to matter what race or ethnicity you belong to, men always earn more than women.

It was in the beginning of the 19th century when the Isle of Man became the first country which allowed women to vote in local elections. It was not until 1893, however, that women were granted the right to vote on a national level in New Zealand. The Americas, and the Great Britain had still not granted any such rights to the women of their countries until the end of the first World War. Throughout history, women have been oppressed in the context of suffrage. Many have fought for their rights, and many succeeded, however, some countries still have not granted equal suffrage to women and men. While the influence of women is rising in the 21st century, their rights themselves are not at the level they could be. Many issues and legislation passed under majority male government bodies impact female citizens greatly. According to a report published by UNESCO in 2013 the countries in the graph below were the ten worst countries in term of female education, with Pakistan being on number 7. It could be seen that, developing

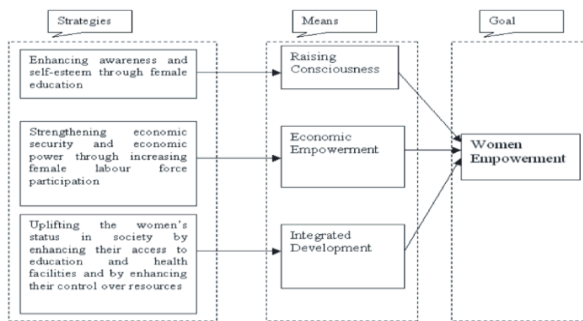
countries are more prone to be against or not fully support female education. So educating females will contribute to increased participation in schools which will lead to reduced fertility rates over time hence leading to smaller families. Just like World Bank and Malala Fund many other non profit organizations around the world have been working tirelessly to help improve the literacy rates among women in underdeveloped countries. In Pakistan, legal laws against honor killing have always been very elusive. They have been reformed many times, often because of international and domestic pressure, yet the number of these murders still is pretty high. A study conducted by World Health Organization revealed that girls who went through such traumatic experiences are highly likely to have drinking problems and be prone to drug abuse.

The first step towards this movement to end violence against women needs to be the prevention stage. It goes without saying that prevention is better than cure, same is the case in this situation. Many studies have shown that awareness at the school level is the best way to begin the prevention process. School-based programmes which raise awareness and monitor violence within dating relationships have proven to be very effective in most developed countries. The media industry should try to highlight more such cases and government and non government organizations should raise more awareness regarding how such incidents are not defaming the victim rather should act as her strength in order to take the fight back to the perpetrator. Governments in all countries need to focus on eradicating all those loopholes when it comes to honor killing and gender based violence and discrimination.

A strong nation is one where there is no discrimination, equality prevails, and everyone lives peacefully knowing that their leaders will always be there to protect them. All feminism believes in is for women to be treated as equals. Not above or below anybody, just equal. (Hansen & Ilene, 1990)In the end of

the 19th century, in capitalist countries married women were not allowed to have property on their own name, as well as profits from any businesses and wages and any type of income gone to their husband. Eco feminists deal with those explanations whose dominant in the environment because these things are in the nature of women so the domination of environment leads to domination of women. Those ideologies bring the domination of environment same ideologies enhance the domination of women.

APPROACHES TO EMPOWERMENT



Source: (Amatul, Chani and Pervaiz 2012)

Empowering a woman in a society is a whole process which includes consciousness and awareness about the importance of woman in the society through educating females and making them independent thinkers. When it comes to economic empowerment of a woman, a woman should be able to have control and access over the household economical resources, in the similar way, as a community or at a broader spectrum, a woman should be able to have access to equal work opportunities and be encouraged to acquire high paying jobs and be allowed to participate in economic decision and policy making.

On the interpersonal level, a woman should be empowered in order to have control and access over spouse selection and marriage timing (e.g. later marriages, self selection of spouses, reduction in the practice of dowry; acceptability of divorce) and even in post marriage decision makings like control over sexual relations, ability to make childbearing decisions, etc. All the above discussed aspects and dimensions of women empowerment include changes in mindsets of other individuals and society as a whole. However, for millions of women and girls, the reality is that the rule of law means little in practice (UNwomen 2012). (Mason and Herbert 2003) analyzed multiple measures of married women's empowerment in the domestic sphere.

Institutionalization of gender justice and gender inequality in the government requires a solid policy and legislative framework. The programmatic framework must be reviewed from a perspective of gender, and existing strategy for additional women's empowerment and gender inequality through the pillars of empowerment. The mechanism of the integration of the strategic directions so the identified into the existing elements of the programme. The government should be take steps towards the development of infrastructure. Enhancing the accountability mechanisms for ensuring the service quality and reducing the gender inequality. Attacking violence against women through technical solution use the approaches like safety-apps may be helpful to the individual interventions to social realities. There needs to be acceptable investment to enhance institutional capacities to ensure women safety. Women are directly affected by conflict; women more need peace as compare to men there are need to be negotiating for peace building efforts and post-conflict decision making. The agenda of sustainable development lies with the equality and empowerment issues with their solutions strongly on the 2030.

This is the time to develop the understanding on the greater stand of the first step of the process of policy design and analysis. Furthermore, access to inputs, land, training revealed the deep-rooted gender inequalities that discourage the women participation in the production sector. These disparities are going to worse when the educational opportunities are available differently to both genders, this leads to productivity gap, which decreases and negatively impact on national income. Strengthening the women's participation to provide the services which are required to their empowerment that increase the share of women participation in the economy. The issue of gender inequality can be tackle at all level and in the all sectors of the economy. In 2013, the outcome document for the Commission on the Status of Women's 57th session, for the first time, included the issue of technology and violence, calling for states to: "support the development and use of ICT and social media as a resource for the empowerment of women and girls, including access to information on the prevention of and response to violence against women and girls; and develop mechanisms to combat the use of ICT and social media to perpetrate violence against women and girls, including the criminal misuse of ICT for sexual harassment, sexual exploitation, child pornography and trafficking in women and girls, and emerging forms of violence such as cyber stalking, cyber bullying and privacy violations that compromise women's and girls' safety."

CONCLUSION

Gender equality is both an economic and moral imperative. It is all about equity and fairness, the realization of specific ambitions, economic empowerment around the world and growth. Better educational fulfillment has accounted for about half of the economic growth in developing countries. The government provides support for the gender policy agenda in

different forms. The case for gender inequality is founded in both human rights and economic arguments. As such, closing gender gaps must be a central part of any strategy to create more sustainable and inclusive economies and societies. Greater education participation, from an early age onwards, provides better economic opportunities for women by raising the overall level of human capital and labor productivity. Greater economic empowerment of women and greater gender equality in leadership are key components of the OECD's wider gender initiative to develop policies for stronger, better and fairer growth (OECD, 2011a and 2012). Labor markets show many "gender gaps". Women are fewer possible to work for pay, and are more likely to have lesser hourly earnings, do more unpaid housework than men and in general the gender gaps of disadvantage in the labor market are more marked in the Asia/Pacific region than across the OECD. Factors contribute to women entrepreneurs frequently earning 30 to 40% less than their male counterparts. Yet female-owned businesses make a key contribution to household incomes and economic growth. Public policies to encourage female entrepreneurship include: fostering a gender neutral legal framework for business, reducing administrative burdens on firms and excessive regulatory restrictions; ensuring equal access to finance for female and male entrepreneurs. Firms can do much themselves to empower women and a range of good practices are emerging. In practice, much will depend on the commitment of senior and middle management to driving the necessary change. The challenge of the government that increasing the economic growth of a country, and extended the role of women in the society. Increase female education in Pakistan has not moved into the higher participation in labour market. The structural barriers are present in the employment, barriers in the sense of cultural, social and ideological.

For the faster progress in the economy, we expect gender equality can play a dominating role in the progress. In the labor force participation, the increase the gender inequality has greater negative impact on the economic growth. The existing gender inequality in the education and employment that is significant restriction to higher economic growth in the developing countries.

We need some more realistic policies that would develop employment intensive growth strategies. The current barriers to female in the employment sector is not only dangerous for women as well as reduces the economic growth in developing countries. The gender inequality in employment and education that have a negative impact on the goals of the development such as child mortality. Thus, reducing the gender inequality in employment and education not only promote the economic growth, but also the others development goals.

It is the best time to advocate and support the freedom of women and fight for their legitimate- rights as globalization has occupied the world and participation of all the masses irrespective of gender has become necessary to achieve the economic and socioeconomic sustainability goals.

Freedom of women is a broader terminology that demands the society to accept women's participation in all the activities as she is a wonderful creation of nature who can do everything when she is given a chance. Those rights may include her freedom of holding and expressing opinions, her right to be taken under confidence while decision making within home, her right to participate in political and electoral process, to free her from sexual harassment, her right to have equal opportunities to get education, her right to have proper health care service, her right to plan her family, to own property and last but not the least to receive equal pay like men do.

REFERENCES

1. Ali, Syed Mubashir, Hussain B. Siyal, and Mehboob Sultan, 1995, "Women's Empowerment and Reproductive Choices." *Pakistan Development Review*, 1995: 1137-1150.
2. Amatul, Chaudhry' R., M. Irfan Chani, and Zahid Pervaiz. "An Analysis of Different Approaches to Women Empowerment: A Case Study of Pakistan." *World Applied Sciences Journal* 6, no. 17 (2012): 971-980.
3. Barro, & Lee, J. (1995). International Measures of Educational Achievement. *American Economic Review*, 218-223.
4. Blackden, CM, and C Bhanu. "Gender, Growth, and Poverty Reduction, Special Program of Assistance for Africa 1998." *World Bank Technical Paper*, 1999.
5. Chaudhry, Imran Sharif, Farzana Nosheen, and Muhammad Idrees Lodhi. "Women Empowerment in Pakistan with Special Reference to Islamic Viewpoint: An Empirical Study." *Pakistan Journal of Social Sciences*, 2012: 171-183.
6. Chesnokova, Tatyana, and Rhema Vaithianathan. "The Economics of Female Genital Cutting." *The B.E. Journal of Economic Analysis & Policy.*, 2010.
7. Dollar, David and Roberta Gatti. 1999. "Gender Inequality, Income and Growth: Are Good Times good for Women?" Mimeographed. Washington CD: The World Bank.
8. Goldin, C., & Katz, L. F. (2002). The power of the Pill: Contraceptive and Women's Career and Marriage Decisions. *Journal of Political Economy*, 731-760.
9. Hansen , K. V., & Ilene, P. J. (1990). *Women, Class and the Feminist Imagination: A socialist-Feminist Reader*. Philadelphia: Temple University Press.

10. Hansen , K. V., & Ilene, P. J. (1990). *Women, Class and the Feminist Imagination: A socialist-Feminist Reader*. Philadelphia: Temple University Press.
11. Jong-Wha Lee and Robert Barro 1994; Barro and Sala-I-Martin 1995
12. Kabeer, *Conflicts over Credit: Re-Evaluating the Empowerment Potential of Loans to Women in Rural Bangladesh* 2001
13. Kabeer, Naila. "Resources, agency, achievements: Reflections on the measurement of women's empowerment." *Development and change* 30, no. 3 (1999): 435-464.
14. Kishore, Sunita, and Kamla Gupta. "Women's empowerment in India and its states: evidence from the NFHS." *Economic and Political Weekly*, 2004: 694-712.
15. Labor, U. D. (Feb 2016). *An Analysis of Reasons for the Disparity in Wages between Men and Women*.
16. Mahmud, Simeen, M. Nirali Shah, and Stan Baker. "Measurement of Women's Empowerment in Rural Bangladesh." *World Development* 40, no. 3 (2012): 610–619.
17. Martin, TC. "Women's education and fertility: results from 26 Demographic and Health Surveys." *Studies in Family Planning* 26, no. 4 (1995): 187–202.
18. Mason, Karen Oppenheim, and L. Smith Herbert. "Women's empowerment and social context: Results from five Asian countries." *Gender and Development Group, World Bank, Washington, DC, 2003*.
19. Maughan, R., Weir, j., & Watson, J. (1983). Strength and cross-sectional area of human skeletal muscle. *The Journal of Physiology*, 37-49.
20. Sathar, ZA, and KO Mason. "How Female Education Affects Reproductive Behaviour in Urban Pakistan." *Asian and Pacific Population Forum* (6) 4 (1993): 93–103.

21. Simanowitz, A, and A Walker. "Ensuring impact: reaching the poorest while building financially self sufficient institutions, and showing improvement in the lives of the poorest women and their families." Microcredit Summit + 5, 2002.
22. Statistics & Data. (2017). Hbv-awareness.com. Retrieved 3 September 2017, from <http://hbv-awareness.com/statistics-data/>
23. Summers, L. (1994). Investing in All the People. Washington DC: The World Bank.
24. UN Population Division, Department of Economic and Social Affairs. "UNITED NATIONS POPULATION INFORMATION NETWORK (POPIN)." United Nations. n.d. <http://www.un.org/popin/unfpa/taskforce/guide/iatfwemp.gdl.html> (accessed 10 4, 2017).
25. UN women. "United Nations Organization." unwomen.org. 2012. <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/progressoftheworldswomen-2011-en.pdf?la=en&vs=2835> (accessed December 2016).
26. USAID. "USAID Gender Equality And Female Empowerment Policy." USAID. March 2012. (accessed 929, 2017).
27. Wood, J. (2005). Gendered Lives. Wadsworth/Thomson Learning.
28. World Bank, Engendering Development: Through Gender Equality in Rights, Resources, 2005 and 2016)
29. World Health Organization (WHO), 2016.