



Defining Women Empowerment: A Conceptual Study

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ABSTRACT

This conceptual research seeks to close a gap in the body of information about women's empowerment (WE). By carefully analyzing the typical traits of women's empowerment and the dimensions in the definitions provided by different scholars in women empowerment between 1995 and 2021, this study also focuses on determining whether women's empowerment has been defined in the existing literature in a way that is more appropriate to today's context. The study's five research topics were addressed using a desk research technique. Twenty reports were investigated from the literature. Ten common traits were discovered through text analysis and listed. Numerous outcomes from the study are in line with the four research topics that were posed. From this study, it can be inferred that the dimensions mentioned in the earlier research about women's empowerment did not adequately address these traits. Since the already available dimensions provided by many researchers do not accurately represent the notion of women's empowerment, it is necessary to consider sufficient typical qualities of this concept while choosing the dimensions of this construct.

KEYWORDS: *Women Empowerment, Resources, Self-efficacy; Agency, and Well-being, Characteristics, Literature, Gender equality*

Introduction

One of the 17 sustainable development objectives included in the United Nations' agenda is gender equality and empowering women and girls (United Nations 2018). One of the top concerns in developing economies is empowering women, which will enhance household welfare and substantially influence the social and fiscal health of countries through improved education, the elimination of poverty, and a drop in violence (Crittenden & Ajjan 2019). A new area of management is women's empowerment (WE). Therefore, looking into the proper context's proposition and significance is essential. Concerning synthesized descriptions shifting from one nation to another, WE are defined. This clarity of knowledge is crucial for the countries' policymaking since everyone should be empowered for sustainable economies (De Vita et al. 2014; Scott et al. 2012).

Additionally, there needs to be more clarity in the theoretical understanding and definition of WE. Further, the question of whether the word "WE" has been preferred in the existing literature has arisen due to the relevance of the phrase in the current context. Opatha (2019) suggested that the desk research approach was utilized to perform this study to get the answers to all of the questions mentioned below.

Research Questions and Objectives

An effort was made in this study to find systematic answers to the following five research questions:

1. What are the various definitions given by multiple researchers in respect of 'Women Empowerment (WE)'?

2. What characteristics of WE can be derived from analyzing the descriptions examined under the study?
3. Is it possible to identify and list common characteristics from the definitions studied?
4. What are the dimensions of WE recognized by various researchers regarding WE?
5. Is it possible to identify and list a set of dimensions derived from the definitions studied?

This paper is predominantly conceptual and systematically answers the five research questions mentioned above. Based on them, the below objectives were formulated.

1. To discover the definitions given by the researchers concerning the term 'WE.'
2. To identify the characteristics of WE that can be derived from the content analysis of the descriptions examined under the study.
3. List the common characteristics derived from the descriptions studied through content analysis.
4. To identify the dimensions of WE recognized by various researchers regarding WE.
5. To list a set of dimensions for WE derived from the definitions studied.

Method

A thorough, focused literature review was carried out utilizing a systematic desk research technique since this attempts to address the five research issues mentioned above. The desk study included a methodological examination of the author's access to the literature (Opatha 2019). This approach was more suited to achieving the

study's goals. The primary sources for this study's findings were well-known research publications in national and international databases. A systematic inquiry into the meanings of the word "WE" was conducted to find and compile a list of ordinary qualities. The contents of all the implications of the phrase "WE" were examined using content analysis based on the resultant factors.

Descriptions of the term Women Empowerment (WE)

The word "WE" is a personal pronoun. It makes a case for a contextual understanding of this construct and may be investigated from various perspectives (Gill & Ganesh 2007). Several academics have created different frameworks for determining women's empowerment in multiple circumstances (Richardson 2018). However, there is a critical need to consider which frameworks will assist women in developing nations on a micro level. The many descriptions of WE were given in a tabular format in Exhibit 1 to fulfill the first study goal.

Exhibit 1: The meanings of the term Women Empowerment in chronological order

<u>No:</u>	<u>Article's Name</u>	<u>Author/ Authors</u>	<u>Year</u>	<u>Description of WE</u>
<u>1</u>	Empowerment examined. <i>Development in practice,</i>	Rowlands	1995	WE give full scope to women's full range of human abilities and potential. WE comprised three dimensions. <ul style="list-style-type: none"> • Personal: increase a sense of self and personal confidence and capacity and undo the effects of internalized oppression. • Close relationships: Develop the ability to negotiate and influence the nature of the relationship and decisions made within it. • Collective: individuals work together to attain a more extensive impact than each could have had alone.
<u>2</u>	I was romancing the state: Gender and power in education.	Stromquist	1995	WE are a socio-political concept comprised of cognitive, psychological, economic, and political components. The mental part refers to women's 'understanding the Self and the need to make choices that may go against cultural or social expectations. Psychology explains women's beliefs. The economic component expresses that they can act at personal and social levels to improve their condition. However, working outside the home often implies a double burden, providing financial independence and independence in general. The political member explains their ability to visualize their action and mobilize for social change.
<u>3</u>	Resources, agency, achievements: Reflections on the measurement of	Kabeer	1999	WE refer to the development in people's ability to make strategic life choices in a context where they previously denied this ability. Empowerment is a process that is comprised of

	women's empowerment			three interrelated dimensions: Resources (pre-conditions where choices are made.), Agency (the primary process where the choice is made), and Achievements (outcomes).
<u>4</u>	Micro-finance and the Empowerment of Women: A Review of the Key Issues	Mayoux	2000	WE are defined as "acquiring the power to think and act freely, exercise choice, and fulfill their potential."
<u>5</u>	Malhotra, A., Schuler, S. R., & Boender, C. (2002, June). Measuring women's empowerment as a variable in international development	Malhotra & Schuler	2005	WE are both a process and an outcome for women. It refers to the ability of women to make choices and affect events around them, acquire benefits from resources and opportunities, exercise mechanisms over their own lives and bodies, and have a voice in public life and decision-making. Women believe that all the above will make them enjoy autonomy and upgrade their well-being.
<u>6</u>	Empowerment, constraint, and the entrepreneurial self: A study of white women entrepreneurs.	Gill & Ganesh	2007	WE are explained as individual empowerment, which helps them to be strong and self-sufficient, competent, and have self-efficacy.
<u>7</u>	Women empowerment through entrepreneurial activities of Self Help Groups.	Sharma & Varma	2008	WE help define barriers and identify the existing challenges, enabling women to reach their full potential to overcome the obstacles they face to shape their lives and environments.
<u>8</u>	Does microfinance empower women? Evidence from self-help groups in India	Swain & Wallentin	2009	WE are explained as a process in which a woman effectively and efficiently improves her well-being in society.
<u>9</u>	Women's empowerment revisited: a case study from Bangladesh.	Schuler, Islam & Rottach	2010	WE have two dimensions: the first is women's capacities and resources, and the second is Agency. Indicators of women's capabilities and resources include access to media and phones, economic security, education, legal awareness, political awareness, self-efficacy, and social support. Indicators of women's Agency include engagement in paid work outside the home, involvement in significant household decisions, management of family assets, mobility, participation in a microcredit or savings program, and political participation.
<u>10</u>	It empowers women through social	Datta & Gailey	2012	WE constitute economic security, the development of entrepreneurial behavior, and, finally, increased contributions to the family.

	entrepreneurship: A case study of a women's cooperative in India.			
<u>11</u>	Entrepreneurship and women empowerment:	Upadhye & Madan	2012	WE are a process that helps women identify the challenges in their culture and norms and open avenues to improve their status within their family and society.
<u>12</u>	Empowering women entrepreneurs through Microfinance in Jaffna District, Sri Lanka: Challenges and Scenarios	Rathirane & Semasinghe	2014	Women are recognized for their economic, social, and political conditions and self-confidence.
<u>13</u>	Women's economic empowerment and formal income: Sri Lankan Export Processing Zones (EPZs) and their impact on gender perceptions of charge,	Hancock, Carastathis, Georgiou & Oliveira	2014	WE provide an opportunity to accumulate capital or buy a house or something similar or empower herself or her family, ability to participate more in community and political activities, ability to participate more in decision-making processes within the home, participate more in decision-making processes outside the house, and experience increased social inclusion in the country such as by being included in social, cultural, religious and political processes.
<u>14</u>	Factors determining the empowerment through microfinance: An empirical study in Sri Lanka. International Journal of Social, Behavioural, Educational	Rathirane & Semasinghe	2015	WE enhance women's capacity for self-determination, helping them meet their practical and strategic needs by achieving equal rights, power and authority, and resources like men in society and the economy. Three dimensions of women's empowerment are decision-making, freedom of mobility, and family support.
<u>15</u>	Microfinance intervention and empowerment of women entrepreneur—A Case of Sanasa Development Plc in Jaffna.	Ramajeyam, Sooriyakumar & Vannarajah	2016	WE have increased profits, income, savings, assets, security, and consumption.
<u>16</u>	It empowers women and stimulates development at the	Chatterjee, Gupta, & Upadhyay	2018	WE are women's capacity to decide on their children's education and marriage, their ability to stand against the harms of society and acquire resources and property.

	bottom of the pyramid through micro-entrepreneurship.			
<u>17</u>	We empower women micro-entrepreneurs in emerging economies: The role of information communications technology.	Crittenden , Crittenden , & Ajjan	2019	WE are a process that helps women to organize themselves to increase their self-reliance, emphasize their independent right to decide choices, and make decisions about resources that will advise in challenging and removing their subordination.
<u>18</u>	The Association between Women's Perceived Empowerment and Sustainability Orientation of Women's Entrepreneurship in Sri Lanka	Ambepitiya & Gao	2019	WE are women's education, income opportunities, access to employment, consumption, political participation, control over assets, and personal security to improve their well-being. The three dimensions of WE are competence, self-determination, and impact.
<u>19</u>	Do microfinance services affect women's empowerment? Evidence from Sri Lanka.	Ranasinghe, Lasantha & Samarakoon	2020	WE are a multi-dimensional process of improving the individual's capacity and capabilities to make choices and to change those choices to wanted actions and outcomes.
<u>20</u>	Women's empowerment and tourism development: A cross-country study.	Abou-Shouk, Mannaa, & Elbaz	2021	Three main dimensions of women's empowerment are: psychological, social, and political. Psychological empowerment explains people's pride and self-esteem due to having unique attractions and heritage assets in their destinations. Social empowerment expresses the connection between people and their communities and promotes their involvement in the activities of these communities. Political empowerment provides an opportunity for women to involve in the decision-making process.

The 20 explanations above lead to the conclusion that different scholars define "women empowerment" differently (WE). As a result, the study's initial research goal **was accomplished.**

Resulting or Associated Characteristics

Finding out what WE look like is the second research goal. As a result, this study has systematically found specific common characteristics in the definitions. As a result, the following are the different character factors used in the 20 descriptions given in Exhibit 2.

Exhibit - 2 - Characteristics in the descriptions of Women's Empowerment

No:	Article's Name	Author/ Authors	Year	Characteristics of WE
1	Empowerment examined. <i>Development in practice,</i>	Rowlands	1995	<ul style="list-style-type: none"> • Provide full scope to women's full range of human abilities and potential. • Developing a sense of self and personal confidence, and capacity • Ruin the effects of internalized cruelty. • Develop the ability to negotiate and influence the nature of the relationship and decisions made • Work together to attain a more extensive impact than each could have had alone. • Involve in political structures and cover collective action based on cooperation rather than competition.
2	I was romancing the state: Gender and power in education.	Stromquist	1995	<ul style="list-style-type: none"> • Women understand the self and the need to choose against cultural or social expectations. • Women believe they can act at personal and social levels to improve their condition. • Increases economic independence • One's ability to imagine one's situation and mobilize for social change.
3	Resources, agency, achievements: Reflections on the measurement of women's empowerment	Kabeer	1999	<ul style="list-style-type: none"> • They have various cultural, economic, and social resources to enhance the ability to exercise choice. • One's ability to define goals and act upon them. • Fulfillment of different needs of women and their families.
4	Micro-finance and the Empowerment of Women: A Review of the Key Issues	Mayoux	2000	<ul style="list-style-type: none"> • Acquire the power to think and act freely • Obtain the power to exercise choices • Gain the ability to fulfill their potential
5	Malhotra, A., Schuler, S. R., & Boender, C. (2002, June). Measuring women's empowerment as a variable in international development	Malhotra & Schuler	2005	<ul style="list-style-type: none"> • Is a process • The ability of women to make choices and affect events around them, benefit from resources and opportunities, • Exercise mechanism over their own lives and bodies • Have a voice in public life and decision-making, which results in increased autonomy and upgraded well-being.
6	Empowerment, constraint, and the	Gill & Ganesh	2007	<ul style="list-style-type: none"> • Being strong • Self-sufficient

	entrepreneurial self: A study of white women entrepreneurs.			<ul style="list-style-type: none"> • Competent • Self-efficacy
7	Women empowerment through entrepreneurial activities of Self Help Groups.	Sharma & Varma	2008	<ul style="list-style-type: none"> • Challenge and overcome barriers that women face to allow them to shape their life and environment • Allow women to realize their full potential and power
8	Does microfinance empower women? Evidence from self-help groups in India	Swain & Wallentin	2009	<ul style="list-style-type: none"> • It is a process • women effectively improve their well-being within society
9	Women's empowerment revisited: a case study from Bangladesh.	Schuler, Islam, & Rottach	2010	<ul style="list-style-type: none"> • WE are about women's capacities • Resources • Agency
10	It empowers women through social entrepreneurship: A case study of a women's cooperative in India.	Datta & Gailey	2012	<ul style="list-style-type: none"> • Economic Security • Development of entrepreneurial behavior • Increased contributions to the family
11	Entrepreneurship and women empowerment:	Upadhye & Madan	2012	<ul style="list-style-type: none"> • It is a process • Challenge the existing culture and norms to improve their status within their family and society.
12	Empowering women entrepreneurs through Microfinance in Jaffna District, Sri Lanka: Challenges and Scenarios	Rathirane & Semasinghe	2014	<ul style="list-style-type: none"> • Perception held on economic, social, and political conditions and self-confidence.
13	Women's economic empowerment and formal income: Sri Lankan Export Processing Zones (EPZs) and their impact on gender perceptions of charge,	Hancock, Carastathis, Georgiou & Oliveira	2014	<ul style="list-style-type: none"> • Allow to acquire capital or buy a house or something similar or empower herself or her family • Ability to participate more in community and political activities • Ability to participate more in decision-making processes within the home • Participate more in decision-making processes outside the home

				<ul style="list-style-type: none"> • Experience increased social inclusion in the country by being included in social, cultural, religious, and political processes.
14	Factors determining the women empowerment through microfinance: An empirical study in Sri Lanka. International Journal of Social, Behavioural, Educational	Rathiranee & Semasinghe	2015	<ul style="list-style-type: none"> • It is a process • Enhance women's capacity for self-determination to meet their practical needs and strategic needs • Achieve equal rights, power and authority, and resources like men in society and the economy.
15	Microfinance intervention and empowerment of women entrepreneur—A Case of Sanasa Development Plc in Jaffna.	Ramajeyam , Sooriyakumaran & Vannarajah	2016	<ul style="list-style-type: none"> • Increased profits • Increased income • Increased savings • Increased assets ownership • Increased food security • Increased consumption.
16	It empowers women and stimulates development at the bottom of the pyramid through micro-entrepreneurship.	Chatterjee, Gupta & Upadhyay	2018	<ul style="list-style-type: none"> • Capacity to decide on their children's education and marriage • Ability to stand against the evils of society • Access to resources and property
17	Empowering women micro-entrepreneurs in emerging economies: The role of information communications technology.	Crittenden, Crittenden & Ajjan	2019	<ul style="list-style-type: none"> • Become able to unify themselves to increase their self-reliance • Assert their independent right to decide choices • Control resources that will be backing in challenging and eliminating their subordination.
18	The Association between Women's Perceived Empowerment and Sustainability Orientation of Women's Entrepreneurship in Sri Lanka	Ambepitiya & Gao	2019	<ul style="list-style-type: none"> • Strengthening women's education • Strengthening income opportunities • Access to employment • Access to consumption • Participation in politics • Control over assets • Personal security to improve their well-being

19	Do microfinance services affect women's empowerment? Evidence from Sri Lanka.	Ranasinghe, Lasantha & Samarakoon	2020	<ul style="list-style-type: none"> • Improve the individual's capacity and capabilities to make choices • Ability to convert options to desired actions and outcomes
20	Women's empowerment and tourism development: A cross-country study.	Abou-Shouk, Mannaa & Elbaz	2021	<ul style="list-style-type: none"> • Feelings of pride and self-esteem due to having unique attractions and heritage assets in their destinations. • Reinforce the connection between people and their communities and promote involvement in their activities. • Ability to be reasonably involved in the decision-making process

The ten common aspects were discovered and identified based on the content analysis of the 20 descriptions after carefully examining all the qualities stated in the 20 descriptions. In this study, a property derived from or mentioned in at least two or more definitions is referred to as having "common features."

The second goal of this study was likewise accomplished, as evidenced by the list of qualities that have been found.

Content analysis of the common characteristics

The third research goal is to find and list common characteristics among the definitions examined. A content analysis was done to accomplish this goal. The following are the content analysis results shown in 1.

Table: 1 Characteristic in the definitions

Author/Authors	1	2	3	4	5	6	7	8	9	10
1. Rowlands, J		x	x					x		
2. Stromquist, N, P					x					x
3. Kabeer, N				x	x	x				
4. Mayoux, L					x		x	x		
5. Malhotra & Schuler	x			x	x	x			x	x
6. Gill, R, & Ganesh, S					x		x	x		
7. Sharma, , & Varma, S, K							x			
8. Swain, R, B, & Wallentin, F, Y	x								x	
9. Schuler, S. R, Islam, F, & Rottach, E				x	x		x			
10. Datta, P. B , & Gailey, R						x				
11. Upadhye, J, & Madan, A	x									x
12. Rathiranee Y, & Semasinghe, D, M			x					x		x

13. Hancock, P, Carastathis, G, Georgiou, J, & Oliveira, M			x			x			x	
14. Rathiranee, Y, & Semasinghe, D, M	x						x			
15. Ramajeyam, T, Sooriyakumaran, L, & Vannarajah, T,L			x							
16. Chatterjee, , Gupta, S, D, & Upadhyay, P				x		x			x	
17. Crittenden, V, L, Crittenden, W, F, & Ajjan, H				x		x		x		
18. Ambepitiya, K. R, & Gao, Y			x	x				x		
19. Ranasinghe, H, K, I, S, Lasantha, S, A, R., & Samarakoon, S, M, A, K					x		x		x	
20. Abou-Shouk, M, A, Mannaa, M, T, & Elbaz, A, M		x			x			x	x	
Total	04	02	05	06	08	06	05	07	03	08

According to content analysis of the 20 descriptions of WE, definitions 05 (Agency) and 10 (Provide an opportunity to make decisions outside the family) received the most significant number of counts (involved with social, cultural, and religious processes). Number 08 was the item that came in second (Self-efficacy). Obtaining opportunities to access resources and properties was item four, and item six was the third (Fulfilment of different needs of her family and others). The fourth and fifth items in considering weight are item 3 (Participate in the political system) and item one (A process). In terms of intensity, articles 9 (enjoy well-being) and 2 (develop a relationship with other community members) came in sixth and seventh, respectively.

Following is a list of 10 standard features of WE that emerged from the content analysis. In conclusion, based on the universal traits of women's empowerment, a woman who

has already attained some degree of license should exhibit the features listed below.

1. It is a process
2. Develop a relationship with external members of the community
3. Involve in the political structure
4. Obtain opportunities to access resources and properties
5. Agency
6. Fulfillment of different needs of her family and others
7. Acquire power to reach full potential
8. Self-efficacy
9. Enjoy well-being
10. Obtain opportunities to make decisions outside the home (involved with social, cultural, and religious processes)

Reviewing the findings above, it is clear that the third research goal of this study has also been accomplished.

According to Kabeer (1999), empowerment is the decision-making capacity. According to this author, empowerment is a three-dimensional process that involves three elements: resources (defined broadly to include not only access but also future claims to both material and human and social resources); agency (including processes of decision-making as well as less quantifiable manifestations of an agency, such as negotiation, dishonesty, and manipulation); and achievements (well-being outcomes). These are the three most distinctive aspects and the concept of women's empowerment used by various academics.

Accessing resources was a crucial component in defining empowerment as a process. Additionally, he has underlined the importance of numerous personal and social resources and financial resources in the economic sense, all of which let people exercise more choices. Resources in this world are created via countless social interactions inside the many institutional domains (like family) that form a society. As a result, empowered women want to acquire both human and material resources so they may choose their goals and utilize them to make decisions outside the house. Kabeer (1999) asserts that agency is more than just obvious action. It extends past bargaining and negotiation, deceit and manipulation, apprehension and resistance, and other intangibles. Therefore, as a result of empowerment, both individuals and members of the collective unit can exercise their right to pick one's own goals and pursue them.

Sen (1985) describes capacities as a confluence of agency constructs and resources. Sen further emphasized that people's capacities are their capacity to live the lives they desire and to achieve highly regarded forms of "being and doing." So, for women to succeed at the most significant level, they needed resources and the capacity to choose and pursue their goals. In addition, it was noted that women were more likely than males to participate in the nation's political decision-making processes.

Great self-confidence in one's ability to achieve the highest performance levels and influence life-changing events should be a hallmark of an empowered woman. Finally, women should possess a strong sense of self-efficacy, influencing how they feel and think and inspiring them to conduct themselves well. Women may achieve significant levels of human success and personal well-being in many ways with the help of a strong feeling of efficacy. As a result, we can pinpoint well-being, our study's ninth characteristic; as Kabeer (1999) proposed. Therefore, the concept of well-being is multidimensional. Being well and experiencing happiness in one's life is the experience of well-being.

It comprises stress management, high levels of life satisfaction, a feeling of purpose in one's life, and good mental health. Determining the many forms of well-being that women can experience as a result of empowerment is thus a new research field discovered in this study. Ultimately, it can be said that as a consequence of the charge, women may have good mental and physical health, happiness, high life satisfaction, a sense of the significance of their lives, and eventually, the capacity to manage the

stress that occasionally occurs during their lifetimes.

Finding the aspects of WE that different studies have noticed about WE is the fourth goal of this study. This study has created a table with defined sizes in the descriptions of 20 definitions of WE to fulfill the fourth aim. The standard dimensions mentioned in those descriptions were stated in Exhibit 3 after going over the 20 explanations.

Dimensions of Women’s Empowerment

The dimensions that are listed in Exhibit 3 are based on a variety of international research. It examined works published between 1995 and 2021. It had writers from several nations represented. Other organizational sectors employed a wide range of proportions. According to Sverko & Galic (2014), the criteria rely on the author's goal and theoretical viewpoints.

Exhibit -3: Dimensions of Women’s Empowerment in chronological order

No:	Articles Name	Author/ Authors	Year	Dimensions of WE
1	Empowerment examined. <i>Development in practice,</i>	Rowlands	1995	1 Personal empowerment 2 Close relationships 3 Collective
2	Romancing the state: Gender and power in education.	Stromquist	1995	1 Cognitive empowerment 2 Psychological 3 Economic 4 Political components
3	Resources, agency, achievements: Reflections on the measurement of women's empowerment	Kabeer	1999	1. Resources (pre-conditions) 2. Agency (process) 3. Achievements (outcomes)
4	Women's empowerment revisited: a case study from Bangladesh.	Schuler, Islam & Rottach	2010	<p>Two Dimensions of WE are,</p> <p>1. Women's capacities and resources 2. Agency</p> <p>Indicators representing women's capacities and resources include,</p> <p>I. Access to media and phone II. Economic Security III. Education IV. Legal Awareness V. Political awareness VI. Self-efficacy VII. Social support</p> <p>Indicators representing women's agency include.</p> <p>I. Engagement in paid work outside the home II. Involvement in significant household decisions III. Management of family assets</p>

				IV. Mobility V. Participation in a microcredit or savings program VI. Political participation
5	Factors determining the women empowerment through microfinance: An empirical study in Sri Lanka. International Journal of Social, Behavioural, Educational	Rathiranee & Semasinghe	2015	1. Decision making 2. Freedom of mobility 3. Freedom of family support.
6	The Association between Women's Perceived Empowerment and Sustainability Orientation of Women's Entrepreneurship in Sri Lanka	Ambepitiya & Gao	2019	1. Competence 2. Self- determination 3. Impact.
7	Women's empowerment and tourism development: A cross-country study.	Abou-Shouk, Mannaa & Elbaz	2021	1. Psychological empowerment 2. Social empowerment 3. Political empowerment

We can conclude that it is feasible to pinpoint WE's dimensions. As a result, this study also succeeded in achieving the fourth aim.

Finally, it can be said that WE are a process comprising four key aspects when all ten essential qualities of women's empowerment are considered. They are listed below.

- Resources (both material and social resources)
- Self-efficacy, as before, Agency perceives positive beliefs about their capabilities to harvest designated performance levels and workout influence over events that affect their lives.
- Agency (tend to decide one's goals and act upon the goals)

- Well-being (five types of emotional, physical, social, workplace, and societal well-being).

This research aims to provide benchmark measures for WE based on the definitions examined. This study hopes that by outlining these common traits, other researchers will be able to create a thorough justification for WE. Four standard crucial dimensions obtained from the 20 examples used in this study are now recorded. As a result, the study's ultimate goal is also achieved.

Kabeer's (1999) three dimensions were frequently utilized and suggested when referring to earlier work since they are more suitable for today's context. However, this study would want to add a new dimension termed self-efficacy to Kabeer's (1999) suggested dimensions. Because before Agency, women should have good self-

perceptions that motivate them to do well and exert control over circumstances that affect their lives. Additionally, this research indicated that these results should be interpreted in terms of various sorts of well-being, contrary to Kabeer's (1999) proposal that successes result from the empowering process.

Conclusion

This article was developed to cover a theoretical knowledge gap on women's empowerment by describing and explaining it in the literature more suitable for today's corporate world. To be answered methodically, five research questions were created. The study's conclusions outline ten typical traits from various researchers' portrayals of women's empowerment from 1995 to 2021.

Women's Empowerment is a process that aids in building relationships with other people in the community, participating in the political system, gaining access to resources and properties, exercising agency to meet the needs of her family and others, developing self-efficacy, enjoying well-being, and having opportunities to make decisions outside the home (involved with social, cultural, and religious processes).

It can be concluded that the elements of women's empowerment outlined in earlier studies need to capture their typical features adequately. Four dimensions have been determined, considering all ten standard traits discovered throughout the investigation. Resources (including financial and human resources), Self-efficacy, Agency, and Well-being are these. Since the already available dimensions provided by many researchers do not accurately represent the notion of women's empowerment, it is necessary to consider

sufficient typical qualities of this concept while choosing the dimensions of this construct.

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