

Development of Women Empowerment Index for the Indian Apparel Industry  
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Abstract

The significant role that women empowerment plays in economic and social development has led practitioners and researchers to search for the indicators that affect women empowerment. Women empowerment scales, such as Women Empowerment in Agriculture Index, have been developed in the agricultural sector, which is the largest provider of female employment in the world. However, scales to measure the women empowerment for the second largest provider of female employment in the world, textile and apparel manufacturing, is non-existent. Therefore, the study developed Women Empowerment Index for Apparel Industry (WEIAI), the index measures the degree of women empowerment within the apparel manufacturing households.

The study employed Alkire Foster Methodology to measure Women Empowerment. A face to face survey was conducted. Results indicated that the study participants were disempowered. The lack of leadership in the community and the lack of control over the use of income were found to be greatest contributor to Indian women's disempowerment working in the apparel industry. The study confirmed the five domains of empowerment sub-index model via confirmatory factor analysis. Implications, contributions, limitations and future research opportunities are also discussed.