

EFFECT OF EMPLOYMENT ON WOMEN EMPOWERMENT IN URBAN BANGLADESH: AN INVESTIGATION ON KHULNA CITY

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Abstract

The study measured empowerment and revealed effect of women employment on their empowerment in the Khulna city of Bangladesh. Based on snowball sampling technique 100 respondents were interviewed, equally between employed and unemployed groups. An empowerment index was constructed based on three dimensions as decision making in family, freedom of movement and control over resources. Multiple linear regression model was used to estimate the effect of employment. Empowerment index showed that employed women were more empowered in all dimensions than unemployed women. Regression result found that employed group has 0.26 unit more freedom of movement, 0.17 unit more control over resources and possess 0.16 unit more in overall empowerment than unemployed group. Household head's age and education were significant in three dimensions. Higher aged people enjoy more freedom to move and in overall empowerment. While comparing with day labors, it was found that almost no other categories of service make significant difference in empowerment dimensions. Among the employed women, those who contribute more than half of family income possess 0.21 unit more controlling power over resources than those who contribute nothing. This contribution is not making any difference in other dimensions because other factors influence family level decision making.

Keywords: Women empowerment, Employment, Decision making, Control over resources, Freedom of movement

INTRODUCTION

Bangladesh is a resource limited and overpopulated country where socio-economic environment is highly stratified. Women constitute roughly half of the population but they hardly get enough scope for participating in direct economic activities. The society of Bangladesh is male dominated in which women are treated as follower to male. For these reasons, women are facing different types of discrimination from their birth to death. Women have low status as compared to men, specifically in the developing world though they have a great contribution in the development process. The situation is almost same in Bangladesh. Women here face discrimination regarding decision making. As per World Economic Forum (2012), the rank of Bangladesh is 86 in global gender gap index 2012 ratings. In Bangladesh, uneducated women have less autonomy in decision making in society.

In disaster and in climate change, there is inadequate attention to women and their role are neglected (Bathge, 2010). But their economic contribution in any form increases status of women and empower them (Hultberg, 2008). Women's autonomy in decision making varies between rural and urban areas. Urban women are more likely to make decision in own matters as they are more educated than those of rural women. Economic betterment is also depends on women empowerment. Women empowerment is a worldwide concern. It is supposed that employment empowers women but there is very little research that concentrate on role of employment on socio-economic empowerment of women especially in Khulna city. The traditional situation is changing as women are getting educated and employed. So

this research was conducted to find out the effect of employment on women empowerment at Khulna city in Bangladesh. It is also a matter if good job and good contribution empower women better or not.

OBJECTIVE OF THE STUDY

- i. To measure the level of women empowerment in Khulna city based on dimensions of empowerment.
- ii. To know the effect of employment on different dimensions of women empowerment in Khulna city.
- iii. To know effect of different service and different contribution to family on empowerment of employed women.

LITERATURE REVIEW

Meaning of Empowerment

Empowerment is a very widely used term, particularly in the context of women and the poor, but is often misused and poorly defined. The empowerment of women is located within the discourse and agenda of gender equality and is increasingly being taken in the agendas of international development organizations, perhaps more as a means to achieve gender equality. World Bank (2002) defined empowerment as “Empowerment is the expansion of assets and capabilities of poor people to participate in negotiate with, influence, control, and hold accountable institutions that affect their lives.” In Bangladesh family is an institute to affect them. Kabeer (2001) noted that empowerment is also related to the capacity enhancement and right to make decisions. It consists of change, choice and power. It is a process of change by which individuals or groups with little or no power gain the ability to make choices that affect their lives. Rafiqul (2011) mentioned women’s empowerment as self-earning capacity spending ability by herself, and to train by herself to help family members.

Measurement of Empowerment

The measurement of the empowerment is not an easy task as it covers many dimensions and indicators. Kabeer et al. (2001) mentioned that conceptualization of empowerment suggests that it can reflect change at a number of different possible levels like „deeper“ levels: structural relations of class/caste/gender, „intermediate“ levels: institutional rules and resources, „immediate“ levels: individual resources, agency and achievements. Haque et al. (2011) showed that women empowerment/autonomy in economic decision making refers to the women’s ability to share or to control over the decision processes regarding domestic financial matters with husband or other male family members. It would uplift the status, control over resources, meeting the basic needs and altogether improving self-reliance, thereby reducing women’s economic subordination. To measure women empowerment in Khulna city, Sultana and Hossen (2013) measured cumulative empowerment index based on seven key indicators of women empowerment which are contribution to household income, access to resources, ownership of assets, participation in household decision-making, perception on gender awareness, coping capacity to household shocks and access to the political or development activities. Household decision making refers to the extent of

women's ability to participate in formulating and executing decisions on domestic affair, child-welfare, own health care and family planning in coordination with other male family members. The increased role in household decision making would enable women to improve their self-determination, control over resources, self-esteem, autonomy, status, and power relations within households. Malhotra et al. (2002) mentioned two different ways to measure empowerment which are household level and aggregate level. Household level studies indicate that empirical analyses of women's empowerment are heavily concentrated at the individual and household level. Individual/household level indicators of empowerment used in empirical studies are domestic decision-making, access to or control over resources, mobility/freedom of movement. Khan and Ara (2006) found that the women's role in decision-making is one of the most important questions for consideration in the movement for their empowerment. Keeping this into consideration, like the other government of the world, the government of Bangladesh has initiated efforts to widen the scope of women participation in the development process. The Local Government (Union Parishad) Second Amendment Act 1997 of Bangladesh is a mile stone towards ensuring women's access and increased participation in political power structures. Parvin et al. (2005) considered three major indicators of empowerment like participation in household decision making, control over income and access to assets evaluate overall empowerment situation. West (2006) considered „behavioral“ measures that are commonly employed as indicators of empowerment are decision-making, freedom of movement and control over resources. Haque et al. (2011) also tried to measure „women empowerment“ or „women autonomy“ based on the above mentioned indicators.

Benefits of Women Empowerment

Muhammad et al. (2010) concluded that empowered women share in financing their family budget, tackle the family affairs, manage domestic chores, and consult with their male heads through developing rational approach on all important issues. In addition they share in decision- making both inside and outside activities. They furnished opportunities of better schooling, entertainment and health to their children. The study further revealed that the empowered women did not exercise any gender bias among children. In a nutshell, the empowered women were satisfied over their empowerment position as their socio-economic status jumped upward and their act of empowerment did not harm the existing social structure. Kulkarni (2011) found that the benefit of women empowerment is increasing ability to make decisions and to build self- confidence. A woman in this class can decide on spending their own income although men were often consulted, articulate their views and respect within the household, and often within the community. Oney and Ozer (2011) found that an earning female member is empowered and an empowered female get conscious about her identity with sense of self perception and become able to solve problems. Onay and Ozer (2011) also found that women engaging in microfinance activities are economically better off and establish own identity in the society. Parvin et al. (2005) argued that Rural Employment Creation Project (RWECP) is one of the largest projects of government addressed rural poor women for their income generation as well as poverty alleviation. The activities have enabled women to have a better access to basic needs and to make important contribution to household decision making, especially the decision regarding their personal needs, treatment and recreational facilities. Rahman et al. (2009) found that seafood industries contribute immensely in the economic development of Bangladesh where there is substantial role of female workers. The activities of qualified female workers influence the socio-economic

status of the industry. Banu et al. (2001) believes that women's are need to involvement in income generating activities (IGAs), as well as their ownership and control over productive and non-productive assets and resources. This paper also argued that due to their involvement in BRAC, women have begun to acquire positive self-perceptions of their own personal interests. These self-perceptions allow them to assert themselves and make demands for their rights in their struggle towards socio-economic empowerment. It is also apparent that many men have begun to appreciate the benefits of having their wives involved in BRAC. Empowered women play an important role for flourishing education for their child where women's access to education helps in population of Bangladesh (Islam and Dogra, 2011). So, it can be concluded that available literature emphasizes on meaning, measurement dimensions and benefit of women empowerment.

METHODOLOGY

This research was conducted on Khulna city of Bangladesh to estimate the effect of employment in various dimensions of empowerment. This was a household based survey where household was considered as sampling unit and only one respondent was selected from a household. To observe the impact of employment on empowerment, the study targeted both employed and unemployed women where a number of 50 employed women and 50 unemployed women were interviewed. So, total number of respondents (households) was 100 out of 51676 households in the Khulna city (Khulna City Corporation, 2013). Snow-ball sampling technique was followed and a structured face to face interview method was adopted to collect primary data. The field survey was conducted during March-April, 2013. Dimension-wise empowerment index was constructed to measure the level of women empowerment and multiple linear regression model was used to show the effect of employment and other socio-economic determinants of empowerment on women empowerment.

Dimension-wise Empowerment Index

The study confined on three dimensions of empowerment which are i) decision making in family, ii) freedom of movement and iii) control over resources for developing the dimension-wise empowerment index. The indicators for different dimensions used are in accordance with (Mason and Smith, 2003), (Parvin et al., 2005), (West, 2006) and (Haque et al., 2011). Four different indicators for each dimension also used for this purpose. Table 01 shows the dimensions of empowerment (column 1), indicators and corresponding reference for each dimension used (column 2), the process of coding the response based on the indicators (column 3) and the way of transferring the coding into measurement scale in the index (column 4) for constructing dimension-wise empowerment index.

Table 1: Dimensions and Indicators for Women Empowerment Indices

Dimensions	Description of Indicators	Coding	Measurement Scale in Index
Decision Making in Family	1. Who decides about health care? (West, 2006)	1=Respondent alone 2=Respondent and husband 3=Respondent and other person 4=Husband alone 5=Someone else	1,2,3 = 1 ; 4,5 = 0
	2. Who decides food to be cooked each day? (Haque et al., 2011)	1=Respondent alone 2=Respondent and husband 3=Respondent and other person 4=Husband alone 5=Someone else	1,2,3 = 1 ; 4,5 = 0
	3. Who take decision on family planning? (Haque et al., 2011)	1=Mainly respondent 2=Mainly husband 3=Joint decision 4=Others	1,3 = 1 ; 2,4 = 0
	4. Who decides about avail recreational facilities? (Parvin et al., 2005)	1=Respondent alone 2=Respondent and husband 3=Respondent and other person 4=Husband alone 5=Someone else	1,2,3 = 1 ; 4,5 = 0
Freedom of Movement	1. Do you need permission to visit parents or relatives? (Haque et al., 2011)	1= No need permission 2=Need permission from husband 3=Need permission from Others	1 = 1 ; 2,3 = 0
	2. Do you need permission to go outside the city alone? (Haque et al., 2011)	1= No need permission 2=Need permission from husband 3=Need permission from Others	1 = 1 ; 2,3 = 0
	3. Do you need permission to go a health centre or hospital alone?	1= No need permission 2=Need permission from husband 3=Need permission from Others	1 = 1 ; 2,3 = 0
	4. Do you need permission to go shopping alone or with somebody else? (West, 2006)	1= No need permission 2=Need permission from husband 3=Need permission from Others	1 = 1 ; 2,3 = 0
Control over Resources	1. Who decides how to spend money? (Haque et al., 2011)	1=Respondent alone 2=Respondent and husband 3=Respondent and other person 4=Husband alone 5=Someone else	1,2,3 = 1 ; 4,5 = 0
	2. Do you allow to have money in your pocket? (Haque et al., 2011)	1=Yes 2=Sometime 3=Never	1 = 1 ; 2,3 = 0
	3. Final say on buying household items?	1=Respondent alone 2=Respondent and husband 3=Respondent and other person 4=Husband alone 5=Someone else	1,2,3 = 1 ; 4,5 = 0
	4. Final say on making household purchases for daily needs? (Parvin et al., 2005)	1=Respondent alone 2=Respondent and husband 3=Respondent and other person 4=Husband alone 5=Someone else	1,2,3 = 1 ; 4,5 = 0

Source: Author’s Compilation from Literature Review

An index was developed for each dimension. The index of each dimension (decision making, freedom of movement and control over resources) was constructed by following Human Development Index (HDI) made by the United Nations Development Program (UNDP) as used in (Haque et al., 2011) with the formula below:

$$\text{Dimension Index} = \frac{\text{Actual score} - \text{Minimum score}}{\text{Maximum score} - \text{Minimum score}}$$

Maximum Score = Summation of the total number of indicators belonging to that dimension (here 4 is the maximum score for any dimension as there are 4 indicators in each dimension as it is possible to have score „1“ in each of four categories shown last column of table 1).

Minimum Score = Zero with all negative response (disfavor of their empowerment) as it is possible to have score „0“ in last column of table 1.

Actual Score = Summation of the positive responses of the respondents in favor of their empowerment. So, actual score may range from 0 to 4 (minimum to maximum).

An overall index was constructed by averaging of all three index vales of decision making, freedom of movement and control over resources. Measurement scale for constructing index is either „1“ or „0“. If respondent’s consent are taken into consideration (either fully or in association with others) for taking decisions, or she can take decision herself (without taking permission from others) then score is „1“ and when she doesn’t have any scope to give consent or need permission from others to out then score is „0“. So, if response goes in favor

f empowerment of the respondent then it is scored 1 and otherwise zero in every indicator. An index value „1“ implies the fully empowered and „0“ implies no decision making power.

Model Specification

This research used the multiple linear regression model to measure the effect of the determinants of women empowerment (independent variables i.e. age, educational status, marital status, number of children, educational status of the household head, employment status) on dimension-wise empowerment index (dependent variable). The relationships among variables were presented by specific model considering with different dimension of empowerment. Model specification for three dimensions of women empowerment has been presented below where there is vector of dependent variables (y_i here $i= 1, 2, 3$ and 4): y_1 implies decision making, y_2 implies freedom of movement and y_3 implies control over resources and y_4 is overall empowerment. Thus in each model, four different regression were run with the same set of independent variables.

Model 1

Model 1 was developed to capture the effect of determinants of women empowerment on different dimension of empowerment. Following Haque et al. (2011) the variable age, educational status and educational status of household head are considered as important independent variables which can explain women empowerment. Literature also supports that marital status, number of children and religion are important determinants of different dimension of women empowerment that is why these variables were also incorporated in the model. Finally, the model included the variable employment status as dummy variable {employed = 1, otherwise (unemployed) = 0} to estimate the effect of employment on different dimension of women empowerment in Khulna city as employment plays an important role in increasing women empowerment (Sultana and Hossen, 2013). Thus, the regression model 1 of this study was:

$$y_{i1} = \alpha_0 + \alpha_1 age + \alpha_2 edu + \alpha_3 eduhh + \alpha_4 ms + \alpha_5 tf + \alpha_6 nc + \alpha_7 rel + \alpha_8 es + u$$

Where, y_{i1} = Dimension-wise empowerment index (decision making, freedom of movement, control over resources and overall empowerment); α_0 = Constant; age = Age of the respondents (years); edu = Education of respondent (years of schooling); $eduhh$ = Education of household head (years of schooling); ms = Marital status (dummy: 1=married; 0= otherwise);

tf = Type of family (dummy: 1=joint family; 0= otherwise); nc = Number of children (number);

rel = Religion (dummy: 1=Muslim; 0= otherwise); es = Employment status [dummy: 1=employed; 0= otherwise (unemployed)]; u = Error term.

Model 2

There is variation in job category among employed women which also influences dimensions of empowerment. Model 2 was developed mainly to observe how empowerment varies with different level of employment. Here demographic characteristics and different occupations were treated as an independent variable and empowerment index as a dependent variable.

$$y_{i2} = \beta_0 + \beta_1 age + \beta_2 edu + \beta_3 ms + \beta_4 tf + \beta_5 nc + \beta_6 rel + \beta_7 mgl + \beta_8 crl + \beta_9$$

$$sal + \beta_{10} hkp + u$$

Where, y_{i2} = Dimension-wise empowerment index (decision making, freedom of movement, control over resources and overall empowerment); β_0 = Constant; age = Age of the respondent (years); edu = Education of respondent (years of schooling); ms = Marital status (dummy: 1=married; 0= otherwise); tf = Type of family (dummy: 1=joint family; 0= otherwise); nc = Number of children (number); rel = Religion (dummy: 1=Muslim; 0= otherwise); mgl = Managerial job (dummy: 1=managerial job; 0= otherwise); crl = Clerical job (dummy: 1= clerical job; 0= otherwise); sal = Sales and services job (dummy: 1= Sales and services job; 0= otherwise); hkp = Housekeeping job (dummy: 1= Housekeeping job; 0= otherwise); u = Error term.

Model 3

Model 3 tried to address another character related to women's empowerment situation which is contribution to total family income. As all people don't contribute their income in the same proportion, this model focused on the extent on how empowerment dimensions get affected by different level of contribution of women to family income.

$$y_{i3} = \delta_0 + \delta_1 age + \delta_2 edu + \delta_3 ms + \delta_4 tf + \delta_5 nc + \delta_6 rel + \delta_7 lth + \delta_8 mth + \delta_9 all + u$$

Where, y_{i3} = Dimension-wise empowerment index (decision making, freedom of movement, control over resources and overall empowerment); α_0 = Constant; age = Age of the respondent (years); edu = Education of Respondent (years of schooling); ms = Marital status (dummy: 1=married; 0= otherwise); tf = Type of family (dummy: 1=joint family; 0= otherwise); nc = Number of children (number); rel = Religion (dummy: 1=Muslim; 0= otherwise); lth = Contribute Less than Half of Family income (dummy: 1= Contribute Less than Half of Family income; 0= otherwise); mth = Contribute More than Half of Family Income (dummy: 1= Contribute more than Half of Family income; 0= otherwise); all = Contribute All of Family Income (dummy: 1= Contribute all of Family income; 0= otherwise); u = Error term.

RESULTS AND DISCUSSION

The research measured effect of employment on women empowerment. Along with employment, some other socio-economic variables also affect women's position in terms of decision marking, freedom of going out and to take decision in economic affairs of concerned family. From field survey it evident that on an average, respondents are middle-aged people where average age of employed women is far lower than unemployed women.

As per table 2, average year of schooling is 9.25 years which is good sign for women empowerment and their emancipation. Average schooling year for the concerned household head is a bit higher than average schooling of the respondents. Women is getting conscious, still it is observed that mean age at marriage is about 15 years for employed, unemployed and for combined group which is lower than even adult age. One good aspect is found in average number of children which is close to 2 in all cases.

Table 2: Descriptive Statistics of Explanatory Variables

Variables	Employed Women [N=50]		Unemployed Women [N=50]		Overall Mean [N=100]	t-ratio
	Mean	Std. Dev.	Mean	Std. Dev.		

Age	33.16	8.95	40.32	13.75	36.74	3.09***
Education of respondent	9.66	5.71	8.84	3.22	9.25	-0.88
Education of household head	10.32	5.34	9.18	4.08	9.75	-1.19
Age at marriage	14.96	8.13	15.16	5.60	15.06	0.14
Number of children	1.90	1.59	1.94	1.42	1.92	0.13

Note: *** indicates $p < 0.01$

To measure effect of employment on empowerment, it essential to check symmetry level between employed and unemployed group with respect to major determinants of empowerment. With the help of t-ratio, table 2 shows that there is no statistically significant difference between groups in case education level of the respondent, education level of the household head, age at marriage and number of the children. But in case of age, there is difference which is statistically significant at 1% level. Still authors proceed with this variable because average age of the employed group is about 33 years and for unemployed group it is about 40 years. Average age for both groups is by far higher than adult age. After reaching in adult age one can take decision independently.

As per family culture of Bangladesh, generally women leaves parents' family to reside with husband and thus marital status also influences decision making process. The level of empowerment also varies between joint and nuclear family. Religion is also an important factor in this case. The survey finds (in table 3) that number of married women is very much higher than unmarried in all categories. It is shown that 85% respondents are married, 73% respondents live in joint family and 80% of the total respondents are Muslim. But between employed and unemployed group, there is no statistically significant difference in the proportion of marital status, family type and religion. So, this study can detect role of employment on empowerment exclusively.

Table 3: Summary of Two Group Proportion Test

Particulars	Comparison Basis	Employed Women [N=50]	Unemployed Women [N=50]	Combined [N=100]	z- Value
Marital Status	Proportion of married in the category	40/50	45/50	85/ 100	1.40
Family Type	Proportion of joint family in the category	38/50	35/50	73/100	-.86
Religion	Proportion of Muslim women in the category	39/50	43/50	80/100	1.04

The research has measured different pattern of empowerment for different group. Table 4 shows mean index score in all considered dimensions.

Table 4: Dimension-wise Average Empowerment Score between Groups

Particulars	Employed Women [N=50]	Unemployed Women [N=50]	Combined [N=50]
Decision Making	.610	.560	.585
Freedom of Movement	.390	.180	.287

Control over Resources	.515	.340	.428
Overall Empowerment	.505	.362	.433

It is shown from above table that in each dimension of empowerment and in overall empowerment, index values of employed group are higher than that of unemployed women. Index value close to zero denotes less empowerment and close to 1 denotes higher power in empowerment dimensions. In overall index, employed women are empowered by 0.51 unit (out of 1) where unemployed women are empowered by 0.36 unit (out of 1). In both groups, women have highest empowerment in decision making process and lowest in freedom in movement. Overall index for combined case is 0.43 unit which is unfortunately indicates very low level of empowerment.

Model 1: Effect of Employment on Empowerment

One of the main objectives of this research was to assess the impact of employment on women empowerment. Accordingly, this research measured effect of employment along with a set of demographic variables, on all considered dimensions of empowerment. From table 5, it is found that age is affecting positively in all dimensions of empowerment but the relationship is significant in case of freedom of movement and in overall empowerment.

Table 5: Estimated Result of Model 1

	Decision Making	Freedom of Movement	Control over Resources	Overall Empowerment
Age	0.003 [0.003]	0.005* [0.003]	0.003 [0.003]	0.004* [0.002]
Education of Respondent	0.001 [0.009]	0.001 [0.009]	0.013* [0.008]	0.005 [0.006]
Education of Household Head	0.018** [0.008]	0.002 [0.009]	0.016** [0.007]	0.012** [0.006]
Marital Status	0.157* [0.085]	0.119 [0.090]	-0.108 [0.077]	0.056 [0.062]
Type of Family	0.087 [0.058]	0.013 [0.061]	-0.023 [0.052]	0.026 [0.042]
Number of Children	-0.066*** [0.023]	-0.022 [0.024]	0.016 [0.021]	-0.024 [0.017]
Religion	0.082 [0.066]	0.085 [0.069]	0.080 [0.059]	0.082* [0.048]
Employment Status	0.067 [0.054]	0.255*** [0.057]	0.165*** [0.049]	0.162*** [0.039]
Constant	0.122 [0.138]	-0.202 [0.145]	-0.022 [0.124]	-0.034 [0.100]
N	100	100	100	100
R ²	0.226	0.213	0.351	0.308
Adj R ²	0.158	0.144	0.294	0.247
F	3.3	3.08	6.160	5.06

Note: ***, ** and * indicate p<0.01, p<0.05 p<0.10 respectively Standard errors in parentheses

Education level of household head is significantly affecting empowerment in all dimensions

except freedom of movement. Normally, parents, husbands or father in laws are household head and their educational attainment affect women empowerment as they take suggestions from women and evaluate them. Surprisingly, respondent's education is not empowering women significantly in any case except exerting control over resources. Married women possess about 0.16 unit more decision making power than unmarried women and it is significant at 5% level. Married women are supposed to be matured for being engaged marital bondage. Family type is not significant in any dimension of empowerment. For having one more children in the family, women's decision making power decreases by 0.07 unit. Women could get busy in rearing children and participate less in other issues of the family. On an average, Muslim women's overall empowerment is about 0.08 unit higher than that of other religions. And lastly, an employed women's power in all dimensions is higher than an unemployed women. More specifically, employed female's freedom of movement is about 0.26 unit higher, control over resources is about 0.17 unit higher and overall empowerment is 0.16 unit (out of 1) higher than an unemployed women and in all three cases and the statement is significant at 1% level of significance. From above table, it can be stated that a women's engagement as an employee is the most significant factors among all influential factors of empowerment. It has been possible for her job as she moves out of family, earns money and possesses power to participate in family matters of economic decision making.

Model 2: Effect of Service (employment) Category on Empowerment

The research was further interested to know whether category of employment, among employed women empower them differently. Five service categories was identified among the respondents which are managerial, clerical, sales and services, housekeeping, and day labors. A set of demographic characteristics and service category have been regressed against dimensions of empowerment in table 6.

It is observed that age is significant in case of freedom of movement and in overall empowerment. When age increases by 1 year, then freedom of movement increases by .02 unit which is statistically significant at 1% level of significance. Surprisingly, education is insignificant in all four categories. Married women possess about .22 unit (22%) more decision making power which is significant at 10% level. Family type is not significant in any case. Women having 1 more children exert .09 unit less influence in decision making. Religion is not a significant in any dimension of empowerment individually.

Table 6: Estimated Result of Model 2

	Decision Making	Freedom of Movement	Control over Resources	Overall Empowerment
Age	0.001 [0.006]	0.021*** [0.007]	0.004 [0.006]	0.009* [0.005]
Education of Respondent	0.008 [0.017]	-0.020 [0.021]	0.013 [0.016]	0.000 [0.014]
Marital Status	0.218* [0.121]	-0.113 [0.149]	-0.253** [0.122]	-0.049 [0.098]
Type of Family	0.105 [0.084]	0.115 [0.104]	0.057 [0.082]	0.092 [0.068]
Number of Children	-0.085** [0.036]	-0.017 [0.044]	0.063* [0.035]	-0.013 [0.029]
Religion	0.033	0.150	0.172	0.118

	[0.110]	[0.136]	[0.106]	[0.089]
Managerial Job	-0.028	0.319	0.348	0.213
	[0.229]	[0.283]	[0.213]	[0.185]
Clerical Job	0.011	0.206	0.116	0.111
	[0.219]	[0.270]	[0.208]	[0.177]
Sales and Services Job	-0.023	0.292	0.078	0.115
	[0.200]	[0.247]	[0.159]	[0.162]
Housekeeping job	-0.056	0.116	0.257**	0.106
	[0.142]	[0.175]	[0.132]	[0.115]
Constant	0.404	-0.404	-0.006	-0.002
	[0.203]	[0.250]	[0.194]	[0.164]
N	50	50	50	50
R ²	0.261	0.307	0.423	0.281
Adj R ²	0.071	0.130	0.275	0.097
F	1.380	1.73	4.17	1.530

Note: ***, ** and * indicate $p < 0.01$, $p < 0.05$ $p < 0.10$ respectively Standard errors in parentheses

In deciding whether service category matters for empowerment, day labor (unskilled and manual) job category has been considered as reference category and accordingly all empowerment dimensions have been estimated against different service category and other social determinants. From regression, it is observed that women engaged in housekeeping category exercises 0.26 unit more control over resources than women engaged as day labor. Apart from this, no other service category shows significant difference in any dimension of empowerment. So, empowerment is not affected by different categories of service. Here it could be concluded that although better professional status creates better image but is not affecting empowerment at home affairs in any of the mentioned dimensions. So, supremacy and control of family leader, senior, husband and household head retain in home affairs even when women are doing better job and earning money. To some extent, it is culture and tradition of family system of Bangladesh. Sometimes, employed women get relaxed keeping her aside from many family issues like cooking.

Table 7: Estimated Result of Model 3

	Decision Making	Freedom of Movement	Control over Resources	Overall Empowerment
Age	0.001	0.021***	0.010**	0.011***
	[0.005]	[0.006]	[0.005]	[0.004]
Education of Respondent	0.008	-0.003	0.023***	0.009*
	[0.006]	[0.008]	[0.007]	[0.005]
Marital Status	0.217*	-0.059	-0.219*	-0.020
	[0.120]	[0.148]	[0.120]	[0.098]
Type of Family	0.113	0.093	0.004	0.070
	[0.084]	[0.105]	[0.089]	[0.069]
Number of Children	-0.079**	-0.020	0.036	-0.021
	[0.031]	[0.038]	[0.040]	[0.025]
Religion	0.058	0.135	0.109	0.101

	[0.085]	[0.106]	[0.083]	[0.070]
Contribute Less than Half of Family income	-0.043	-0.077	0.083	-0.012
	[0.127]	[0.157]	[0.103]	[0.104]
Contribute More than Half of Family Income	-0.015	0.056	0.211*	0.084
	[0.144]	[0.179]	[0.120]	[0.118]
Contribute All of Family Income	-0.014	-0.141	0.093	-0.021
	[0.174]	[0.215]	[0.189]	[0.142]
Constant	0.403	-0.318	-0.128	-0.014
	[0.202]	[0.250]	[0.179]	[0.165]
N	50	50	50	50
R ²	0.260	0.298	0.331	0.267
Adj R ²	0.093	0.141	0.181	0.101
F	1.56	1.89	2.87	1.61

Note: ***, ** and * indicate $p < 0.01$, $p < 0.05$ $p < 0.10$ respectively Standard errors in parentheses

Those who contribute more than half of family income control resources .21 unit more than those who don't contribute which is significant at 10% level of significance. No other relationship is significant. Income should rise vice but again family tradition, supremacy of senior members and households role are detected.

Among social variables, married women possess about 0.22 unit more decision making power than unmarried women that is significant at 10% level of significance. Here, having 1 more children of a women decreases her decision making power by 0.08 unit which is significant at 5% level. Getting 1 year older is caused for an increase in freedom of movement by 0.02 unit, an increase in control over resources by 0.01 unit and increase of overall employment by 0.01 unit. All three cases are statistically significant at 1%, 5% and 1% respectively. An increase in 1 year schooling increase control over resources by .02 unit which is statistically significant at 1% level. Education is observed positive and significant to overall empowerment also.

CONCLUSION

This research measured empowerment and impact of employment on different dimensions of empowerment. In different dimensions of empowerment, it was observed that index value of freedom of movement is the lowest in both employed and unemployed group. It means women need permission to go to market, relatives house etc. It doesn't mean that they don't go out but go out after taking permission from other family members. It again certifies that security and social structure is not much favorable for women because of social harassment, eve-teasing, snatching and religious belief of the families. Guardians feel tensed especially when women go. It is disclosed from field survey that when women goes out, parents send male member as guide along with them. So, policy makers and state should ensure sound environment so that women can move in safe manner which will increase women participation in economic activities also. Regarding the role of employment it is found that employed women have significantly higher freedom of movement, higher control over

resources and higher overall empowerment than unemployed women. Bangladesh is already concerned about female education and employment. Moreover the country should ensure access of women in service and in all sorts of economic activities. In decision making, education of the household head empowers the women in statistically significant manner. This variable is also positive and significant in controlling resources and in case of overall empowerment. But it is observed that the education of the respondent is not significant in any cases. In the dimension of freedom of movement and in overall index, age is significant. From different result is revealed that employment plays an important role in empowering women.

This study also focused whether employment specific factor like job category is a matter of empowerment differentials. But while measuring the impact of service category it is observed that effect of different service type like managerial, clerical service, domestic etc. don't make any difference from daily labors in any dimension of empowerment. One is empowered when she is employed but good profession and good job don't matter at the family level decision making, in freedom to move and to have consent on managing resources. While comparing four different categories of service in all four dimensions of empowerment there exist only one significant relationship that is housekeeping job holder possess 0.25 unit more control in managing resources than day (manual and physical) labors.

There is also an interesting finding regarding the relationship between different level of contribution to family and empowerment dimensions. Among the employed women, those who contribute more than half of family income possess .021 unit more controlling power than those who contribute nothing. Some respondent contribute to all family income and some other a part of total family income. But surprisingly this contribution is not making any difference in other dimensions of empowerment than those who are not contributing even though she is employed. Among considered demographic variables there are mixed roles of variables in different models of empowerment. So, it became hard to generalize any conclusion. The research provides very interesting finding that higher service category, higher contribution to family income, education of the respondents etc. are not empowering the women in many cases but these factors typically empower. One of the main reasons of said result is influence of family. So, it could be inferred that family tradition, respect to parents, respect to seniors and male dominancy exert influence in the every decision making process. A number of fundamental changes must occur for employment to be more empowering for women.

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