

*Evaluation of Women Empowerment Services By Government from 2000-2013  
(A Case Study of Sargodha Division)*

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**Abstract:** *The present study was conducted to find out the evaluation of women empowerment services by government from 2000-2013. Service basically refers to action taking for help other or facilitates other and empowerment refers to make someone enable and bring him/her in mainstreaming. Major objective of the study was to assess the effectiveness of the government services given by the governmental institutions that taking into account the empowerment of receiver women and analyze the after and before condition of women that are the beneficiaries. By nature, research was quantitative, self-structured interview schedule were used for the collecting of information. A sample of 240 respondents was taken from the division Sargodha. Multi-stage sampling method was used for the collection of data. At first stage researcher select Sargodha city purposely. At second stage researcher select four Tehsils (Sargodha, Sahiwal, Shahpur, Bhalwal) randomly by using chit method. At third stage from each tehsil one vocational training institution was selected conveniently. At fourth stage 60 respondents were taken from each vocational training institution conveniently. In this way a sample of 240 respondents were taken. Data were analyzed by using Statistical Package for Social Sciences (SPSS) version 16.0. It was found that women were very much satisfied with the services given by vocational training institutions and they*

*feel considerable change in their life after getting training. Furthermore, these training make them enable and independent and enhance their decision making power.*

**Key words:** *Empowerment, government services, vocational training institutions*

## INTRODUCTION

Women are the integral part of the society but unfortunately this integral part is historically ignored by their opposite gender male. There are many reasons behind this. Commonly it is considered that all the culture is manmade culture, so in manmade culture women are ignored and disadvantaged. Historically many movements by the women started for their rights resultantly in many advance countries women enjoying equal rights and freedom as compare to men. Unfortunately, in third world countries especially in Asia women are still disadvantaged and ignored by their opposite sex. Because of their level of awareness about their rights and less participation in decision making process.

In present area the significant subject matter is the women empowerment. Women are the integral part of the world almost half population of the world comprises on the women. Women empowerment refers to make the women socially, economically, culturally and politically independent so that they can take decision regarding their life by self. Sinclair, (2012) no nation can rise to the height of glory unless your women are side by side with you; we are victims of evil customs. It is crime against humanity that our women are shut up within the four walls of house as prisoners. “The U.N Entity for Gender Equality and Empowerment of Women defines Empowerment as: “Empowerment means that people-both women and men can take control of their lives; set their own agendas, gain skills increase self-confidence, solve problems and develop self-reliance. By empowering women, it is meant that women should be allowed to participate fully in life across all sectors and throughout all levels.

Pakistan is a patriarchal society; current areas women not gave many rights practically women rights are violated in many areas of the country. People often deliberately or unconsciously in the name of Islam violate the rights of women (Khan, 2004). Pakistan is an Islamic state, the regulations and rules are on the bases of Islam, but many things practiced in this country are against Islam (UN, 2011). Pakistan had law regarding women rights since independence for gave them to protection and security. At the time of independence, it was the little dissimilarity between the rights that men and women enjoyed (Weiss, 2012). According to constitution of Pakistan

- On the bases of sex there should be no discrimination (Article 27, 1973).
- Women participation will be ensuring in every field of life (Article 34, 1973).

- It will be the duty of state to protect the family, marriage, the child and the mother (Article 34, 1973).

Skill enhancement in particular and training in general areas, play a crucial role in individual development, organizational development, it is also play a vital role in the development of overall nation economy. Skill enhancement refers to a procedure through which the capacity, and capabilities, of an individual, group enhanced in a specific area to perform better role in respective field (Fripathi, 2003). The capabilities of women can have improved by giving them training and enhancing their skills in a specific field (Haq, 2002). A skill able individual is more productive, more energetic, and more efficient than non-trained person and he can earn more money in a short time (Tripathi, 2003). The capabilities and skills of any individual can be enhanced through training and skill transformation in a formal or non-formal way, these skills also make individual most acceptable, most productive in the labour market (Cailods, 1994)

Only such empowerment can pave the way for faster economic and social development. The United Nations fact sheet on the “Feminization of poverty” highlights that “Empowering women is a critical factor in freeing the millions of people who are caught in the vicious cycle of poverty and hunger. By providing women with access to economic and educational opportunities, as well as the autonomy needed, will lead to overcome an obstacle to poverty eradication. These programs enhance women condition at household level and make them economically independent (United Nation, 2007).

## Review of Literature

Review of Literature is a key part for detailed and effective research study. If the present literature is related to the research study is reviewed, it provides a strong base for overall research. It also offers an appropriate way and perspective to research so that readers easily view the topic in wider aspect. There are a number of articles, books and other relevant reports regarding women empowerment. As it is much difficult to describe all these books in few lines, however, a brief description of various important books

and articles regarding women empowerment is presented here

Nasir, (2013) concluded that empowerment is concerned with the development of human and the way they face challenges and involved themselves in the establishment process for reducing the work burden (Luttrell, Quiroz, Scrutton, & Bird, 2009). Empowerment is also concerned with the availability of choice, and power of choosing among the alternatives (Mayoux, 2005). Women empowerment is the growth of freedom of preference and achievement to shape one's life.

Lemire, Pearson, & Campbell, (2001) Mayoux, (2005) found that the second dimension of women empowerment is their ability to prevent the men from being spendthrift. Living standard can be improved if both men and women contribute momentous income and share responsibilities. Welfare interventions provide financial services and also emphasize on women health, security, and education which augment their abilities and skills. The third dimension in this regard is social empowerment in which women have power to take decision, remaining autonomous, self-confident and manage their household independently. Through these determinants they can interact within the society and specified quota seats in assembly for women, empower them politically.

According to Rashid Patel (2006), the issues of gender equality and women empowerment in detail, which give a detailed view of the legal and practical changes, as these have been introduced to better the underpowered condition of women in Pakistan. By putting action on critical analysis of the continuous and ever-increasing misinterpretations of Islamic principles through legal acceptance was explained, and the law was also discussed which have been recently changed and have good effect on women's lives, including the Pakistan Penal Code 1860, the Criminal Procedure Code 1898 and introduced death penalty for gang-rape.

Huyer and Witwer (1997) collectively studied and analyzed that a number of research is being done in many parts of the world to examine women's empowerment with respect to education at household level. They studied about women empowerment from Africa, Southeast Asia, and Latin America as these countries are some of the poorest countries in the world. So these third and fourth world countries are facing similar issues regarding women due to extreme poverty, and are far away from developed countries due to more rate of unemployment as well as food shortages and lack of healthcare facilities and resources along with high mortality rates.

Chaudhary, et al. (2012) conducted an empirical study on women empowerment in Pakistan with special reference to Islamic point of view and reported that women empowerment is one of the

most debatable problem in the development sectors now-a-days. Though Pakistan is an Islamic and democratic state, women empowerment issues faces different challenges. Viewing the multidimensional nature so this study provides an empirical case, in this regard a criterion is developed about the knowledge of Islamic values and its true teachings. This study was designed to make an attempt for the removal of miss-conception that religion 'Islam' put hurdles in the way of women empowerment. During the analysis regression is used on the basis of the primary data from a district of Southern Punjab. The results indicated that Islam strengthened the concept of women empowerment by getting the women's education along with education of her household members and access to media as well as providing health facilities along with less no of household members and giving no fear of violence. Finally, the result concluded that religion Islam ensures maximum women's rights. The study showed that due to typical social norms along with old traditions imported from other religions as well as illiteracy & ignorance from the true teachings of Islam has made today's women vulnerable.

According to NPDEW (national policy for development and empowerment of women) (2002) report; a great achievement of President Pervez Musharraf and his Government announced on 7th March, 2002. There was reservation of 20 % women's seats in the National Assembly of Pakistan along with 18% seats also reserved for women in the Senate. He also provides the facility to reserve seats for women in the Provincial. An important step was taken by Pervaiz Musharraf Government to reserve six (6) women member's seats in Federal Cabinet, to enhance women's role in the national decision – making. A woman was given an authority of Governor of the State Bank. 33% seats were reserved for women at all tiers of local government to put significant impact by devolution of the power at low level in the new system centered as there were 27,624 Women Councilors against 28,549 reserved seats in local bodies. During Pervaiz Musharraf Government Legal and Social Empowerment of Women was also done the prominent and significant acts were given. In CSS (Central Superior Services) and other Government Jobs women quota was reserved This Policy has a vision, with distinct goal and objectives made through laborious and comprehensive consultative process.

### **Objectives of the study:**

- To assess the effectiveness of the Trainings program given by vocational training institutions (VTI'S) that taking into account the empowerment of receiver women.
- To compare the condition of women prior to and after being trained or benefited.

### Research Methodology:

The method which is used to evaluate the hypothesis for desired goal is called quantitative methods. In this course of action, the objectives are mostly used description of the characteristics of population, prediction of casual relationship among variables and variation measurement. Usually in quantitative method of research variables are measured numerically while the design of research remains same during whole of study.

### Universe of the study

Universe refers to the geographical area where researcher want to conducted the research. In present study the universe was district Sargodha.

### Population for the study

The current research has been carried out in district Sargodha and all the respondents were beneficiaries of those institutions that are concerned with present study. The population was in present study all the females who got training from the vocational training institutions.

### Sample size

Sample is the sub set of whole population which give the representation of the population. In the present study a sample of 240 respondents were taken. In present study a Multi Stage sampling technique was used to evaluate the women empowerment services in district Sargodha.

### Tool of Data collection

To obtain the desired information from respondents a well-organized interview schedule was developed. The tool was open ended and closed ended question regarding the research objectives

## DATA ANALYSIS

The purpose of this chapter is to given detail description about the collected data and present raw data into an organized form. Data analysis done in 2 parts I<sup>st</sup> part is univariate analysis and 2<sup>nd</sup> is bi-variate. In I<sup>st</sup> parts data were presented in the form of frequency and percentage. Frequency distribution was done to knowing the occurrence of a response and the purpose of percentage was to know what the

part of each response is of hindered so can researcher generalized the finding on entire population. Bi-variate analysis purpose was to find out the relationship between two variables

**Table I Percentage distribution of respondents accords to “Vocational Education and training is necessary for Women.”**

Necessary	Frequency	Percent
Strongly Agree	100	41.7
Agree	74	30.8
Neutral	28	11.7
Disagree	16	6.7
Strongly Disagree	22	9.2
Total	240	100.0

This table is indicating that the majority of respondents 41.7% was strongly agreed with the statement (Vocational Education and training is necessary for Women), while 30.8% agreed, and 11.7% neutral, 9.2% respondents were strongly disagreed and 6.7% were disagreed. So it is concluded from the above discussion majority of the respondents were agreed with this that vocational education and trainings is necessary for women.

**Table No. 2 Percentage distribution of respondents accords to “Vocational education and Training enhance the domestic industry for women.”**

Domestic industry	Frequency	Percent
Strongly Agree	100	41.7
Agree	90	37.5
Neutral	12	5.0

Disagree	20	8.3
Strongly Disagree	18	7.5
Total	240	100.0

This table is indicating that the majority of respondents 41.7% were strongly agreed with the statement (Vocational education and Training enhance the domestic industry for women), 37.5% was agreed, 8.3% was disagreed, 7.5% was strongly disagreed and 5.0% were Neutral.

**Table No.3 Percentage distribution of respondents accords to “Vocational education enhances the gross domestic product (GDP).**

GDP	Frequency	Percent
Strongly Agree	28	11.7
Agree	168	70.0
Neutral	12	5.0
Disagree	18	7.5
Strongly Disagree	14	5.8
Total	240	100.0

This table is indicating that the majority of respondents 70.0% were agreed with the statement (Vocational education enhances the gross domestic product, GDP.), 11.7 % was strongly agreed, 7.5% was disagreed, 5.8% was strongly disagreed and 5.0% were Neutral. Majority of the respondents were agreed with this with the percentage of 81.7 that show that they were highly in favour of vocational education.

**Table No. 4 Percentage distribution of respondents according to “Vocational education/training and financial assistance by government reduce the poverty in females.”**

Reduce poverty	Frequency	Percent
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Strongly Agree	48	20.0
Agree	148	61.7
Neutral	20	8.3
Disagree	18	7.5
Strongly Disagree	6	2.5
Total	240	100.0

This table is indicating that the majority of respondents 61.7% were agreed with the statement (Vocational education/training and financial assistance by government reduce the poverty in females.), 20.0 % was strongly agreed, 8.3% was Neutral, 7.5% was disagreed and 2.5% were strongly disagreed. On the bases of above discussion it was concluded that vocational education enhances the earning opportunities for women that become the source of making the women independent.

**Table No. 5 Percentage distribution of respondents according to “Vocational education and training prepared the skilled labor for industry**

Skilled labour	Frequency	Percent
Strongly Agree	120	50.0
Agree	86	35.8
Neutral	10	4.2
Disagree	10	4.2
Strongly Disagree	14	5.8
Total	240	100.0

This table is indicating that the majority of respondents 50.0% were strongly agreed with the statement (Vocational education and training prepared the skilled labor for industry.), 35.8% was agreed, 5.8%

was strongly disagreed, 4.2% was disagreed and 4.2% were neutral.

**Table No. 6 Percentage distribution of the respondents accords to “Vocational education and training introduced the new technology among women.”**

Introduce technology	Frequency	Percent
Strongly Agree	32	13.3
Agree	144	60.0
Neutral	20	8.3
Disagree	26	10.8
Strongly Disagree	18	7.5
Total	240	100.0

This table is indicating that the majority of respondents 60.0% were agreed with the statement (Vocational education and training introduce the new technology among women.), 13.3 % was strongly agreed, 10.8% was disagreed, 8.3% was neutral and 7.5% were strongly disagreed. It was concluded that a significant majority of the respondents i.e. 68.3% were strongly agree with they said that vocational education became a source of introducing new technology among women.

**Table No. 7 Distribution of respondents according to “Vocational training empowers the women financially**

Empowers women	Frequency	Percent
Strongly Agree	60	25.0
Agree	136	56.7
Neutral	20	8.3
Disagree	12	5.0
Strongly Disagree	12	5.0

Total	240	100.0
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This table is indicating that the majority of respondents 56.7% were agreed with the statement (Vocational training empowers the women financially.), 25.0% was strongly agreed, 8.3% was neutral, 5.0% was disagreed and 5.0% were strongly disagreed. It was concluded that majority of the respondents 81.7% that vocational training empowers the women financially.

**Table No.8 Distribution of respondents according to “Vocational education & training improve the economic condition of Women**

Improvement in economic condition	Frequency	Percent
Strongly Agree	110	45.8
Agree	82	34.2
Neutral	10	4.2
Disagree	18	7.5
Strongly Disagree	20	8.3
Total	240	100.0

This table is indicating that the majority of respondents 45.8% were strongly agreed with the statement (Vocational education & training improve the economic condition of Women.), 34.2% was agreed, 8.3% was strongly disagreed, 7.5% was disagreed and 4.2% were Neutral. Above table data clearly indicated that 80% respondents were satisfied with this that vocational education improve their economic condition which mean government should encourage on such type of institutions.

**Table No. 9 Distribution of respondents according to “Vocational education & training make then enable to self-employed**

Vocational education enhance the women chances of self-employment	Frequency	Percent
Strongly Agree	128	53.3
Agree	94	39.2

Neutral	6	2.5
Disagree	6	2.5
Strongly Disagree	6	2.5
Total	240	100.0

This table is indicating that the majority of respondents 53.3% were strongly agreed with the statement (Vocational education & training make them enable to self-employed.), 39.2% was agreed, 2.5% was strongly disagreed, 2.5% was disagreed and 2.5% were Neutral. From the whole discussion it was concluded that majority of the respondents 92.5% were agreed with the statement the vocational education and training make them enable to self-employed.

**Table No.I0 Distribution of respondents according to “The women who get the vocational education/training or get small loans provide the financial support of their family**

Support of his Family	Frequency	Percent
Strongly Agree	56	23.3
Agree	144	60.0
Neutral	16	6.7
Disagree	16	6.7
Strongly Disagree	8	3.3
Total	240	100.0

This table is indicating that the majority of respondents 60.0% were agreed with the statement (The women who get the vocational education and training provide the financial support of their family.), 23.3% was strongly agreed, 6.7% was Neutral, 6.7% was disagreed and 3.3% were Strongly Disagreed. Data conclude that majority of the respondents were agree with that women who get the vocational education and training provide the financial support of their family.

**Table No.II Distribution of respondents according to “Vocational education & training increase the**

women participation in National income

Participation	Frequency	Percent
Strongly Agree	120	50.0
Agree	90	37.5
Neutral	32	6.7
Disagree	20	4.2
Strongly Disagree	16	1.7
Total	240	100.0

This table is indicating that the majority of respondents 50.0% were strongly agreed with the statement (Vocational education & training increase the women participation in National income.), 37.5% was agreed, 6.7% was Neutral, 4.2% was disagreed and 1.7% was Strongly Disagreed. Majority of the respondent 87.5% were agreed with the statement that vocational education & training increase the women participation in national income.

Inferential statistics

Relationship between variables

Table I: There is relationship between getting training and earning

Relationship between earning after before getting training		What was your income before getting training	I feel considerable change in my income after getting training
What was your income before getting training	Pearson Correlation	1	.515**
	Sig. (2-tailed)		000
	N	240	240
I feel considerable change in my income after getting training	Pearson Correlation	.415**	1
	Sig. (2-tailed)	000	
	N	240	240

- Correlation is significant at the 0.01 level

This means that there is an intermediate relationship between two variables. This means that changes in one variable are intermediately correlated with changes in the second variable. Pearson’s r is 0.515. This number is near to half of 1 that mean that relationship exists but there is intermediate level relationship between variables for this reason, it is conclude that there is a relationship between getting training and earning which mean higher will be the skills in women higher will be income of women. It was also found that the relationship between these two variables is positive.

**Testing of hypothesis**

**Hypothesis no.I**

Government services (Vocational Education and Trainings) make the women’s enable and empowering them socially and economically.

Govt. Services (Vocational Education and training)	Social wellbeing and Economic condition of women			
	Agree	Neutral	Disagree	Total
Agree	69	24	16	109
Neutral	31	23	19	73
Disagree	14	19	25	58
Total	114	66	60	240

Chi Square= 19.789 DF= 6

P-value= 0.000\*

Level of Significance= 0.05

Gama Value: .593

Table I is about the relationship between vocational trainings and education of women and social wellbeing of women. Its mean that higher will be the women skilled higher will be the social status of women. The findings of the table reveal that there is highly association between variables. The P-Value 0.000\* confirm that women skill enhancement is positively associated with women social wellbeing. So at the bases of above table findings hypothesis “Government services (Vocational Education and Trainings) make the women’s enable and empowering them socially and economically” is accepted.

This quantitative research is based on self-structured interview schedule. A sample of 240 respondents was taken from the division Sargodha. Multi-stage sampling method was used for the collection of data. Data were analyzed by using Statistical Package for Social Sciences (SPSS) version 16.0. It was found that women were very much satisfied with the services given by vocational training

institutions and they feel considerable change in their life after getting training. Furthermore these training make them enable and independent and enhance their decision making power. The major findings of the study are Pearson's  $r$  is 0.515. This number is near to half of 1 that mean that relationship exists but there is intermediate level relationship between variables for this reason, it is conclude that there is a relationship between getting training and earning which mean higher will be the skills in women higher will be income of women. It was also found that the relationship between these two variables is positive. Moreover, Pearson's  $r$  is 0.728. This number is close to 1 that means that strong relationship exists between variables for this reason, it is concluded that there is a strong relationship between women income and their decision making power. It was also found that the relationship between these two variables is positive.

## CONCLUSION

Women empowerment refers to making the women socially and economically independent so that they can take decisions about their life independently. In this regard many steps taken by the government of Pakistan in which most appropriate step that was taken by the government the establishment of vocational trainings institutions (VTI's). Vocational training institutions promote skills among women for making them skilled according to the need of local culture. Through this study it was concluded that women that were beneficiaries having high level of satisfaction with the effectiveness of trainings. It was found that a significant change occur in the life of women's who got vocational education, especially vocational training enhance earning opportunity for them. Finding of the study inculcate that a significant change occur in the earning of women after getting training, because these training provide them such type of services that are acceptable and practicable in local cultural settings like beauty parlor and sewing and bunting etc. Change in women earning making them enable to take their decisions independently at household chores.

## RECOMMENDATIONS

- It is dire need to established new institutions of VTIs in remote areas because women in remote areas are more vulnerable and needs extra measures to be protected and empowered.
- It is also come to forth that women were facing transport problems to reach institutions therefore some sort of transport facilities should be provided to those women.
- Course which are being taught at VTIs are not sufficient. There must be introduced some new course as per changing needs of the society.

- As far as effectiveness of services is concerned, these are not up to the mark. It needs must care to be delivered with its true sense so benefits can be maximized.

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