

Empowerment as an Indicator of Development of Tribal Women in Rural Jharkhand

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Abstract

Women's empowerment had emerged as an important issue in the last decade of the 20th century. Empowerment could be defined in terms of a process whereby women can freely analyse, develop and voice their needs as well as interests. Noteworthy that India is placed very low in terms of gender development index (GDI) as well as gender development measure (GDM) in the human development reports annually issued by the UNDP. A gender empowerment measure (GEM) is constructed according to the UNDP guideline in respect of opportunities for the women. Three key areas are being considered

– political participation, economic participation and decision-making power and control over economic resources for the said purpose, which are some important indicators of development differentials across the countries. But considering the extreme rural setting

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in Jharkhand, we have relaxed the criteria little bit and taken the close substitutes of the variables on which the measure is constructed by the UNDP. The paper tries to: (a) bring out the importance of the socio-economic variables in determining the levels of empowerment of women, which further lead to human development, and (b) examine the level of awareness of women towards their health and environment. And the study reveals that the level of education and awareness towards health and environment in the study area is not up to the mark.

Keywords: Empowerment of women, Socio-economic variables, Gender empowerment measures (GEM), Political participation, Participation in decision-making, Control over economic resources.

Introduction

Development is a multidimensional phenomenon. Several attempts have been taken to prepare a composite index, which capture not only economic but also social, cultural and political indicators. Here, we are interested to understand the situation of tribal women in terms of empowerment. So, we will emphasize on empowerment. Therefore, I intend to slightly change the title which was printed in the seminar notice, we want to start the heading as empowerment in lieu of development. We would like to emphasize on empowerment as an indicator of the development of tribal women in rural Jharkhand.

Women's empowerment is a multifaceted, multidimensional and multilayered concept. It is the action and interaction of various factors, namely, socio-economic, political, cultural, psychological/attitudinal and so on. Women empowerment could be described as a process in which women exercise control over resources: material (means of production) as well as human (social, cultural, educational and intellectual). Empowerment means the access to power in order that their wishes can be materialized. Empowering women does not mean to give them power to dominate others or to use power to establish their superiority over others. In reality it is to empower themselves only.

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The primary objective of this paper is to understand the level of development achieved by women in Jharkhand in the beginning of 21st century in the eyes of millennium development goal. For understanding it, we shall try to consider a number of socio-economic variables for estimating the level of women empowerment in the rural set up. Empowerment can be defined in terms of specific activities or end results because it involves a process whereby women can freely analyse, develop and voice their needs and interests. Women's empowerment has emerged as an important issue in the last decade of the 20th century. Empowerment can serve as a powerful instrument for women to achieve upward social and economic mobility and achieve power and status in society. It is a source of mobility, equality and emancipation both at the individual and societal level (Rao, 2005). Gender development constitutes an important part of development in this context. It is important to bring women into mainstream of development so that society benefits from women's empowerment. According to Gurumoorthy (2000), empowering women contributes to social development. Economic progress in any country whether developed or underdeveloped could be achieved through social development.

The concept of empowerment has been in existence since the 1990s, and several scholars and development agencies have strived to map women's socio-economic and political situations (Mizan, 1994; Bisnath and Elson, 1999; Kabeer, 1999; Deshmukh-Ranadive, 2005; Heyzer, 2005; Malhotra and Schuler, 2005). Studies on empowerment generally highlight dimensions such as access to resources, control over resources, or the impacts of access and control over resources (Kishor and Neitzel, 1996; Elson and Cagaty, 2000).

Based on a few macro level indicators like education and income, the UNDP (2000) has developed a gender-related development index. According to this index, the gender inequality in 1998 is high in India and ranks a poor 108th out of the 143 countries for which the index value is available. In India, a gender gap in literacy still persists, though it has narrowed over the years. According to the 1951 census, only nine per cent of females were literate, compared to 27 per cent of males. Female's literacy improved faster than males after 65 years of independence, the level of literacy for females and males is 54 and 75 per cent, respectively. The differentials are particularly wide in the states of Bihar and

Uttar Pradesh. It is not surprising that India is placed very low in terms of gender development index (GDI) as well as gender development measure (GEM) in the Human Development Reports annually issued by the UNDP.

A gender empowerment measure (GEM) is constructed according to the UNDP guideline in respect of opportunities for the women. Three key areas are being considered – political participation, economic participation and decision-making power and control over economic resources for the said purpose, which are some important indicators of development differentials across the countries. But considering the extreme rural setting in Jharkhand, we have relaxed the criteria little bit and taken the close substitutes of the variables on which the measure is constructed by the UNDP.

Development is a multidimensional phenomenon. Several attempts have been made to define and prepare a composite index, which captures not only economic but also social, cultural, environmental, psychological, political and philosophical aspects. So when Morris (1975) defined development in terms of improvement in the quality of life of people, Liu (1975) noted that quality of life has multiple dimensions ranging from economic to social, environmental, political, cultural, psychological and philosophical aspects.

Gender relations are the key to understand the inequalities between men and women, which may be explicit and implicit. At macro level, the explicit measures are well known and are revealed in statistics depicting differences in the sex ratio, child infanticide, literacy rates, health and nutrition indicators, wage differentials and ownership of land and property. The implicit measures are embedded in power relations and hierarchies and are more difficult to measure. At micro level, in the households, in custom, religion and culture, these intra-household inequalities result in unequal distribution of power, unequal control over resources and decision-making; dependence rather than self-reliance; and unfair, unequal distribution of work, drudgery, and even food (GoI).¹ In order to remove the evil effects of such discrimination from the society and to promote gender equality; empowerment of women is being declared as one of the UN Millennium Development Goals (MDGs),² (Goal-3 of the eight goals targeted to be achieved by 2015).

Review of Literature

In 1995, the UNDP³ introduced two new indices: a gender-related development index (GDI) and a gender empowerment measure (GEM) in order to know the position of gender-related development in comparison to general level of development measured in conventional sense on overall income and employment. Focusing on women's opportunities rather than their capabilities, the GEM captures gender inequality in three key areas: (i) Political participation and decision-making power, as measured by women's and men's percentage shares of parliamentary seats; (ii) Economic participation and decision-making power, as measured by two indicators – women's and men's percentage in employment as legislators, senior officials and managers and women's and men's percentage shares of professional and technical positions; and (iii) Power over economic resources, as measured by women's and men's estimated earned income.

The GEM is calculated using equally distributed equivalent percentage (EDEP) mechanism, which was first developed by Atkinson (1970) while deriving a measure of income inequality through social welfare function. Ministry of Women and Child Development of Government of India (MWCD) supported by UNDP had changed the way of measuring the gender gaps in development and empowerment for India. According to MWCD the indices used by United Nations in general have been developed from a northern perspective and do not incorporate the perspective of the countries of southern hemisphere especially of India. With this as the objective, they decided to recast GDI and GEM for India and its states/union territories. The final choice of dimensions and indicators was adopted on the need to use variables that are intuitively understandable and relevant, within the constraints imposed by availability of reliable data and for maintaining international comparability, the dimensions used are the same as used by UNDP. Equal weights are also being assigned to all the dimensions. 'However, within dimensions, the indicators chosen, weights and goal posts would be more relevant to the Indian context' (Gendering Human Development Indices, MWCD, 2009).

The dimensions and indicators identified for computing GEM as followed by MWCD are given below:

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Dimension 1: Participation in Political Arenas and in Decision-Making by Women:

Indicators: (a) Percentage Share of Parliamentary Seats; (b) Percentage share of seats in Legislature; (c) Percentage share of seats in Zilla Parishad; (d) Percentage share of seats in Gram Panchayats; (e) Percentage of candidates in Electoral Process in National Parties; and (f) Percentage of electors exercising their Right to Vote.

Dimension 2: Economic Participation and Decision-Making Power of Women:

Indicators: (a) Percentage share in Indian Administrative Services and Indian Forest Service; (b) Percentage share of Professionals graduating from medical and engineering colleges; and (c) Percentage share of High Court Judges (Supreme Court Judges for all India estimate).

Dimension 3: Power of Women over Economic Resources:

Indicators: (a) Percentage of Female/Male Operational Land Holdings; (b) Percentage of Female/Male Availed of Credit (accounts over Rs 2 Lakh); and (c) Percentage of Female/Male Estimated Earned Income Share.

Using goal posts and weights,⁴ the dimension indices are calculated. In case of GDI and GEM, while calculating dimension indices, the penalty for gender inequality i.e. the value of '!' is taken as 2, which is moderate penalty. The methodology of calculation is the same as followed by UNDP. The aggregate score of GEM for India was 0.451 and for Jharkhand 0.350 in 2006 (Gendering Human Development Indices, MWCD, 2009).

Mehta (1996) using representation in Lok Sabha, state legislatures, gram panchayats, panchayat samitis and zilla parishads; literacy rate; exercise of the right to vote; life expectancy and income for the 16 states explained the existence of gender-based disparities and its degree of variation across those states that can be meaningfully used by policy-makers.

In the present study, we would like to examine the level of empowerment of women in extreme rural setup of Jharkhand. But there are problems relating

to the availability of data and using the suitable formula for estimation. In most of the cases if the standard formula of GEM is used at the village level, the value of the indices would be very close to zero reflecting very poor performance as the female participation in various socio-economic field is negligible according to the norms set by MWCD or UNDP for measuring gender empowerment measure. But still there is a scope of measuring the gender empowerment in a similar manner for rural areas which is discussed in the later part of this paper.

Methodology

Our focus of analysis was at the grass root level. We have chosen the state of Jharkhand for our analysis that ranked 32nd (with value 0.350 in 2006) in respect of dimension-wise GEM scores as constructed by MWCD for 35 states/union territories after recasting the measure realistically. Jharkhand also ranks last among the newly born states which came into being in 2000. The economy of the newly born state is predominantly agricultural even though a large number of mineral mines are prevalent. Poverty is a common scene especially in the rural setting and the society is characterized by its patrilineal structure even though large number of tribal groups are there.⁵ However, the panchayati raj system is yet to come for the smooth implementation of several rural development and poverty eradication programme. Therefore, there is no question of reservation in the local administration and politics for the women who suffer most in the form of deprivation and lack of empowerment. In the present study the gender deprivation has been examined through the comparison of status of women, in terms of various social, economic and political indicators with that of their male counterpart. For the purpose of analysis, a primary survey was conducted during 2007–08 for the collection of information at the family level from eight villages in four blocks of two districts chosen by systematic multistage sampling procedure. First of all, two districts of the state, namely, Giridih and Dumka have been selected, one from comparatively developed and another from underdeveloped section of the districts. In the same way two blocks, Bengabad and Giridih from the district Giridih and two blocks Dumka and

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Ramgarh were selected, on the basis of records of District Census Handbook. Finally four villages are chosen from each of the two districts i.e. two from each of the selected blocks. The villages chosen from Giridih district are Baghra, Bhandaridih, Harsinggraidih and Parsatanr and other four villages of Dumka are Karikadar, Kusmaha, Murabahal and Purnia. Thereafter, a complete enumeration of households of the selected villages has been done and we observe a total of 1,298 households combining all the eight villages of the selected districts, namely, Giridih and Dumka. Finally 50 households from each of the selected villages have been chosen as final sample units by the application of stratified random sampling method. Here, considering the caste and educational status of the head of the households, the stratification is done. The selection and distribution of sample on the basis of the sex of the household head is given in Table 1.

Table 1

Sampling and Distribution of the Households by the Sex of the Head

<i>District</i>	<i>Block</i>	<i>Village</i>	<i>Sex of the Households Head</i>		
			<i>Male</i>	<i>Female</i>	<i>Total</i>
<i>(1)</i>	<i>(2)</i>	<i>(3)</i>	<i>(4)</i>	<i>(5)</i>	<i>(6)</i>
Giridih	Bengabad	Baghra	49	1	50
		Bhandaridih	50	0	50
	Giridih	Harsinggraidih	50	0	50
		Parsatanr	48	2	50
Dumka	Dumka	Karikadar	49	1	50
		Murabahal	49	1	50
	Ramgarh	Kusmaha	50	0	50
		Purnia	49	1	50
Total			394 (98.5)	6 (1.5)	400 (100.00)

Note: Figures in the parentheses represent percentage to total.

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Initially data have been collected on socio-economic characteristics of the households by questioning the head of the particular household. In the second stage, the heads of all the final sampled households were interviewed for further information relevant for the study. Also adult female members of the selected households were also interviewed in order to have a comparison with the information on perception and opinion provided by the male heads as here we did not find sufficient female heads for comparison of status of male heads with the female heads. Also, the adult male members of a subset of selected households were interviewed to see if there are differences in the perceptions and opinions.

Observation and Analysis

We need to recast realistically for capturing the level of empowerment in the rural villages of India. (All dimensions are given equal weight i.e. one-third). In this context we want to consider the indicators which actually enhance the capability of women, the expansion of choices in front of them by which they may consider themselves to be empowered. We are only interpreting their condition according to our perspective, but what they consider about their life is much more important, but still expanding the choices or rather their capability is our concern, but how they or society functions with the available choices is a difficult question beyond our scope in this analysis. The values we have inherited through generations, way of looking at different issues matters a lot. Still expansion of information, knowledge and participations in social networks empower them and ask them to consider their own situation.

We have constructed gender empowerment measure according to the formula used by UNDP.⁶ We have thus considered some different indicators to make-up the gap as far as possible depending upon the availability and those are relevant for the analysis of rural Jharkhand. These are given below.

For understanding the level of gender empowerment by GEM, we have considered the following dimensions as well as indicators:

Dimension 1: Participation in Social and Political Arenas and Decision-making Power of Women:

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Indicators:

- (a) Percentage of Female/Male who are member of any club, community centre, social organization, NGO etc.,
- (b) Percentage of Female/Male who are member of any political organization,
- (c) Percentage of Female/Male who regularly attend/watch cultural programme,
- (d) Percentage of Female/Male who knows Panchayat member representing their area,
- (e) Percentage of Female/Male who are aware of the activities of the Panchayat. (Weight – one-fifth for each indicator within the dimension i.e. equal weight is given to all the indicators here).

Dimension 2: Economic Participation and Decision-making Power:

Indicators:

- (a) Percentage of Female/Male engaged in business/services,
- (b) Percentage of Female/Male who has read at least up to class five. (Weight – half for each indicator within the dimension).

Dimension 3: Power over Economic Resources:

Indicators:

- (a) Percentage of Female/Male who have received any kind of property by inheritance,
- (b) Percentage of Female/Male agricultural worker in their village. (Weight – half for each indicator within the dimension).

In case of all the indicators we have taken the maximum value as 100 and minimum value as 0. But in case of the agricultural wage we have taken maximum value and minimum value for male as Rs. 106.96 and Rs 47.64 respectively and for female as Rs 62.31 and Rs 37.78 respectively.⁷ In all of the equally distributed indices for all indicators we have taken female and male population share as 0.5 as in each of the household we have considered the

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Table 2

Village Level Gender Empowerment Measure (GEM) for the Sample Areas of Jharkhand

<i>Village</i>	<i>a1</i>	<i>b1</i>	<i>c1</i>	<i>d1</i>	<i>e1</i>	<i>a2</i>	<i>b2</i>	<i>a3</i>	<i>b3</i>	<i>DIM 1 Index</i>	<i>DIM 2 Index</i>	<i>DIM 3 Index</i>	<i>GEM</i>
	<i>Social</i>	<i>Political</i>	<i>Attend cultural</i>	<i>Knows P.M</i>	<i>Aware P. Activi-ties</i>	<i>Business /Service</i>	<i>Up to class V</i>	<i>Prop erty</i>	<i>Agri. Worker</i>	<i>Social & Political particip ation</i>	<i>Econo mic Resou rces</i>	<i>Econo mic resourc es</i>	<i>Village level</i>
<i>(1)</i>	<i>(2)</i>	<i>(3)</i>	<i>(4)</i>	<i>(5)</i>	<i>(6)</i>	<i>(7)</i>	<i>(8)</i>	<i>(9)</i>	<i>(10)</i>	<i>(11)</i>	<i>(12)</i>	<i>(13)</i>	<i>(14)</i>
Baghra	0	0	0.989	1	0	0	0.124	0	0.358	0.398	0.062	0.179	0.213
Bhandaridih	0.038	0	1	0.989	0	0	0.032	0	0.473	0.405	0.016	0.236	0.219
Harsingraidih	0	0	1	0.989	0	0.038	0.251	0	0.545	0.398	0.144	0.272	0.272
Parsatanr	0	0	0.989	1	0	0.037	0.140	0	0.384	0.398	0.088	0.192	0.226
Karikadar	0	0	1	0.980	0	0.036	0.346	0	0.041	0.396	0.191	0.020	0.202
Kusmaha	0	0	0.979	0.863	0	0	0.169	0	0.041	0.368	0.084	0.020	0.158
Murabahal	0	0	1	0.989	0	0.072	0.439	0	0.039	0.398	0.255	0.019	0.224
Purnia	0.038	0	0.989	0.979	0	0	0.173	0	0.041	0.401	0.086	0.020	0.169

Note: Ki: indicator k of dimension i, k = (a, b, c, d, e), i = (1, 2, 3).

Source: Field Survey conducted during 2007-08.



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response of the household heads as well as that of counterparts, but in case of agricultural wage index we have taken the population shares in terms of the participation of the household heads and counterparts in agriculture. Actually the GEM measure in this case can be called as the Village Level GEM Measure. The computation and the variation in the level of gender empowerment measure is shown in Table 2.

It is observed from the Table 2 that values of some indicators' b1, e1, a3 are zero for all the villages. For b1 and a3 as the value of the female/counterpart index is zero, the final value of the index also turns to be zero, thereby representing strong gender bias in this regard. This happens because in all the villages all the members of any political organization are male and none of their female counterparts had received any kind of property by inheritance. This is why till now after marriage the females take whatever is provided in the form of dowry, and they do not receive any share of their ancestral property even though there is a legal provision for that. All ancestral property is being inherited by the male members only. Similarly, females in those areas do not involve themselves (also not allowed from their families) in active politics, which could be changed (as happened in Tripura and West Bengal) to a certain extent (Ghosh and De, 2003)) with the introduction of local self-government at the panchayat level. It is very interesting to find that all the household heads/males and counterparts/females are not aware of the activities of panchayat system. The ideas of direct democracy which we talk about these days are just a myth in this type of social settings. This fact must be taken care off in a diligent manner for ensuring higher level of development in these rural setups. Similarly for a1 and a2 we have five and four villages which have got the indicators' value as zero which is reflected from Table 3. It happens because almost all of the household heads are not members of any club, community centre, social organization, NGO etc. While in four out of the eight sample villages, more than 50 per cent of the female counterparts are the member of some social organizations. It is observed that women of some villages take part in the social network system which has an important role in

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empowering women. In this context one may also argue that men are lagging behind the women in forming a viable social network in those villages that play an important role in the development process.

Table 3

Membership of Social Network (SN) and Participation in Business and Services

<i>Village</i>	<i>Male Members(SN)</i>	<i>Female Members(SN)</i>	<i>Males in Business & Services</i>	<i>Females in Business & Services</i>
<i>(1)</i>	<i>(2)</i>	<i>(3)</i>	<i>(4)</i>	<i>(5)</i>
Baghra	0	0	11	0
Bhandaridih	1	24	2	0
Harsingraidih	0	0	18	1
Parsatanr	0	0	12	1
Karikadar	0	19	11	1
Kusmaha	0	0	2	0
Murabahal	0	28	18	2
Purnia	1	28	2	0

Source: Compiled from the Field Survey conducted during 2007-08.

In case of c1 and d1 the values are close to 1 and that reflect almost a perfect equality situation with regard to attending/watching cultural programmes. Thus we can say that almost all of these rural people are in a well knit traditional village culture, which if guided by quality education, training programme leading to employment generation, can enhance the participation of women in various socio-economic activities leading towards a higher level of development.

As noted earlier, we observed a very sharp discrimination with respect to inheritance of property for the sample villages, where the ancestral property is inherited by the males and not by females (Table 4). Where the percentage of male is lower than 100, it is an indication that some of them could not inherit which may be due to the non-availability or those do not want.

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Table 4

Property Received by Inheritance in the Study Area

<i>Village</i>	<i>Percentage of Male Household Heads, Received Ancestral Property</i>	<i>Percentage of Female Counterparts, Received Ancestral Property</i>
<i>(1)</i>	<i>(2)</i>	<i>(3)</i>
Baghra	68	0
Bhandaridih	60	0
Harsingraidih	20	0
Parsatanr	10	0
Karikadar	62	0
Kusmaha	92	0
Murabahal	70	0
Purnia	98	0

Source: Compiled from the Field Survey conducted during 2007-08.

In the study area we observed that marriages take place at very young age for both males and females, which may be due to the lack of education. Moreover, parents want to get relieved of their burden of daughters whom they used to regard as liability. However, the gap between the age at marriage of bride and that of groom is more or less same in all the villages of the study area.

Table 5

Average Age in Years at the Time of Marriage

<i>Village</i>	<i>Bride</i>	<i>Bridegroom</i>
<i>(1)</i>	<i>(2)</i>	<i>(3)</i>
Baghra	17	20
Bhandaridih	17.08	20.6
Harsingraidih	17	20
Parsatanr	17	20
Karikadar	21	23
Kusmaha	20.9	22.94
Murabahal	21	23
Purnia	20.94	22.94

Source: Compiled from the Field Survey conducted during 2007–08.

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Generally women are less empowered in the poor households and their level of empowerment decreases with the incidence of poverty. In the present analysis, we computed the headcount index for measuring the proportion of poor in each village.

Table 6

Use of Health Facilities by Women from the Registered Medical Practitioner during Pregnancy

<i>Village</i>	<i>No. of Visits to doctor during pregnancy for the birth of last child</i>	<i>No. of times of tetanus toxoid injection taken for last baby</i>
(1)	(2)	(3)
Baghra	1.86	0.98
Bhandaridih	1.96	0.98
Harsingraidih	1.96	0.98
Parsatanr	1.84	0.92
Karikadar	1.85	1
Kusmaha	0.86	0.88
Murabahal	2	1
Purnia	1.85	1.32

According to Maternal and Child Health, Ministry of Health and Family Welfare, Government of India, three visits to doctor during the pregnancy and two tetanus toxoid injections during the same period is at least needed. While the survey report shows that the utilization of the medical facilities for the purpose is far below the minimum requirement. In terms of average visit to doctor the highest value is observed 2 in case of Murbahal and the lowest 0.86 is observed in case of Kusmaha. The overall picture is very low with respect to all India standards. Similarly, the use of tetanus injections during pregnancy is less than 1 on an average in Kusmaha, which is the lowest among all the sample villages. It indicates that all the women do not visit doctor even a single time and take tetanus injection. It is the highest in Purnia with figure recorded as 1.32 on an average, which is also very low considering the Indian average

standards. The observation reflects the strong lack of awareness in health and also the constraints they face in enjoying a healthy life.

Conclusions and Policy Implications

From the overall analysis, we can conclude that the study area of Jharkhand is heavily poverty stricken and there is high inter-village variation of it. But it should be noted that most of the families are below poverty line and the level of empowerment is also very low, despite high inter-village variation. So, overall development for all sections of the society including women needs to be prioritized.

Figures in all the human development indicators (income, education and health) for women are extremely low, which could be due to discrimination and deprivation in occupation, education and lack of either healthcare facilities or awareness. These areas need special attention for the desired welfare of whole population of the area.

The discussion made here indicates that empowerment requires full participation of those who are empowered in the formulation, implementation and evaluation of the action strategies. Hence any strategy for women's empowerment must aim at creating the power among men and women to collaborate with each other in order to achieve their fullest potentials as human beings which must lead both the sexes to enjoy freedom with dignity. Such an atmosphere may be created only when women's collectives along with men, civil society, NGOs, governmental agencies and programmes and the social work professionals would establish a meaningful partnership with one another.

Among the indirect measures of empowerment, education in particular is important and plays a positive role in enhancing different dimensions of empowerment. Of the three direct measures of empowerment, like involvement in decision-making, freedom of movement and access to money/material resources, women, particularly in Jharkhand, are the least empowered in terms of decision-making, which turns out to be an important indicator of the evidence against empowerment.

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! NOTES

1. MWCD – Ministry of Women and Child Development, Govt. of India.
2. MDGs – Millennium Development Goals.
3. UNDP – United Nations Development programme.
4. Gendering Human Development Indices, 2009, Ministry of Women and Child Development.
5. In the tribal dominated North-Eastern states like Meghalaya, Mizoram, Nagaland we observe matrilineal framework of the society and there are Dorbars in the absence of any Panchayati Raj system of local self-government.
6. Dimension index = $(\text{actual value} - \text{minimum value}) / (\text{maximum value} - \text{minimum value})$, Equally Distributed index = $\{[\text{female population share} (\text{female index}^{-1})] + [\text{male population share} (\text{male index}^{-1})]\}^{-1}$ for each indicator.
7. All India annual average daily wage rates in different agricultural occupations, 2007-08 [http://labourbureau.gov.in/WR%20Rural%India%20k7-8%Summary20Pag es201-3.pdf](http://labourbureau.gov.in/WR%20Rural%India%20k7-8%Summary20Pag%20es201-3.pdf)

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