

Review and Analysis of Women Empowerment over Technology

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Abstract— The purpose of this paper is to analyze and identify the role of women in the hi-tech industry, As technology has changed the way people do businesses, launch their products, communication, deliveries, and so on which is the major part of development. At the same time empowering women through the development in ICT is beneficial. Women empowerment will be achieved when women have the resource, agency, and capabilities to execute decisions on the matter of importance. Does this imply that pushing women towards ICTs would be setting the vicious circle in motion?

Reshaping the future of women and girls in Tech continues to redefine and revolutionize the way empowerment should be adapted. This paper is concerned with the policies which are needed to continue in the modern era for leveraging women to understand their importance in Automation and also to find out the factors for lagging their participation in it.

Index Terms— STEM, Empowerment, ICTs, delegation, technology.

I. INTRODUCTION

With technology leading the world today, it is crucial that we should adapt our skills as per the requirement and the need for hours, Same as that the status of women over the technology should also increase.

Apparently, Women's empowerment has become a significant topic of development and economy. It may be defined in several ways, including accepting women's viewpoints or making an effort to seek them, raising the status of women through education, awareness, literacy, and training in order to find Social Justice and gender equality.

Technology is the key to women's empowerment. Promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others. It is closely aligned with female empowerment – a fundamental human right that's also key to achieving a more peaceful, prosperous world.

Information and communication technologies have catalyzed communication and networking between and among people on a global scale. However, as ICTs have become ubiquitous and grown in both type and access, a digital divide has emerged. This divide parallels gaps in social development, such as income and education, as those who use and benefit from access to technologies often have other resources more readily available. This divide widens the inequity and inequality gaps based on gender, age,

disability, or socioeconomic status . Enhancing the use of enabling technology by increasing the portion of women and girls who have access to it. Education and ICTs are the only enabling factors to empowerment, achievement towards goals, however, it largely depends on the attitude of people towards gender equality.

It's time to talk about the F-word. In 2020, it's no longer a scarlet letter to unabashedly brand yourself as a feminist. Still, the road to genuine gender equality over automation (along with all the important nuances in between, intersecting with the power dynamics of race, class, sexuality, and more) is a long and constantly shifting one, and we need to take the steps ahead to focus on the balanced status of both the men and women.

Women's empowerment and achieving gender equality helps society ensure the sustainable development (SDGs) of a country. Many world leaders and scholars have argued that sustainable development is impossible without gender equality and women's empowerment. Sustainable development accepts environmental protection, social and economic development, including women's empowerment. Strengthening women's access to property inheritance and land rights is another method used to economically empower women. This would allow them better means of asset accumulation, the capital.

The five types of women empowerment are:

- **Social empowerment**

It is the section of patriarchy to have equal control over their life, make decisions, have equal opportunities, self-reliance, autonomous status, and have dignity, love, and respect in society. The focus has been women causes, especially girls who the unfortunate victims of violence abated by societal pressure. The practice of violence against women remains pervasive in all societies. We might have different variations on the theme, but at its fundamental core, it is really the result of unequal relationships to which women are condemned in a male-dominated society and women have to deal with this silent tragedy over and over again. Violence against women is at the core of the value system of how we live our lives, how we treat one another, how we treat other species, and how we treat the planet itself. If we want harmony and growth we need to address this and sustainable growth and engagement.

The government has been trying to empower different sections of our society by adopting a multi-pronged strategy.

Almost a third of women's employment globally is in agriculture, including forestry and fishing, but this may exclude self-employed and unpaid family workers. Yet, differences across countries and regions are striking. The

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share of women workers in agriculture is only 9.5 percent in upper-middle-income countries and 2.6 percent in high-income countries, while agriculture remains the most important employment sector for women in low-income and lower-middle-income countries.

Women and girls suffer most from the dearth of safely managed water and sanitation. Women and girls are responsible for water collection in 80 percent of households without access to water on-premises. Menstrual hygiene management is difficult in the absence of water, soap, and gender-responsive sanitation facilities, whether at home, school or work.

• Economic empowerment

Gender equality begins with Economic empowerment.

One of the factors a country's economy depends on is human capital. If you don't provide women with adequate access to healthcare, education, and employment, you lose at least half of your potential. So, gender equality and women's empowerment bring huge economic benefits.

Since women comprise the majority of the population below the poverty line and are very often in situations of extreme poverty, given the harsh realities of intra-household and social discrimination, macroeconomic policies and poverty eradication programs will specifically address the needs and problems of such women. There will be the improved implementation of programs that are already women-oriented with special targets for women.

Steps will be taken to mobilize poor women and convergence of services by offering them a range of economic and social options and necessary support measures to enhance their capabilities. Economic empowerment is central to women's ability to overcome poverty, cope with shocks and improve their well-being. When women realize their economic goals, whether it's growing a business, improving their home, or investing in training or education, they're more resilient and able to provide for themselves and their families. Yet, globally, women continue to trail men in formal labor force participation, land and property ownership, and access to financial services, like credit and savings.

Women are more likely to be unemployed than men. In 2017, global unemployment rates for men and women stood at 5.5 percent and 6.2 percent respectively. This is projected to remain relatively unchanged going into 2018 and through 2021.

• Educational empowerment

Characteristics like intelligence, success, kindness makes women feel more empowered. Education educates a woman and enables her to make decisions and accept responsibility at home and outer world.

Closing this gap by giving access to women for STEM(Science, tech, English, and Maths) and IT.

Women are less likely than men to have access to financial institutions or have a bank account. While 65 percent of men report having an account at a formal financial institution, only 58 percent of women do worldwide. All forms of discrimination against the girl child and violation of her rights shall be eliminated by undertaking strong measures both preventive and punitive within and outside the family. These would relate specifically to strict enforcement of laws against

prenatal sex selection and the practices of female foeticide, female infanticide, child marriage, child abuse, and child prostitution, etc. Removal of discrimination in the treatment of the girl child within the family and outside and projection of a positive image of the girl child will be actively fostered. There will be special emphasis on the needs of the girl child and earmarking of substantial investments in the areas relating to food and nutrition, health and education, and vocational education. In implementing programs for eliminating child labor, there will be a special focus on girl children.

Education is one of the ways to spread the message of women's empowerment. However rich and humongous our country is no goals or dreams of our citizens will be achieved without effective education. Education not only educates a person but also helps her realize that she is a vital part of society.

Occupational achievement, self-awareness, and satisfaction are among the many things that will be ensured by the effective use of education. Guidance and counseling also provided through education, helps women select their jobs and build career paths. Education will help women to empower through the knowledge of science and technology to face the challenges of today's technological age. It also helps them in garnering information through the computer all over the world. Education not only educates a woman but enables her to make decisions and accept responsibilities in her home and outer world. Education helps a woman to understand her rights to equal treatment like a man in the society of this nation.

• Psychological empowerment

Mental health and wellness is an essential aspect of women's empowerment-yet most neglected.

Poor mental health is both a cause and a consequence of poverty, lack of freedom, not taking a stand for individuals, ignorance in making the decision, and lack of status in society. This severely limits their human rights. Women in poor rural areas suffer from high levels of psychological distress and depression and are less likely to receive help than are urban women. Isolation, poor education, and job opportunities, with little access to health and mental healthcare.

Rape, early marriage, high fertility rates, and chronic illness suffered by rural women, also may contribute to mental health problems. Women who work are poorly paid for low-level jobs. They are also burdened at home with unpaid household and family care work. These multiple stressors, including migration of husbands to find work, interact to cause anxiety and depression, and further harm women by interfering with women's ability to cope, resulting in the persistence of poverty in their lives and their communities.

Rural women's motivation to develop a business that could move them out of poverty, reduce social isolation, and increase their ability to fend for themselves is also inhibited by a lack of education and business experience. Rural life in poverty prevents women from seeking psychosocial services. Social isolation, poor education, fear of stigma, and lack of transportation and health insurance make it difficult to gain access to psychosocial care. In many rural areas, there are few

or no trained psychologists, social workers, or other health care workers to help women meet these challenges.

- **Political empowerment**

Political power is still a male domain in India. Participation of women in the political field and various decision-making bodies is an important tool for empowerment.

To combat gender inequality in politics, the Indian Government has instituted reservations for seats in local governments. Women turnout during India's parliamentary general elections was 65.63%, compared to 67.09% turnout for men.

Empowerment of women in all spheres, in particular, the political sphere is crucial for their advancement and the foundation of a gender-equal society. It is central to the achievement of the goals of equality, development, and peace. Without political participation it would be very difficult for women to increase effectiveness, capacity, challenging the existing power structure and patriarchal ideology.

Politics decide who will get what and how much. Hence, empowering women politically is the highest need of the hour.

Ideally, what we need is more work to collectively mobilize not just women, but also men in support of greater equality. When we try to think of how we can create incremental change, one possible way is to see how we can build female mentorship networks among elected female politicians. We can create small-scale networks that allow women within them to flourish, as we find in entrepreneurship, which can help them to start moving up the ladder of politics. They can bring meaningful agendas for change into the policy world as they go.

Empowering women is essential to the health and social development of families, communities and countries. When women are living safe, fulfilled and productive lives, they can reach their full potential, contributing their skills to the workforce and can raise happier and healthier children. They are also able to help fuel sustainable economies and benefit societies and humanity at large.

II. RESHAPING THE FUTURE

Women empowerment will be achieved when a woman has the resource, agency, and capabilities to execute the decisions on the matter of importance. A woman who has oppression acquired the ability to make autonomous and strategic life choices based on their priority. Due to low pay, insecure employment, less education, and less literacy level, the women are always represented as the lower section of society.

Women carry the bulk of responsibility for raising children and meeting household obligations, which globally contributes to this technology.

Women are over-represented in part-time workforces, remain in the low-income brackets. Still, after all these, women are contributing to sustainable development.

ICTs contribute to redefining and revolutionizing the way we all live and work. Harnessing this technology to advance automation for gender equality and women empowerment is not only vital for women and girls but throughout the 2030

agenda of SDTs.

ICTs offer vast potential for women and girls: from ending poverty to improving education and health, to agricultural productivity, and creating decent jobs.

International Women's Day is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender parity. Significant activity is witnessed worldwide as groups come together to celebrate women's achievements or rally for women's equality.

- **What colors symbolize International Women's Day?**

Purple, green, and white are the colors of International Women's Day. Purple signifies justice and dignity. Green symbolizes hope. White represents purity, albeit a controversial concept.

The story of women's struggle for equality belongs to no single feminist, nor any one organization, but to the collective efforts of all who care about human rights. So make International Women's Day your day and do what you can to truly make a positive difference for women.

The current landscape of women

How well-represented are women in the world of business? And how many female-owned businesses are there?

Today India has 13.5–15.7 million women-owned enterprises, representing 20% of all enterprises. While large in absolute numbers, these are overwhelmingly comprised of single-person enterprises, which provide direct employment for an estimated 22 to 27 million people. Further, a number of enterprises reported as women-owned are not in fact controlled or run by women. A combination of financial and administrative reasons leads to women being “on paper” owners with little role to play.

This can generate potentially transformational employment in India, of 150–170 million jobs, which is more than 25% of the new jobs required for the entire working-age population, from now until 2030.

Achieving this visionary but realistic goal requires understanding the barriers facing the various types of women entrepreneurs across the landscape in India.

It is well known that micro, small and medium enterprises (MSMEs) are key to long-term employment creation. Regions and industries in India that have embraced entrepreneurship have grown faster and created more jobs. When provided with equal access to inputs, women-owned enterprises produce equally strong economic outcomes when compared with enterprises led by men. Entrepreneurship will enable women to play a pivotal rather than a peripheral role in the economic sphere. Women are more likely to hire other women and are less influenced by gender stereotypes

Women entrepreneurship directly affects income, employment and capital formation while indirectly benefitting household-level resource allocation. Supporting women entrepreneurs not only improves their livelihood but also creates jobs.

The estimates suggest that an ambitious yet realistic push can enable India to achieve a significant contribution from women through direct, indirect, and induced employment alone. There are an estimated 13.5 million to 15.7 million women-owned and controlled enterprises are creating direct

employment for 22 million to 27 million people in India. In addition to the employees hired directly, each enterprise supports indirect employment by creating demand for suppliers and other parties in the value chain. Additionally, there is induced employment because of increased consumption by people getting directly and indirectly employed.

In the era of social distancing

Across the globe, women are at the helm of institutions carrying out effective and inclusive COVID-19 responses, from the highest levels of decision-making to frontline service delivery.

At the same time, the brief recognizes pre-existing and new constraints to women's participation and leadership and advocates for measures to facilitate women's influence over decision-making processes. It makes recommendations to be considered by national, regional, and international policymakers.

Women who are poor and marginalized face an even higher risk of COVID-19 transmission and fatalities, loss of livelihood, and increased violence. Globally, 70 percent of health workers and first responders are women, and yet, they are not at par with their male counterparts. At 28 percent, the gender pay gap in the health sector is higher than the overall gender pay gap (16 percent).

COVID-19 is rolling back on women's economic gains of past decades, unless we act now, and act deliberately.

III. FACTORS AFFECTING WOMEN EMPOWERMENT

• Increase in workload(especially in a pandemic)

The lockdown has had many effects on people from various walks of life. For a section of women at home, it added to the workload. It was no different with stress levels, with more women feeling stressed during the lockdown than men. Those who were single and staying alone were more stressed, an online survey by Schizophrenia Research Foundation (SCARF) has found.

The survey had 502 participants — 196 men and 306 women — and was aimed at determining if there was increased task sharing in the families during the lockdown. Of the participants, nearly 65% were in the age group of 35-55. Eighty-eight percent were married, while eight percent were single. While 68% were living as a nuclear family, 24% lived as a joint family.

Women do more unpaid work than men, with significant consequences for the economy. From India to Denmark, the pattern is the same. While women invest an average of 4.5 hours per day in unpaid work, men invest barely 1.5 hours. It is estimated that the unpaid work that women do worldwide is equal to \$12 trillion a year, or 11% of global GDP for the year 2025.

In defining women's economic empowerment, ODI notes that it is "concerned not just with increases in women's access to income and assets, but also with control over them and how they use that control in other aspects of life."

• Collective measures and leadership

Men & women farmers embraced collective action with variations in the degree of participation, Women membership 30-50% but have a weak representation in leadership.

Group members hold meetings, more women are cooking for the participants than women participating in the discussions.

Weak leadership & influence of women in the community indicators of women's political disempowerment (IFPRI WEAI).

Establish quotas for participation of women in leadership structures of the tech groups, Establish women-only committees, Conduct capacity building and training programs that put women coders at the center, Further research study effect of household & demographic factors on women in leadership positions to give insights on the influence of family support on empowerment.

The impact of women failing to get on the promotion or candidate list, when judged by male standards of acceptable executive behavior, is that their ranks are depleted, gradually and unnoticeably. A micro-inequity, a list without a female candidate becomes a macro-inequity when multiplied a hundredfold and eventually leads to a lack of women in senior levels of leadership.

The fact is, women went through a phase of trying to out-tough the men, but it does not work. Male and female expectations of female behavior mean that women playing at being like men lack credibility. It is a lose-lose game.

• Women are overrepresented

As women are overrepresented in the least profitable occupations in 142 countries, labor and economic policies should prohibit workplace discrimination and support women in decent work.

Despite making up less than half (47 percent) of all workers, women are nearly six in ten (58 percent) of the more than 26 million workers in low-wage occupations that typically pay less than \$11 per hour. Women are nearly seven in ten (69 percent) of the close to 7 million workers in the lowest-wage occupations that typically pay less than \$10 per hour.

At every education level, women make up a larger share of the low-wage workforce than their male counterparts, even though their share of the overall workforce is similar or smaller.

It is due to "Pinkification".

Women are sharply overrepresented in the low-wage and lowest-wage workforce at every education level except bachelor's degrees or higher. Men, on the other hand, are underrepresented in the low-wage workforce if they have some college or an associate's degree and men are underrepresented in the lowest-wage jobs if they have at least a high school diploma.

• Priority issues

80% of men have more access to the internet than women.

In fact, 21% are less likely to own a mobile phone. A key resource on the globe where phone access to safety, organizing networks, mobile health care, and money transfer.

- Access to Education.
- Employment Opportunities.
- Reproductive Health & Rights.
- Maternal Health.
- Gender-based Violence.
- Child Marriage.

- Female Genital Mutilation.
- Water & Sanitation.

"Achieving women's economic empowerment involves more than isolated technical interventions, it is an inherently political process requiring challenges to established norms, structures, and sites of power."

Equality is a recurring issue when it comes to women and girls, whether it's unequal access to schooling for girls in developing countries or unequal pay for women in the workplace. In a world where 95% of countries are led by a male head of state, it's clear that we as a global community have a long way to go before women are given a fair shake.

- **Women putting the other women down**

"Criticism is painful and praise feels good for both men and women. What other people think affects women more dramatically though."

In any society, the people within a marginalized or low-power group end up taking out that pain and anger on each other through group conflict. Women today are grappling with our own form of this. To the extent that women are each not fully empowered ourselves that we are still denying our own dreams or treating ourselves harshly—we will criticize, attack, and try to sabotage other women because it rattles us to see in them what we have not permitted in ourselves. We will lash out if we see something emerging or expressed in another woman that we have squashed in ourselves. We won't wholeheartedly support another woman following her passion if we've talked ourselves out of our own. We won't support her idealism and desire to change the world if we treat our own idealism with judgment or harshness. We can't celebrate success, ambition, assertiveness in another woman if we are curtailing any of that in ourselves.

Every woman needs to work on her own playing big, and that doesn't mean simply her ego's ambitions but rather a pursuit of her heartfelt dreams for her life and her real passions.

IV. "EMPOWERMENT SHOULD NOT BE CONFUSED WITH DELEGATION"

Flexible work policies, generous maternity coverage, women empowerment resource groups, and mentoring programs all contribute to women's long-term engagement in technical jobs.

For an organization to compete successfully, it needs to be able to rely on the knowledge, skills, and creativity of its people. So, it's vital that businesses encourage their people to take responsibility for themselves and for their own workloads.

When we empower women in tech, we trust them to make their own decisions, and we should encourage them to become more accountable and to use their initiative. This allows us to take a step back so that we can focus on high-level priorities.

Empowerment is the freedom actioned by sub-ordinates and delegation is actioned with managers.

Many people associate being "in charge" with reaping the rewards. They think that they can hold onto their status and power by doing the most high-profile tasks, and – consciously

or unconsciously – they withhold their expertise and knowledge to protect their position.

Highlight women empowerment stories of the individual organization to attract women in Tech, As sustainable development will only be adapted when women empowerment works.

Some managers find it hard to trust their people. These managers likely subscribe to "Theory X" – an authoritarian management style where the manager assumes that people tend to shirk responsibility and that they slack off when they're not closely supervised. The opposite to Theory X is "Theory Y." This management style is more participative. Managers trust their people to do a good job and to use their own initiative. As a result, women members are motivated to give their best and are more satisfied with their jobs.

V. STRATEGIES TO ATTRACT WOMEN IN TECH

1. Be transparent about goals and the current state of women

In our Gender insights report released earlier this year, we reported that while the average number of jobs viewed by men and women in 2018 were roughly the same (44 for women and 46 for men), women are 16% less likely to apply for a job after viewing it. However, they're also 16% *more likely* to get hired after they apply. If women apply for jobs at a lower rate but tend to be the right candidates, why are they more selective about the jobs they apply to, and how can companies more effectively reach them? Women are effectively screening themselves out of the candidate pool before they even apply. Women usually feel they need to meet all of a job's criteria, while men typically apply if they meet only 60% of the requirements.

When women see themselves represented in your firm's recruiting collateral, they're more likely to apply. Goldman Sachs, for example, promotes both women employees and initiatives on the life section of its LinkedIn page as well as its career blogs. When an employer is upfront about the salary transparency and shares salary ranges, it's a signal that they are committed to fair pay.

2. Nurture future diverse candidates

NGOs are increasingly taking on the responsibility of implementing the gender equality and women's empowerment agendas of the global development sector. They're considered more nimble than other institutions in accomplishing development goals because they can reach the most vulnerable or disaffected people in a community and find innovative solutions to problems.

In India, for example, women's NGOs in the state of Gujarat mobilized local communities to participate in urban development projects. They helped form community-based organizations to represent local interests and implemented community development projects — such as health services, adult literacy, and child care.

The NGOs also educated stakeholders about the realities of life for the urban poor and shared lessons learned in one urban area with NGOs in other cities in India and they are also working on including more girls in STEM and IT.

So companies should involve with local NGOs which are working on gender equality which encourages women to get

involved in STEM.

3. Create a supportive culture and appreciate them

Being a woman in tech means building a strong network of supporters. Her team is diverse, with men and women of all colors and backgrounds and all interests. She and her teammates make mistakes together and learn from each other through collaboration.

A recent study by the Stanford Graduate School of Business found that greater gender diversity raises tech company share prices. A full 91% of the SHROs in our survey told the U.S. that attracting women with tech experience/education is critical for their company's success. The benefits of increasing the number of women in tech extend well beyond business performance, though. Doing so would have a significant impact on the gender pay gap, for example. In the U.S., women's median earnings overall are approximately 80% of men's. Tech roles pay above average at every education level, in computing, women's earnings climb to 87% of men's. In comparison to men aside, there are more opportunities for women to be employed and to achieve financial success if they go into tech instead of other fields: Median salaries for tech roles are about twice as high as those for other roles.

4. Allow women more flexibility And A good work-life balance

Flexible working can be used as a positive capability spanning resource useful for workers, especially women, to adapt their work to family demands. This ability may increase women's satisfaction with work-life balance by allowing women to maintain both. In this sense, flexible working can be a useful tool to further enhance gender equality in our societies.

Currently, women of all racial backgrounds are in the workforce. However, this has increased responsibilities for women—both working professionally and still largely carrying the burden of work in the home. These dual responsibilities can increase stress, compromise physical and emotional health, and lead to burnout and lower work productivity. Women have been participating and contributing remarkably to our economy. Despite, working women experience various obstacles in their personal as well as professional life. Women are struggling to balance between work-life which ultimately hampering their social life. While trying to balance work-life, women feel the pressure not only from their workplace but also from their families. Since women need to play different roles in society, it is particularly harder for women to keep a balance between work-life.

- When women become leaders, they bring skills, different perspectives, and structural and cultural differences which ultimately drive effective solutions to the companies occupied by men. With different perspectives and a sense of awareness, women can investigate finer details to see what is going on underneath.

5. Share empowerment voices

Organizations should put faith in their women workforce and have a deeper understanding of their needs for best results. Women respond positively to words such as committed,

dependable, responsible, etc. as opposed to words like analytical, adventurous, etc. These words help them to perform better and generate a positive disposition towards the organization. Rigid office timings can demotivate some women employees and hence affect their performance, sometimes even leading to discontinuation of work. The key to address this issue is to be task-oriented rather than being time-oriented.

Women are the backbone of society and it is important to care for them. They possess a lot of potentials and can help scale businesses to a large extent. Today, the Indian economy is growing fast and there is scope for organizations to tap into the women workforce. It is important that organizations consciously take measures to make women-oriented policies to support them. Like Gail Blanke, President, and CEO, Life designs has said "Don't just stand for the success of other women - insist on it."

VI. CONCLUSION

Empowering women is seen as one of the central issues in the process of sustainable development for many nations worldwide. Women are the backbone of society and it is important to care for them. ICT helps them to increase their monthly income and it also provides jobs and opportunities to merge with large industries. In this time, technology is evolving rapidly and there is the need for balance in the participation of both men and women to represent the particular country only then SDGs will work in a more powerful way.

As the name suggests Information and communication technologies (ICTs), which include the internet, computers, and mobile phones, have great potential to empower women worldwide.

And promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others.

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