Balochistan Women in Politics: An Examination of Political Participation and its Effects on Women Empowerment in Balochistan, Pakistan

Muhammad Makki Kakar[1], Muhammad Rahim[2], Shoukat Ali[3]

[1] Academician & Researcher, Education Department, Government of Balochistan, Quetta, Pakistan.
  Email: makkikakar@gmail.com
[2] Lecturer, Department of Sociology, University of Balochistan, Quetta, Pakistan. Email: rahimnasar83@gmail.com
[3] Lecturer, Department of Political Science, University of Balochistan, Quetta, Pakistan.
  Email: shoukattareen@gmail.com

ARTICLE INFO	ABSTRACT
	This research paper investigates women's political participation and its impact on women's political empowerment in Balochistan, Pakistan. With women constituting half of the population, their role in various domains, including political development, is crucial. The study focuses on women political workers from eight political parties, namely ANP, BNP-Mengal, NP, HDP, PkMAP, PML-N, PPPP, and PTI, operating in Balochistan. A sample of 400 respondents was selected from these parties to gather insights into women's political participation and empowerment in the region. The findings reveal a positive trend of increasing women's political participation and empowerment in Balochistan. Moreover, the study emphasizes encouraging women to contribute and play significant roles in society actively. This research sheds light on women's political involvement in Balochistan and highlights the potential for further progress in empowering women through political engagement.

Corresponding Author's Email: makkikakar@gmail.com

1.   Introduction

This study examines the effects of women's political participation on their political empowerment in Balochistan, Pakistan. This study argues that increasing the number of female political participants can strengthen women's political empowerment at the broader level. This research analyzes how women's political participation led to greater empowerment, such as increasing their political influence and presence within the community. Additionally, the research explored how the political parties support the greater inclusion of women in the political process in Balochistan. The study also assesses the potential impact of increased political participation on society's overall development. Ultimately, the study seeks to identify the impact of increased female political participation on the broader female population of Balochistan and demonstrate how this could strengthen women's political empowerment and help society progress.

Women make up 50% of the total population in Pakistan, and their inclusion and participation were essential for a functioning democracy. The global focus on women's empowerment and rights, particularly since the 1995 Beijing Declaration and Platform for Action, has contributed to progress toward gender equality. Women's empowerment was crucial in driving development worldwide and is a key component in promoting societal progress (Esquivel & Enríquez, 2020; Khawaja, 2017). The researcher has put forth various perspectives regarding the inclusion of women in society. Since women constitute half of the entire population, it is their right to have equal representation in decision-making positions. One argument emphasizes that women's experiences, whether biological or socially constructed, differ significantly from those of men. Therefore, it is important to acknowledge that women's interests cannot be defined solely by men, as there may be substantial differences between them (Cho et al., 2015; Uwa, John, Dauda, & Oyindamola, 2018).

Democracy in Pakistan remained promising, but it faced a fundamental issue concerning the exclusion of women in national elections. Historically, tribal areas in Pakistan experienced strong opposition from tribal communities, political parties, and religious groups towards women's right to vote, dating back to 1965. To prevent the recurrence of such circumstances, the Election Commission of Pakistan (ECP) collaborated with civil society organizations and the media to undertake voter mobilization initiatives and raised awareness about women's political participation in these areas (Cheema, Khan, & Myerson, 2015). However, due to the unavailability of polling station-level results after general elections, it became difficult to evaluate the effectiveness of these efforts. It raised concerns about the legitimacy of election results in certain constituencies (Jamil, 2020).

Including women in political matters is viewed as a desirable outcome. Implementing local, provincial, and national quotas was a proactive measure toward empowering women. It served as a significant component in the political process. Quotas aimed to increase women's representation in elected offices because women's presence in politics is believed to have meaningful effects on women as a collective group (Asrar-ul-Haq et al., 2019). Despite their significant contributions to the electoral process, women have consistently been marginalized, with men dominating political and managerial positions. The issue of women's participation in politics sparked ongoing discussions. However, notable advancements have been in women's political participation in appointed positions within the country. This upward trend was evident in appointing women as ministers, permanent secretaries, advisors, and special assistants to high-ranking officials such as the president, vice president, and commissioners in all 36 federation states (Burton, 2015; Kassa, 2015).

In order to address the existing gender disparities, it was crucial to implement specific measures that promote women's inclusion in society. Women faced significant challenges in accessing political power, public leadership roles, and decision-making structures. Various socio-cultural, individual, and institutional factors influenced these obstacles. Additionally, women were often deprived of their rights to resources such as income-generating opportunities, tools, and equitable access to political resources, including representation in political organizations, education, public engagement, political efficacy, and time allocation (Crameri, 2015). Enhancing women's political participation necessitates implementing strategies that provided targeted support to women party activists both within and outside political institutions. Political parties served as key platforms for women to access electoral positions and leadership roles, making political institutions' structures, policies, and evaluative measures crucial in influencing women's level of political engagement. Women's active political participation was fundamental to achieving these goals, and political parties played a significant role in promoting and fostering women's political empowerment. Added collaboration between diverse actors and political institutions were also essential for facilitating political empowerment (Krook & Norris, 2014; Kumar et al., 2019).

It enabled nations to establish important democratic institutions that could effectively address issues related to security, employment, human rights, physical well-being, and the broader role of women. It involved women exercising their basic political rights as citizens to participate in society's governance actively. It represented the most basic form of women's political participation. Women representatives' elected to positions of political power at all levels would utilize their rights to shape policies and address state issues directly. Women from diverse backgrounds would engage in the governance and democratic oversight of society through various forms of women's organizations. By positioning themselves in political institutions and decision-making bodies at the national level, women would contribute to political policy formulation, decision-making, and the administration of the country (Blustein, Kenny, Di Fabio, & Guichard, 2019; Fukuda-Parr, Yamin, & Greenstein, 2014). Women who actively engaged in state political affairs continued to face ridicule in public, with their ability to balance multiple roles as representatives, spouses, and mothers being subjected to criticism. Their treatment was often inappropriate and raised concerns in numerous societies worldwide (Isike, 2017).

The ongoing efforts to promote democratic elections hold a glimmer of hope for advancing women's rights. Empowering women at the state and local levels required providing opportunities and taking affirmative actions to support women and a deeper examination of the processes of recruitment and advancement within political organizations. Despite the historical discrimination against women within town councils and administrative structures, there was a potential for

change and progress (Ngara & Ayabam, 2013). The Convention on the Elimination of Discrimination against Women (CEDAW) is crucial in promoting women's political participation globally. According to CEDAW, women's equal representation and participation in the political process were integral to a modern political system. Therefore, it is recommended that comprehensive measures be taken to enhance women's political participation. The 1995 Beijing conference extensively addressed various issues related to discrimination, unequal power dynamics, and the underrepresentation of women in politics. The conference specifically focused on cultural and institutional barriers that hindered women's political participation, such as socio-economic status, political violence, and women's reluctance to engage in politics. To address these challenges, the conference emphasized the need for governments to identify institutions responsible for marginalizing women in politics and to empower women in all spheres (Masitoh & Pramesti, 2020).

Women's political participation in Pakistan has been a hot topic for many years. Even though women make up half the population, they remained far away from achieving equal representation in the nation's politics. It was due to several factors, including the traditional beliefs and cultural norms that were prevalent in the country. In recent years, there have been increasing efforts to promote women's political participation in Pakistan. The constitution of Pakistan, in Article 25A, guarantees equal rights to citizens regardless of gender. Additionally, several laws have been enacted that have soughed to increase women's political participation. These included the Women's Protection Act of 2006, the National Commission on the Status of Women Act of 2012, and the Women's Protection Bill of 2015 (Grünenfelder, 2013; Saud, Ida, & Mashud, 2020).

Despite these steps, there was still a long way to go before women in Pakistan achieve true political equality. According to a report by the Inter-Parliamentary Union, women made up only 21.3% of the total number of members in the National Assembly of Pakistan. Furthermore, in the provincial assemblies, women's representation was even lower, making up only 16.7% of the total members. Several initiatives were being taken to increase women's political participation in Pakistan. The government implemented several gender-responsive budgeting measures to ensure that women's needs were considered when making budgetary decisions. Additionally, civil society organizations have been advocating for greater representation of women in politics, and campaigns such as the Aurat March were seeking to raise awareness of the importance of women's political participation. Women's political participation in Pakistan needed to achieve parity with men, but the country was progressing. With continued efforts, it is hoped that the country would one day boast true gender equality in its politics (Jabeen, 2021). Women political participation and women empowerment is very little study dimension of women politics in Balochistan in the academic research. Therefore, this study is an attempt to contribute to women participation in politics in Balochistan.

This research study focuses on the issue of women in Balochistan, Pakistan, encountering obstacles when engaging in political activities, despite comprising half of the population. Throughout history, women have faced exclusion from political participation, and although some efforts have been made recently to include them, their involvement remains restricted. This limited participation hinders the overall development of society. Hence, the objective of this study is to explore the impact of women's political engagement on women's empowerment in Balochistan, Pakistan, as perceived by political activists. The objective of the Study is to examine the effects of women political participation on women political empowerment in Balochistan, Pakistan.

2. Theoretical and Policy Implication of the Study

The results of this study have several implications for both policy and theory. From a theoretical perspective, the findings of this study suggest that women's political participation lead to greater political empowerment. This finding can be used to inform the development of theories related to the role of women in the political sphere. From a policy perspective, the findings of this study suggest that governments should promote policies that encourage women's political participation. This could include initiatives such as quotas for women's political representation, increasing access to resources and training opportunities for women in politics, and providing incentives for women to participate in politics.

The politics of women in Balochistan's political sphere have sparked discussions about their participation and empowerment. The application of gender intersectionality theory, developed by Kimberlé Crenshaw, helped analyze the multifaceted forms of oppression experienced by women in Balochistan. This framework takes into account various intersecting identities such as gender, race, class, sexuality, and religion, shedding light on the unique challenges faced by Balochistani women. By using gender intersectional approach, strategies and interventions could be tailored to address the specific needs of women in Balochistan, leading to more inclusive and effective initiatives for their political participation and empowerment.

3.   Material and Methods

This study examines the relationship between women's political participation and political empowerment in Balochistan, Pakistan. The study was conducted in Balochistan, focusing on women political workers from eight political parties: Awami National Party (ANP), Balochistan National Party (BNP-Mengal), National Party (NP), Hazara Democratic Party (HDP), Pakhtunkhwa Milli Awami Party (PkMAP), Pakistan Muslim League (PML-N), Pakistan People's Party Parliamentarian (PPPP), and Pakistan Tehrik e Insaf (PTI). The sample size included 400 respondents, selected through proportionate random sampling and simple random sampling techniques. Data was collected using a semi-structured interview schedule. The interview questions covered various aspects of women's political participation (Including; cast vote, political campaign, party corner meeting, participate in rallies, participate in protests, and work as polling agent for party) and its effects on their political empowerment (representation, leadership position, inclusion in the decision-making process, information about party decision, freedom of expression in party politics, legal and policy frameworks, reforms, and encourage active participation), including their level of involvement, challenges faced, support received, and perceived impacts on empowerment.

The interviews were conducted face-to-face by trained researchers who were familiar with the political context of Balochistan. The collected data was analyzed using the Statistical Package for the Social Sciences (SPSS). Descriptive statistics were used to summarize the demographic characteristics of the respondents and their levels of political participation and empowerment. Inferential statistics, such as correlation analysis, examined the relationship between women's political participation and empowerment. The findings were tabulated and interpreted using SPSS. Ethical considerations were followed throughout the study, including obtaining informed consent from participants and ensuring the privacy and confidentiality of their responses. The research findings contribute to understanding women's political participation and empowerment in Balochistan, Pakistan, and provide valuable insights for policymakers and stakeholders in promoting gender equality and women's empowerment in the political sphere.

4.   Results

The table 1 displays the frequency distribution of respondents' perceptions regarding political participation, categorized into three options: To Some Extent (TSE), To Great Extent (TGE), and Not at all (NAA). When casting votes for their party, many respondents (216) demonstrate total support and engagement, actively participating in the electoral process. Another group of respondents (177) shows great support and engagement, while only a small number (7) are not actively involved in casting votes. Regarding political campaigns, a large majority of respondents (242) are supportive and engaged, actively involved in promoting their party's agenda. Additionally, 84 respondents display great support and engagement, while 74 are inactive with campaign activities.

Table 1: Frequency Distribution of the Respondents Regarding Political Participation

Statement	TSE	TGE	NAA
You cast a vote for your party	216	177	7
You carry out a political campaign for a political party	242	84	74
You attend corner meetings of a political party	113	50	237
You participate in rallies of a political party	166	53	181
You participate in the protests of a political party	125	34	241
You work as a polling agent for a political party	120	26	254
TSE= To Some Extent TGE= To a Great Extent NAA= Not At All			

Regarding attendance at corner meetings of political parties, a considerable number of respondents (113) are supportive and engaged, actively participating in party gatherings and discussions. A smaller group (50) demonstrates great support and engagement, while 237 respondents are not actively involved in attending corner meetings of political parties, indicating limited involvement in these meetings. Regarding participating in rallies, 166 respondents are supportive and engaged, actively joining public demonstrations and events organized by their political party. Meanwhile, 53 respondents show great support and engagement, and 181 are not actively involved with political party rallies.

Regarding participating in the protests organized by political parties, 125 respondents are supportive and engaged, actively voicing their party's concerns and demands. 34 respondents show great support and engagement, while 241 are inactive in political party protests. Regarding working as polling agents for political parties, 120 respondents are supportive and engaged, actively contributing to fair and transparent elections. Another group of respondents (26) demonstrates great support and engagement, while 254 are not actively involved with this role.

Overall, the table indicates varying levels of political participation among the respondents. While many respondents are actively engaged in activities such as voting, political campaigns, attending meetings, participating in rallies and protests, and working as polling agents, some respondents display partial support and engagement, as well as a group with limited involvement in these political activities. Some studies inform this study with the same results reported that women political participation had been in practice as emerging phenomena seeing women in political participation (Ahmad, Alvi, & Ittefaq, 2019; Bhalotra, Clots-Figueras, & Iyer, 2018; Kitanova, 2020). These findings provide insights into the respondents' level of participation and engagement in political processes, reflecting their political participation. The results contribute to understanding the overall political landscape and the extent of political involvement among the respondents in the study context.

Table 2: Frequency Distribution of the Respondents Regarding Political Empowerment

Statement	SA	A	NO	DA	SDA
Women have sufficient representation in political parties	112	206	2	77	3
Women are in leadership positions in the political party	113	205	2	77	3
Women are included in the decision-making process	157	207	4	30	2
Women have access to information regarding decisions	120	169	7	83	21
Women have freedom of expression in political parties	237	147	1	15	0
Legal and policy frameworks support women's participation	72	111	19	144	54
Women are made part of electoral reforms	153	189	3	48	7
Women are encouraged to participate in politics	107	266	8	19	0
SA= Strongly Agree A= Agree NO= No Opinion DA= Disagree SDA= Strongly Disagree					

The table 2 presents the frequency distribution of the respondent's perceptions regarding various aspects of women's political empowerment. The responses are categorized into five options: Strongly Agree (SA), Agree (A), No Opinion (NO), Disagree (DA), and Strongly Disagree (SDA). Regarding the representation of women in political parties, a significant number of respondents (206) agree, and 112 respondents strongly agree that women have sufficient representation. On the other hand, 77 respondents disagree, and 3 respondents strongly disagree with this statement. In terms of women's leadership positions in political parties, 205 respondents and 113 respondents strongly agree. Conversely, 77 respondents disagree, and 3 respondents strongly disagree.

The most respondents (207) agree, and 157 recently agree that women are included in the decision-making process. However, 30 respondents disagree, and 2 respondents strongly disagree. Regarding women's access to information regarding decisions, 169 respondents agree, and 120 respondents strongly agree. On the contrary, 83 respondents disagree, and 21 respondents strongly disagree. Most respondents (237) strongly agree that women have freedom of expression in political parties, and 147 agree. Only 15 respondents disagree, and none strongly disagree. Regarding the legal and policy framework supporting women's participation, 111 respondents and 72 respondents strongly agree. However, 144 respondents disagree, and 54 respondents strongly disagree.

Regarding women being made part of electoral reforms, 189 respondents agree, and 153 respondents strongly agree. Conversely, 48 respondents disagree, and 7 respondents strongly

disagree. Regarding women being encouraged to participate in politics, 266 respondents agree, and 107 strongly agree. Only 19 respondents disagree, and none strongly disagree. In summary, the table highlights progress regarding women's representation, leadership positions, decision-making inclusion, and freedom of expression, electoral reforms, and encouragement to participate in politics in Balochistan. However, there are areas where improvements can be made, particularly regarding access to information and legal/policy support. These findings provide valuable insights for policymakers and organizations striving to promote gender equality and women's empowerment in the political arena of Balochistan. Other studies conducted indicated that women empowerment remained a challenge in various developing society due to structural barricades (Joo, Woosnam, Strzelecka, & Boley, 2020; Lewellyn & Muller-Kahle, 2020).

H_1:   There is a positive correlation between women's political participation and women's political empowerment

Table 3: Correlation Between Women Political Participation and Women's Political Empowerment

Women Political Participation	**Women Political Empowerment**	
	Pearson Correlation	0.311**
	Sig (2-tailed)	.000
	N	400
** Correlation is significant at the 0.01 level (2-tailed)		

The table 3 presents the correlation between women's political participation and political empowerment. The findings from the correlation analysis provide valuable insights into the relationship between women's political participation and their political empowerment. The positive correlation coefficient 0.311 indicates a direct association between these two variables. It means that as women's political participation increases, their political empowerment also tends to increase. The statistical significance of the correlation, indicated by the low significance level (Sig) of .000, strengthens the validity of the relationship. It explores that the observed correlation is not likely to have occurred by chance. With a sample size of 400 respondents, the findings can be considered robust and representative of the population of women political workers in Balochistan.

The significant correlation at the 0.01 level (2-tailed) further reinforces the meaningfulness of the relationship. It indicates that the likelihood of the correlation resulting from random variation is extremely low. It strengthens the confidence in the findings and supports the argument that a substantive link exists between women's political participation and political empowerment. The implications of these findings are significant. They suggest that efforts to increase women's political participation can contribute to enhancing their political empowerment. When women actively engage in political activities, such as participating in elections, holding leadership positions, and being involved in decision-making processes, they are more likely to experience higher levels of empowerment within the political sphere.

5.   Discussions

The study highlights the progress made in Balochistan regarding women's political participation and women empowerment in the Balochistan province of Pakistan. In particular, the study noted the increased participation of women in the electoral process, the introduction of electoral reforms, and the encouragement of women to participate in politics. However, the study also highlighted areas where further improvements could be made, particularly regarding access to information and legal and policy support. These areas must be addressed to ensure that the progress made in Balochistan continues. With further progress in these areas, Balochistan could achieve gender equality and ensure women can play a full role in the political process. The study also indicates a wide range of political engagement among the respondents. Many demonstrate active involvement, such as voting, campaigning, attending meetings, participating in rallies and protests, and even working as voting agents. It indicates a strong commitment to political engagement among the population.

On the other hand, the group of respondents also play partial support and engagement in the political process. Finally, the group of respondents reported limited involvement in political activities. This low level of involvement is a cause for concern, as it suggests that these

individuals may need to be more engaged in the political process to make a meaningful impact. Overall, the study demonstrates a wide range of political engagement among the respondents, ranging from active to limited involvement.

The study reveals a positive and significant correlation between women's political participation and political empowerment. The findings indicate that as women's political participation increases, their level of empowerment in the political domain also tends to increase. The robustness of the correlation analysis, supported by a large sample size and low significance level, lends credibility to the relationship. These results highlight the importance of promoting and encouraging women's active political involvement to foster their empowerment. By actively participating in political processes and occupying leadership roles, women can exert greater influence, contribute to decision-making, and ultimately enhance their overall empowerment within the political arena. These findings have significant implications for policymakers and stakeholders who seek to advance gender equality and promote women's meaningful engagement in the political spheres.

6.   Conclusions

In conclusion, the study showcases the progress made in Balochistan regarding women's political participation and empowerment. It acknowledges the increased involvement of women in the electoral process, the implementation of electoral reforms, and the encouragement of women's political engagement. However, it also highlights the need for further improvements in access to information and legal and policy support. Addressing these areas is crucial to sustaining progress, leading to gender equality and enabling women to participate fully in politics. The study demonstrates a diverse range of political engagement among respondents, with a substantial number actively participating in various activities such as voting, campaigning, attending meetings, rallies, protests, and even working as voting agents. This reflects a strong commitment to political involvement within the population.

Conversely, some respondents show partial support and engagement, while others exhibit limited involvement, raising concerns about their impact on the political process. The study further reveals a positive and significant correlation between women's political participation and political empowerment. It emphasizes that increasing women's political engagement leads to heightened empowerment, underscoring the significance of promoting and supporting their active participation in decision-making and leadership roles. These findings hold significant implications for policymakers and stakeholders, highlighting the importance of fostering gender equality and meaningful inclusion of women in politics. Women's political empowerment in Pakistan is essential for the country's progress. The government and civil society organizations need to work together to ensure that women have access to the same resources and opportunities as men and that their voices are heard in decision-making. It will help to ensure that women can play an active role in shaping the future of Pakistan.

References

Ahmad, T., Alvi, A., & Ittefaq, M. (2019). The use of social media on political participation among university students: An analysis of survey results from rural Pakistan. *Sage Open, 9*(3), 2158244019864484. doi:https://doi.org/10.1177/2158244019864484

Asrar-ul-Haq, M., Ali, H. Y., Anwar, S., Iqbal, A., Iqbal, M. B., Suleman, N., . . . Haris-ul-Mahasbi, M. (2019). Impact of organizational politics on employee work outcomes in higher education institutions of Pakistan: Moderating role of social capital. *South Asian Journal of Business Studies*. doi:https://doi.org/10.1080/01900690903188800

Bhalotra, S., Clots-Figueras, I., & Iyer, L. (2018). Pathbreakers? Women's electoral success and future political participation. *The Economic Journal, 128*(613), 1844-1878. doi:https://doi.org/10.1111/ecoj.12492

Blustein, D. L., Kenny, M. E., Di Fabio, A., & Guichard, J. (2019). Expanding the impact of the psychology of working: Engaging psychology in the struggle for decent work and human rights. *Journal of Career Assessment, 27*(1), 3-28. doi:https://doi.org/10.1177/1069072718774002

Burton, L. J. (2015). Underrepresentation of women in sport leadership: A review of research. *Sport management review, 18*(2), 155-165. doi:https://doi.org/10.1016/j.smr.2014.02.004

Cheema, A., Khan, A. Q., & Myerson, R. (2015). Breaking the countercyclical pattern of local democracy in Pakistan. *Is decentralization good for development*, 68-79.

Cho, Y., McLean, G. N., Amornpipat, I., Chang, W.-W., Hewapathirana, G. I., Horimoto, M., . . . Othman, J. (2015). Asian women in top management: Eight country cases. *Human Resource Development International, 18*(4), 407-428. doi:https://doi.org/10.1080/13678868.2015.1020717

Crameri, K. (2015). Political power and civil counterpower: The complex dynamics of the Catalan independence movement. *Nationalism and Ethnic politics, 21*(1), 104-120. doi:https://doi.org/10.1080/13537113.2015.1003491

Esquivel, V., & Enríquez, C. R. (2020). The Beijing Platform for Action charted a future we still need to bring up: building feminist economic policy. *Gender & Development, 28*(2), 281-298. doi:https://doi.org/10.1080/13552074.2020.1756627

Fukuda-Parr, S., Yamin, A. E., & Greenstein, J. (2014). The power of numbers: a critical review of millennium development goal targets for human development and human rights. *Journal of Human Development and Capabilities, 15*(2-3), 105-117. doi:https://doi.org/10.1080/19452829.2013.864622

Grünenfelder, J. (2013). *Discourses of gender identities and gender roles in Pakistan: Women and non-domestic work in political representations.* Paper presented at the Women's Studies International Forum.

Isike, C. (2017). Soft power and a feminist ethics of peacebuilding in Africa. *Peace Review, 29*(3), 350-357. doi:https://doi.org/10.1080/10402659.2017.1344535

Jabeen, M. (2021). Political Representation of Women in Parliament of Pakistan after Restoration and Increase in Gender Quotas (2002 to 2018). *Pakistan Journal of Social Sciences, 41*(1), 163-174.

Jamil, S. (2020). A widening digital divide and its impacts on existing social inequalities and democracy in Pakistan. *Digital Inequalities in the Global South*, 59-78. doi:https://doi.org/10.1007/978-3-030-32706-4_4

Joo, D., Woosnam, K. M., Strzelecka, M., & Boley, B. B. (2020). Knowledge, empowerment, and action: Testing the empowerment theory in a tourism context. *Journal of sustainable tourism, 28*(1), 69-85. doi:https://doi.org/10.1080/09669582.2019.1675673

Kassa, S. (2015). Challenges and opportunities of women political participation in Ethiopia. *Journal of Global economics, 3*(4), 1-7. doi:https://doi.org/10.4172/2375-4389.1000162

Khawaja, A. S. (2017). Women in Security Policy-making. *Strategic Studies, 37*(1), 90-107.

Kitanova, M. (2020). Youth political participation in the EU: evidence from a cross-national analysis. *Journal of Youth Studies, 23*(7), 819-836. doi:https://doi.org/10.1080/13676261.2019.1636951

Krook, M. L., & Norris, P. (2014). Beyond quotas: Strategies to promote gender equality in elected office. *Political Studies, 62*(1), 2-20. doi:https://doi.org/10.1111/1467-9248.12116

Kumar, N., Raghunathan, K., Arrieta, A., Jilani, A., Chakrabarti, S., Menon, P., & Quisumbing, A. R. (2019). Social networks, mobility, and political participation: The potential for women's self-help groups to improve access and use of public entitlement schemes in India. *World development, 114*, 28-41. doi:https://doi.org/10.1016/j.worlddev.2018.09.023

Lewellyn, K. B., & Muller-Kahle, M. I. (2020). The corporate board glass ceiling: The role of empowerment and culture in shaping board gender diversity. *Journal of Business Ethics, 165*, 329-346. doi:https://doi.org/10.1007/s10551-019-04116-9

Masitoh, D., & Pramesti, F. A. (2020). Gender Inequality in Pakistan Caused by Domestic Factors and Conflict Resolving Based on CEDAW. *Nation State: Journal of International Studies, 3*(2), 241-258. doi:https://doi.org/10.24076/NSJIS.2020v3i2.241

Ngara, C. O., & Ayabam, A. T. (2013). Women in politics and decision-making in Nigeria: Challenges and prospects. *European Journal of Business and Social Sciences, 2*(8), 47-58. doi:https://doi.org/10.1525/sod.2020.6.2.145

Saud, M., Ida, R., & Mashud, M. i. (2020). Democratic practices and youth in political participation: a doctoral study. *International Journal of Adolescence and Youth, 25*(1), 800-808. doi:https://doi.org/10.1080/02673843.2020.1746676

Uwa, O. G., John, A. E., Dauda, B., & Oyindamola, O. (2018). Political participation and gender inequality in Nigerian fourth republic. *Global Journal of Political Science and Administration, 6*(5), 22-38.